GENERAL SERVICES ADMINISTRATION SERVICES

Federal Supply Service Authorized Federal Supply Schedule Price List

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

Schedule Title: Multiple Award Schedule (MAS)

Large Category	Subcategory	PSC
Professional Services	**Business Administrative Services**	**R408**
	Environmental Services	**F999**
	Financial Services	**R703, R704**
	Logistical Services	**R706, V122**
	Marketing and Public Relations	**T006, D304, R701, R708, Y1PB, R422**
	Technical and Engineering Services (non-IT)	**R414, R425**
	Training	**R704**
Scientific Management & Solutions	**Testing and Analysis**	**R499**
Information Technology	**IT Services**	**D399**
	IT Solutions	**DA01, D399, DB10**
	Electronic Commerce	**DG10**
Human Capital	**Human Resources**	**R799, R431, R408**
	Compensation & Benefits	**R710**
Miscellaneous	**Complimentary SIN**	**0000**

For more information on ordering from Federal Supply Schedules go to the GSA Schedules page at GSA.gov

Contract Number: 47QRAA18D001P

Contract Period: November 21, 2017 to November 20, 2027

Contractor: ***Deloitte Consulting LLP***
1919 N. Lynn St., Arlington, VA 22209-1742
www.deloitte.com

Contact for Ordering and Contract Administration:
Nancy Dunn
1919 N. Lynn Street
Arlington, VA 22209
Phone: 703 251-1143
Fax: 703-842-6748
Email: usdeloittegsacontracts@deloitte.com

Business Size: *Large*

Current through Modification PS-0050 dated 09/03/24 & Refresh 0022

SECTION 1.0 CUSTOMER INFORMATION

1a. Table of Awarded Special Item Numbers:

Large Category	Subcategory	SIN	SIN Title
Professional Services	Business Administrative Services	541611 541611(RC)	Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services
Professional Services	Environmental Services	541620 541620(RC)	Environmental Consulting Services
Professional Services	Financial Services	522310 522310(RC)	Financial Advising, Loan Servicing and Asset Management Services
Professional Services	Financial Services	541219 541219(RC)	Budget and Financial Management Services
Professional Services	Logistical Services	541614 541614(RC)	Deployment, Distribution and Transportation Logistics Services:
Professional Services	Logistical Services	541614SVC 541614SVC(RC)	Supply and Value Chain Management
Professional Services	Marketing and Public Relations	512110 512110(RC)	Video/Film Production
Professional Services	Marketing and Public Relations	541511 541511(RC)	Web Based Marketing
Professional Services	Marketing and Public Relations	541613 541613(RC)	Marketing Consulting Services
Professional Services	Marketing and Public Relations	541810 541810(RC)	Advertising Services
Professional Services	Marketing and Public Relations	541820 541820(RC)	Public Relations Services
Scientific Management & Solutions	Testing and Analysis	541380 541380(RC)	Testing Laboratory Services
Professional Services	Marketing and Public Relations	541850 541850(RC)	Exhibit Design and Advertising Services
Professional Services	Marketing and Public Relations	541910 541910(RC)	Marketing Research and Analysis
Professional Services	Technical and Engineering Services (non-IT)	541420 541420(RC)	Engineering System Design and Integration Services
Professional Services	Technical and Engineering Services (non-IT)	541715 541715(RC)	Engineering Research and Development and Strategic Planning
Professional Services	Technical and Engineering Services (non-IT)	541330ENG 541330ENG(RC)	Engineering Services
Professional Services	Training	611430 611430(RC)	Professional and Management Development Training
Information Technology	IT Services	54151HACS 54151HACS(STLOC) 54151HACS(RC)	Highly Adaptive Cybersecurity Services (HACS)
Information Technology	IT Services	54151HEAL 54151HEAL(STLOC) 54151HEAL(RC)	Health Information Technology Services

Information Technology	**IT Services**	**54151S 561422(STLOC) 561422(RC)**	**Information Technology Professional Services**
Information Technology	**IT Solutions**	**541519PIV 541519PIV(STLOC) 541519PIV(RC)**	**Homeland Security Presidential Directive 12 Product and Service Components (HSPD12)**
Information Technology	**IT Solutions**	**561422 561422(STLOC) 561422(RC)**	**Automated Contact Center Solutions (ACCS)**
Information Technology	**IT Solutions**	**518210C 518210C (STLOC) 518210C (RC)**	**Cloud Computing and Cloud Related IT Professional Services**
Information Technology	**IT Solutions**	**518210FM 518210FM (STLOC) 518210FM (RC)**	**Financial Management Quality Service Management Office (FM QSMO) Core Financial Management (FM) Solutions and IT Professional Services**
Information Technology	**Electronic Commerce**	**54151ECOM 54151ECOM (STLOC) 54151ECOM (RC)**	**Electronic Commerce and Subscription Services**
Human Capital	**Human Resources**	**541612HC 541612HC(RC)**	**Agency Human Capital Strategy, Policy and Operations**
Human Capital	**Human Resources**	**56131 56131(RC)**	**Talent Acquisition**
Human Capital	**Human Resources**	**524292 524292(RC)**	**Separation and Retirement**
Human Capital	**Compensation & Benefits**	**541214HR 541214HR(RC)**	**Compensation and Benefits**
Human Capital	**Human Resources**	**541611W 541611W(RC)**	**Workforce Analytics and Employee Records**
Human Capital	**Human Resources**	**541612EPM 541612EPM(RC)**	**Employee Performance Management**
Human Capital	**Human Resources**	**611430TD 611430TD(RC)**	**Talent Development**
Miscellaneous	**Complimentary SIN**	**OLM OLM(RC)**	**Order Level of Materials (OLM)**

1b. Lowest Priced Model: NA

1c. Labor Descriptions and Rates: Please see Sections 4 - 5 of this Price List

2. Maximum Order:

Large Category	Subcategory	SIN	SIN Title	Maximum Order Limit (MOL)
Professional Services	**Business Administrative Services**	**541611 541611(RC)**	**Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services**	**$1,000,000.00**
Professional Services	**Environmental Services**	**541620 541620(RC)**	**Environmental Consulting Services**	**$1,000,000.00**
Professional Services	**Financial Services**	**522310 522310(RC)**	**Financial Advising, Loan Servicing and Asset Management Services**	**$1,000,000.00**
Professional Services	**Financial Services**	**541219 541219(RC)**	**Budget and Financial Management Services**	**$1,000,000.00**
Professional Services	**Logistical Services**	**541614 541614(RC)**	**Deployment, Distribution and Transportation Logistics Services**	**$1,000,000.00**

Professional Services	**Logistical Services**	**541614SVC 541614SVC(RC)**	**Supply and Value Chain Management**	**$1,000,000.00**
Professional Services	**Marketing and Public Relations**	**512110 512110(RC)**	**Video/Film Production**	**$1,000,000.00**
Professional Services	**Marketing and Public Relations**	**541511 541511(RC)**	**Web Based Marketing**	**$1,000,000.00**
Professional Services	**Marketing and Public Relations**	**541613 541613(RC)**	**Marketing Consulting Services**	**$1,000,000.00**
Professional Services	**Marketing and Public Relations**	**541810 541810(RC)**	**Advertising Services**	**$1,000,000.00**
Scientific Management & Solutions	**Testing and Analysis**	**541830 541830(RC)**	**Testing Laboratory Services**	**$250,000.00**
Professional Services	**Marketing and Public Relations**	**541820 541820(RC)**	**Public Relations Services**	**$1,000,000.00**
Professional Services	**Marketing and Public Relations**	**541850 541850(RC)**	**Exhibit Design and Advertising Services**	**$1,000,000.00**
Professional Services	**Marketing and Public Relations**	**541910 541910(RC)**	**Marketing Research and Analysis**	**$1,000,000.00**
Professional Services	**Technical and Engineering Services (non-IT)**	**541420 541420(RC)**	**Engineering System Design and Integration Services**	**$1,000,000.00**
Professional Services	**Technical and Engineering Services (non-IT)**	**541715 541715(RC)**	**Engineering Research and Development and Strategic Planning**	**$1,000,000.00**
Professional Services	**Technical and Engineering Services (non-IT)**	**541330ENG 541330ENG(RC)**	**Engineering Services**	**$1,000,000.00**
Professional Services	**Training**	**611430 611430(RC)**	**Professional and Management Development Training**	**$1,000,000.00**
Information Technology	**IT Services**	**54151HACS 54151HACS(STLOC) 54151HACS(RC)**	**Highly Adaptive Cybersecurity Services (HACS)**	**$500,000.00**
Information Technology	**IT Services**	**54151HEAL 54151HEAL(STLOC) 54151HEAL(RC)**	**Health Information Technology Services**	**$500,000.00**
Information Technology	**IT Services**	**54151S 561422(STLOC) 561422(RC)**	**Information Technology Professional Services**	**$500,000.00**
Information Technology	**IT Solutions**	**541519PIV 541519PIV(STLOC) 541519PIV(RC)**	**Homeland Security Presidential Directive 12 Product and Service Components (HSPD12)**	**$1,000,000.00**
Information Technology	**IT Solutions**	**561422 561422(STLOC) 561422(RC)**	**Automated Contact Center Solutions**	**$500,000.00**
Information Technology	**IT Solutions**	**518210C 518210C (STLOC) 518210C (RC)**	**Cloud Computing and Cloud Related IT Professional Services**	**$500,000.00**
Information Technology	**IT Solutions**	**518210FM 518210FM (STLOC) 518210FM (RC)**	**Financial Management Quality Service Management Office (FM QSMO) Core Financial Management (FM) Solutions and IT Professional Services**	**$500,000.00**
Information Technology	**Electronic Commerce**	**54151ECOM 54151ECOM (STLOC) 54151ECOM (RC)**	**Electronic Commerce and Subscription Services**	**$500,000.00**
Human Capital	**Human Resources**	**541612HC 541612HC(RC)**	**Agency Human Capital Strategy, Policy and Operations**	**$500,000.00**
Human Capital	**Human Resources**	**56131 56131(RC)**	**Talent Acquisition**	**$1,000,000.00**
Human Capital	**Human Resources**	**524292 524292(RC)**	**Separation and Retirement**	**$1,000,000.00**

Human Capital	**Compensation & Benefits**	**541214HR 541214HR(RC)**	**Compensation and Benefits**	**$1,000,000.00**
Human Capital	**Human Resources**	**541611W 541611W(RC)**	**Workforce Analytics and Employee Records**	**$1,000,000.00**
Human Capital	**Human Resources**	**541612EPM 541612EPM(RC)**	**Employee Performance Management**	**$1,000,000.00**
Human Capital	**Human Resources**	**611430TD 611430TD(RC)**	**Talent Development**	**$1,000,000.00**
Miscellaneous	**Complimentary SIN**	**OLM OLM(RC)**	**Order Level of Materials (OLM)**	**$250,000.00**

3. Minimum Order: $100

4. Geographic Coverage: Worldwide

5. Point(s) of Production: Various Deloitte Consulting locations based on client requirements

6. Discount from list prices or statement of new price: Prices are net prices and include all discounts and fees

7. Quantity Discounts: None at the Schedule contract level. However, Quantity of Volume discounts are available at the Task Order or Blanket Purchase Agreement (BPA) level

8. Prompt Payment terms: Net 30 days. [Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.]

9. Foreign Items: None

10a. Time of Delivery: Specified on the Task Order

10b. Expedited Delivery: Contact Contractor

10c. Overnight Delivery: Contact Contractor

10d. Urgent Requirements: Contact Contractor

11. FOB Points: Destination (deliverable items)

Professional Services will be performed at the location(s) identified by the ordering agency in the order

12a. Ordering Address:

Point of Contact for Ordering and Contact Administration:
Attn: Nancy Dunn
Deloitte Consulting LLP
1919 N. Lynn Street
Arlington, VA 22209

Phone: (703) 251-1143
Fax: (703) 842-6748
E-mail: usdeloittegsacontracts@deloitte.com

12b. Ordering Procedures: For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPAs) are found in Federal Acquisition Regulation (FAR) 8.405-3

13. Payment Addresses:

Electronic Payment/Wire Transfer and ACH	Check Remittance Address	For Overnight Remittance Only
Bank of America Account# 385015866174 Swift code: BOFAUS3N US ACH: 011900571 US Wire: 026009593	Deloitte Consulting LLP P.O. Box 844717 Dallas, TX 75284-4717	Deloitte Consulting LLP LBX# 844717 1950 N. Stemmons Freeway Suite 5010 Dallas, TX 75207

Email remittance detail to: Deloittepayments@Deloitte.com
Taxpayer ID# 06-1454513

14. Warranty Provision: Standard Commercial Terms

15. **Export Packing:** N/A

16. **Terms and Conditions – Rental, Maintenance and Repair:** N/A

17. **Terms and Conditions – Installation:** N/A

18a. **Terms and Conditions – Repair Parts:** N/A

18b. **Terms and Conditions – Other Services:** Standard Commercial Terms

19. **List of service and distribution points:** N/A

20. **List of Participating Dealers:** N/A

21. **Preventive Maintenance:** N/A

22a. **Special Attributes:** N/A

22b. **Section 508 Compliance:** The professional services offered by Deloitte Consulting are technical, logistical, managerial and advisory services which are not generally considered Information and Communications Technology (ICT) and which are not provided by the government to employees or to the public. Section 508 Compliance does not apply to these services. If these services are ordered in support of agency requirements relating to EIT applications, products and services provided to employees or to the public, then, Deloitte will address Section 508 Compliance requirements as set out in a Task Order or Statement of Work. The EIT standard can be found at: www.Section508.gov/.

23. **Unique Entity Identifier (UEI) Number:** CKV2L9GZKJK3 {DUNS 019121586}

24. **Notification regarding registration in System for Award Management (SAM) database.** Registered

SECTION 2.0 FIRM OVERVIEW

Deloitte Consulting LLP ("Deloitte Consulting") is one of the world's leading business consulting firms, providing services to transform strategy, processes, information technology, and people. With recognized industry knowledge and experience, Deloitte Consulting helps clients create, defend and/or reinvent their business and economic models by guiding them through the complexity of the digital economy.

Deloitte Consulting is a part of Deloitte Touche Tohmatsu, one of the world's leading professional services firms, delivering world-class assurance and advisory, tax, and consulting services. Serving nearly one-fifth of the world's largest companies as well as large national enterprises, public institutions, and successful fast-growing companies, our internationally experienced professionals deliver seamless, consistent services wherever our clients operate. Our mission is to help our clients and our people excel.

A very different approach, for very different results.

Deloitte Consulting has built a reputation as a client-oriented consulting firm with deep technical knowledge. Our most basic client service instincts are to team with our clients to create a shared commitment to success.

Our proactive, collegial approach to client relationships facilitates a continual understanding of our clients' expectations. We believe that establishing such a relationship is essential to the successful and timely completion of project activities, promotion of client understanding and ownership of projects, and facilitation of a smooth transition into implementation and development efforts. By combining the objectivity, knowledge, experience, and creativity of both our clients and our consultants, we achieve better, more sustainable results.

Working with clients to create a shared sense of ownership for an engagement's outcome helps to increase realized benefits. We encourage client representatives to serve on project teams as full-time, equal members and to personally take part in defining why the organization needs to change, what needs to change, and how to best achieve the change.

It is the combination of our collaborative relationships with clients and our programmatic and technical experience that give our clients a true advantage because:

- Clients are an integral part of our consulting projects—helping to ensure the effective transfer of knowledge and realization of the recommendations.
- We work with management and project sponsors to help them plan the implementation of their decisions.
- We focus on both the cultural and technical aspects of projects, recognizing that managing change is critical to successful implementation.

SECTION 3.0 GSA MAS SIN DESCRIPTIONS

1. **SIN 541330ENG, 541330ENG(RC) - Engineering Services**
   Services include applying physical laws and principles of engineering in the design, development, and utilization of machines, materials, instruments, processes, and systems. Services may involve any of the following activities: provision of advice, concept development, requirements analysis, preparation of feasibility studies, preparation of preliminary and final plans and designs, provision of technical services during the construction or installation phase, inspection and evaluation of engineering projects, and related services.

   NOTE: Services under this SIN cannot include architect-engineer services as defined in the Brooks Act and FAR Part 2, or construction services as defined in FAR Parts 2 and 36.

2. **SIN 541620, 541620(RC) – Environmental Consulting Services**
   Services include providing advice and assistance to businesses and other organizations on environmental issues, such as the control of environmental contamination from pollutants, toxic substances, and hazardous materials; Endangered species, wetland, watershed, and other natural resource management plans; Archeological and/or cultural resource management plans. This includes identifying problems (e.g., inspect buildings for hazardous materials), measure and evaluate risks, and recommend solutions. Multi-disciplined staff of scientists, engineers, and other technicians with expertise in areas, such as air and water quality, asbestos contamination, remediation, ecological restoration, and environmental law such as Planning and Documentation Services for the development, planning, facilitation, coordination, and documentation of and/or for environmental initiatives (or mandates such as Executive Order 13693 in areas of chemical, radiological, and/or hazardous materials; ISO 14001 Environmental Management System (EMS) and sustainable performance measure development; Environmental Assessment (EA) and Environmental Impact Statement (EIS) preparation under the National Environmental Policy Act (NEPA).

3. **SIN 541715, 541715(RC) - Engineering Research and Development and Strategic Planning**
   Services include conducting research and experimental development (except nanotechnology and biotechnology research and experimental development) in the physical, engineering and life sciences such as; such as agriculture, electronics, environmental, biology, botany, computers, chemistry, food, fisheries, forests, geology, health, mathematics, medicine, oceanography, pharmacy, physics, veterinary and other allied subjects.

   Typical tasks include, but are not limited to, analysis of mission, program goals and objectives, program evaluations, analysis of program effectiveness, requirements analysis, organizational performance assessment, special studies and analysis, training, and consulting; requirements analysis, cost/cost performance trade-off analysis, feasibility analysis, developing and completing fire safety evaluation worksheets as they relate to professional engineering services; operation and maintenance, evaluation of inspection, testing, and maintenance program for fire protection and life safety systems, program/project management, technology transfer/insertion, training and consulting.

   NOTE: Services under this NAICs cannot include architect-engineer services as defined in the Brooks Act and FAR Part 2 or construction services as defined in the Federal Acquisition Regulation Part 36 and Part 2.

4. **SIN 541380, 541380(RC) – Testing Laboratory Services**
   Includes testing laboratory services and veterinary, natural, and life sciences; testing services and laboratories; and other professional, scientific, and technical consulting services.

   Testing and services include, but are not limited to: physical, chemical, analytical, or other testing services; quality assurance; fire safety inspections; training; safety audits; relying upon experimental, empirical, quantifiable data, relying on the scientific method, and professional services, tasks, and labor categories in the fields of biology, chemistry, physics, earth sciences, atmospheric science, oceanography, materials sciences, mathematics, geology, astronomy, veterinary medicine, statistics, systems science, etc., (excludes social and behavioral sciences).

   Examples of labor categories include, but are not limited to, Scientific Researchers, Biologists, Physicists, Mathematicians, Statisticians, Research Engineers, Meteorologists, Lab Technicians, Veterinarians and Veterinary Services, Chemists, Biochemical Engineers, Research Nurses.

5. **SIN 522310, 522310(RC) - Financial Advising, Loan Servicing and Asset Management Services**
Services include assisting agencies on cross-cutting issues, asset marketability, equity monitoring, originations, and addressing any other considerations regarding the acquisition, management and/or resolution of an asset; assisting agencies in servicing, monitoring and maintaining loan assets such as establishing loan database, remittance processing, processing loan cancellations and consolidations, billing services, and servicing troubled loans which may include borrower negotiations, restructuring, foreclosure and supervision of the sale of the collateral and workout agreements.

6. **SIN 541219, 541219(RC) - Budget and Financial Management Services**
Services include accounting, budgeting, and complementary financial services such as: transaction analysis, transaction processing, data analysis and summarization, technical
assistance in devising new or revised accounting policies and procedures, classifying accounting transactions, special studies to improve accounting operations, assessment and improvement of budget formulation and execution processes, special reviews to resolve budget formulation or budget execution issues, and technical assistance to improve budget preparation or execution processes.

7. **SIN 541611, 541611(RC) - Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services**
Provide operating advice and assistance on administrative and management issues. Examples include: strategic and organizational planning, business process improvement, acquisition and grants management support, facilitation, surveys, assessment and improvement of financial management systems, financial reporting and analysis, due diligence in validating an agency's portfolio of assets and related support services, strategic financial planning, financial policy formulation and development, special cost studies, actuarial services, economic and regulatory analysis, benchmarking and program metrics, and business program and project management.

   Inherently Governmental services as identified in FAR 7.503 or by the ordering agency are prohibited. It is the responsibility of the Contracting Officer placing the order to make this determination. Ordering activities must require prospective contractors to identify potential conflicts of interest and address those, prior to task order award.

   Personal services as defined in FAR 37.104 are prohibited.
   monitor the operations and performance of the partnership through review of the general partner's business plans, financial reports and projections to protect against reduction in value or mismanagement of assets; Investor reporting: Use various financial indicators to provide a detailed reporting package for each transaction representing the current financial status and performance of a portfolio.

8. **SIN 541810, 54180(RC) - Advertising Services**
Services provided under this SIN will promote public awareness of an agency's mission and initiatives, enable public understanding of complex technical and social issues, disseminate
information to industry and consumer advocacy groups and engage in recruitment campaigns.
Services include, but are not limited to the following components: advertising objective determination, message decision / creation, media selection, outdoor marketing and media services, broadcast media (radio, TV, internet and public service announcements), direct mail services,
media planning, media placement services, advertising evaluation, related activities to advertising services.

   NOTE: Any commissions received for advertising agencies will either
   (a) be returned to the ordering agency or (b) applied as a credit to the cost of the project, whichever the ordering agency prefers.

9. **SIN 541820, 541820(RC) - Public Relations Services**
Services provided include providing customized media and public relation services such as the development of media messages and strategies; providing recommendations of media sources for placement of campaigns; preparing media materials such as, background materials, press releases, speeches and presentations and press kits: executing media programs, conducting press conferences, scheduling broadcast and/or print interviews, media alerts and press clipping services related activities to public relations services.

   NOTE: Any commissions received for media placement, conference planning, etc. will either (a) be returned to the ordering agency or (b) applied as a credit to the cost of the project, whichever the ordering agency prefers.

10. **SIN 541511, 541511(RC) Web Based Marketing**
Services include, but are not limited to writing, modifying, testing, and supporting software to meet the needs of a particular customer. This can include website design and maintenance services, search engine development, email marketing, interactive marketing, web based advertising (including marketing and social media outlets), webcasting, video conferencing via the web, section 508 compliance, including captioning services, online media management; and related activities to web based services.

Media will be provided in a format that is compatible with the ordering agency's software requirements. Continual website updates and maintenance may also be required.
NOTE: Any commissions received for media placement, conference planning, etc. will either (a) be returned to the ordering agency or (b) applied as a credit to the cost of the project, whichever the ordering agency prefers.

11. **SIN 541910, 541910(RC) - Marketing Research and Analysis**
Services include customizing strategic marketing plans, branding initiatives, creating public awareness of products, services, and issues; targeting market identification and analysis, establishing measurable marketing objectives; determining market trends and conditions, identifying and implementing appropriate strategies, conducting focus groups, telemarketing, individual interviews, preparing/distributing surveys, and compiling/analyzing results, establishing call centers (in relation to services provided under this schedule).

NOTE: Any commissions received for media placement, conference planning, etc. will either (a) be returned to the ordering agency or (b) applied as a credit to the cost of the project, whichever the ordering agency prefers.

12. **SIN 512110, 512110(RC) - Video/Film Production**
Services include writing, directing, shooting, arranging for talent / animation, narration, music and sound effects, duplication, distribution, video scoring; and editing.

Videotape and film production services will be provided to inform the public and Government agencies about the latest products, services, and/or issues in various outputs such as: industry standard formats, accessibility and video streaming development. Filming in studios, on location, live shows or events may also be required.

NOTE: Any commissions received for media placement will either (a) be returned to the ordering agency or (b) applied as a credit to the cost of the project, whichever the ordering agency prefers.

13. **SIN 541850, 541850(RC) - Exhibit Design and Advertising Services**
Services include conceptualizing, designing and producing exhibits and their accompanying materials, providing and/or making recommendations for carpet and padding installation for exhibit property; preview, set-up and dismantling of exhibit property, cleaning, prepping and storing exhibit property for future use, shipping exhibit property to and from designated site(s); and media illumination services

NOTE: Any commissions received for media placement, conference planning, etc. will either (a) be returned to the ordering agency or (b) applied as a credit to the cost of the project, whichever the ordering agency prefers.

14. **SIN 541613, 541613(RC) - Marketing Consulting Services**
Services include providing operating advice and assistance on marketing issues, such as developing marketing objectives and policies, sales forecasting, marketing planning and strategy, and development of multi-media campaigns. Services relating to providing assistance with challenges, contests, and competitions, such as providing marketing and advertising support, assistance with conducting the challenge / contest / competition, facilitating events; and supporting the judging of events are included. The challenge / contest / competition may be to identify a solution to a particular problem or to accomplish a particular goal. Prizes or other incentives may be offered by customers to find innovative or cost-effective solutions to improving open government. Solutions may be ideas, designs, proofs of concept or finished products. SIN 541810ODC must be used in conjunction with the payment for prizes or other incentives.

NOTE: Any commissions received for media placement, conference planning, etc. will either (a) be returned to the ordering agency or (b) applied as a credit to the cost of the project, whichever the ordering agency prefers.

15. **SIN 541420, 541420(RC) - Engineering System Design and Integration Services**
Services include creating and developing designs and specifications that optimize the use, value, and appearance of their products. These services can include determination of the materials, construction, mechanisms, shape, color, and surface finishes of the product, taking into consideration human characteristics and needs, safety, market appeal, and efficiency in production, distribution, use, and maintenance.

Associated tasks include, but are not limited to computer-aided design, e.g. CADD, risk reduction strategies and recommendations to mitigate identified risk conditions, fire modeling, performance-based design reviews, high level detailed specification and scope preparation, configuration, management and document control, fabrication, assembly and simulation, modeling, training, consulting, analysis of single or multi spacecraft missions and mission design analysis.

NOTE: Services under this NAICs can not include architect-engineer services as defined in the Brooks Act and FAR Part 2 or construction services as defined in the Federal Acquisition Regulation Part 36 and Part 2.

An implementation guide for Space launch Integration Services (SLIS) can be found at www.gsa.gov/psschedule - click on "Professional Engineering Solutions".

16. **SIN 611430, 611430(RC) – Professional and Management**
Services include offering an array of short duration courses and seminars for management and professional development. Training for career development may be provided directly to individuals or through employers' training programs, and courses may be customized or modified to meet the special needs of customers. Instruction may be provided in diverse settings, such as the establishment's or agency's training facilities, and through diverse means, such as correspondence, television, the Internet, or other electronic and distance-learning methods. The training provided may include the use of simulators and simulation methods.

Examples include Training Services that are instructor led Training or Web Based Training of Education Courses, Course Development and Test Administration, Learning Management, and Internships; Environmental Training Services in order to meet Federal mandates and Executive Orders; training of agency personnel to deal with media and media responses; Logistics Training Services related to system operations, automated tools for supply and value chain management, property and inventory management, distribution and transportation management, and maintenance of equipment and facilities; Audit & Financial training services related to course development and instruction required to support audit, review, financial assessment and financial management activities.

Any firm offering Defense Acquisition Workforce Improvement Act (DAWIA) and Federal Acquisition Certification in Contracting (FAC-C) Training for Acquisition Workforce Personnel will include an identify only DAWIA and FAC-C courses that have been deemed DAU equivalent or approved by the Federal Acquisition Institute (FAI).

NOTE: In accordance with OMB Policy Letter 05-01, civilian agencies must follow the course equivalency determinations accepted by the Defense Acquisition University (DAU) to ensure that core training is comparable across the workforce and qualifies for certification. When procuring FAC-C and DAWIA training for the audience identified below, the task order level Contracting Officer shall confirm that the courses being acquired are listed on one of the following websites: https://www.fai.gov/drupal/certification/verified-contracting-course-vendor-listing OR http://icatalog.dau.mil/appg.aspx (click on commercial vendors). Training Audience-Acquisition professionals interested in completing FAC-C or DAWIA.

17. **SIN 541614SVC, 541614SVC(RC) - Supply and Value Chain Management**
Includes supply and value chain management, which involves all phases of the planning, acquisition, and management of logistics systems.

18. **SIN 541614, 541614(RC) - Deployment, Distribution and Transportation Logistics Services**
Services include the following: Deployment Logistics such as contingency planning, identifying/utilizing regional or global resources, integrating public/private sector resources, inventory/property planning, movement, storage, end-to-end industrial relocation/expansion services, and deploying communications and logistics systems to permit rapid deployment and management of supplies and equipment; Distribution and Transportation Logistics Services such as Planning and designing, implementing, or operating systems or facilities for the movement of supplies, equipment or people by road, air, water, rail, or pipeline.

19. **SIN 54151HACS, 54151HACS(STLOC), 54151HACS(RC) - Highly Adaptive Cybersecurity Services (HACS)**
Highly Adaptive Cybersecurity Services (HACS) includes a wide range of fields such as, the seven-step Risk Management Framework services, information assurance, virus detection, network management, situational awareness and incident response, secure web hosting, and backup, security services and, Security Operations Center (SOC) services. HACS vendors are cataloged under the 5 subcategories of High Value Asset Assessments,

Risk and Vulnerability Assessments, Cyber Hunt, Incident Response, and Penetration Testing. NOTE: Subject to Cooperative Purchasing.

20. **SIN 54151HEAL, 54151HEAL(STLOC), 54151HEAL(RC) - Health Information Technology Services**
Health Information Technology Services includes a wide range of Health IT services to include connected health, electronic health records, health information exchanges, health analytics, personal health information management, innovative Health IT solutions, health informatics, emerging Health IT research, and other Health IT services. NOTE: Subject to Cooperative Purchasing.

21. **SIN 54151S, 54151S(STLOC), 54151S(RC) - Information Technology Professional Services**
IT Professional Services and/or labor categories for database planning and design; systems analysis, integration, and design; programming, conversion and implementation support; network services, data/records management, and testing. NOTE: Subject to Cooperative Purchasing.

22. **SIN 541519PIV, 541519PIV(STLOC), 541519PIV(RC) – Homeland Security Presidential Directive 12 Product and Service Components**

PIV products and PIV services to implement the requirements of HSPD-12, FIPS-201 and associated NIST special publications. implementation components specified under this SIN are: * PIV enrollment and registration services, * PIV systems infrastructure, * PIV card management and production services, * PIV card finalization services, * Logical access control products and services, * PIV system integration services. Installation services and FIPS 201 compliant PACS (Physical Access Control System) products. NOTE: Subject to Cooperative Purchasing.

23. **SIN 561422, 561422(STLOC), 561422(RC) – Automated Contact Center Solutions**
Automated Contact Center Solution (ACCS) is defined as any offering utilized to establish and maintain contact center capabilities for an agency. The offering may consist of one or more of the following: products, equipment, software, labor and/or services. Permissible offerings under this SIN may include any technologies or services required to deliver and support an ACCS for an agency, including but not limited to: Artificial Intelligence (AI), Chat Bots, Robotic Process Automation, Interactive Voice Response (IVR), Voice/Speech Recognition, Text-to-Speech, Voicemail, Callback, Web Callback, Email Delivery, Hosted Online Ordering, Hosted Email Web Form, Hosted FAQ Service, etc. NOTE: Subject to Cooperative Purchasing.

24. **SIN 518210C, 518210C(STLOC), 518210C(RC) – Cloud Computing and Cloud Related IT Professional Services**

Includes commercially available cloud computing services such as Infrastructure as a Service (IaaS), Platform as a Service (PaaS), and Software as a Service (SaaS) and emerging cloud computing services. IT professional services that are focused on providing the types of services that support the Government's adoption of, migration to, or governance/management of cloud computing. Specific cloud related IT professional labor categories and/or fixed-price professional services solutions (e.g., migration services) that support activities associated with assessing cloud solutions, refactoring workloads for cloud solutions, migrating legacy or other systems to cloud solutions, providing management/governance of cloud solutions, DevOps, developing cloud native applications, or other cloud-oriented activities are within scope of this SIN. NOTE: Subject to Cooperative Purchasing.

25. **SIN 518210FM, 518210FM(STLOC), 518210FM(RC) – Financial Management Quality Service Management Office (FM QSMO) Core Financial Management (FM) Solutions and IT Professional Services**

Includes Core Financial Management Solutions (Core FS) and Financial Management (FM) services and solutions that are complementary to or augment Core FS and/or support agency modernizations. Offerings include financial management software suites in a cloud environment; services, applications, and modules that help agencies adopt FM QSMO solutions; and IT professional services and/or labor categories, software, cloud computing and IT training that support FM QSMO adoption. NOTE: Subject to Cooperative Purchasing.

26. **SIN 54151ECOM, 54151ECOM(STLOC), 54151ECOM(RC) – Electronic Commerce and Subscription Services**

Includes value added network services, e-mail services, Internet access services, electronic subscription services, data transmission services, and emerging electronic commerce technologies. NOTE: Subject to Cooperative Purchasing.

27. SIN 541612HC, 541612HC(RC) - Agency Human Capital Strategy, Policy and Operations

Professional services include but are not limited to development of effective human capital management strategies and enhanced policy. This Function contains the following Sub-Functions: A.1.1 Workforce Planning; A.1.2 Human Capital Strategy; A.1.3 Organizational Design and Position Classification; A.1.4 Diversity and Inclusion; A.1.5 Employee Engagement and Communications; A.1.6 Organizational Development (OPM\Federal Human Capital Business Reference Model).

28. SIN 56131, 56131(RC) - Talent Acquisition

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

29. SIN 524292, 524292(RC) - Separation and Retirement

This function includes conducting efficient and accurate Human Capital processing actions in support of employee separation or retirement work includes but is not limited to: conducting efficient and accurate HC processing actions in support of employee separation or retirement, handling the appropriate notifications and determining the terms of the separation. Ensuring knowledge transfer occurs between the separating employee and remaining employees. Separating employees are offered transition counseling and support. This sub-function includes: A.6.1 Separation Counseling; A.6.2 Retirement Planning and Processing; and A.6.3 Retirement Management.

30. SIN 541214HR, 541214HR(RC) Compensation and Benefits

This function provides for General Human Resources basic financial services including but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims; and Executive Services. This function includes the following sub-functions: A.5.1 Compensation Management; A.5.2 Work Schedule and Leave Administration; A.5.3 Benefits Management; and A.5.4 Work-Life Wellness/Employee Assistance Programs and Social Services.

31. SIN 541611W, 541611W(RC) Workforce Analytics and Employee Records

This function requires the implementation of systematic, flexible, and inclusive process to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operational requirements and to make holistically informed Human Capital Management decisions. The function includes the following sub-functions: A.9.1 Employee Inquiry Processing; A.9.2 Employee Research; A.9.3 Workforce and Performance Analytics; A.9.4 Workforce and Performance Reporting; A.9.5 Records Management; and A.9.6 Records Disclosure.

32. SIN 541612EPM, 541612EPM(RC) Employee Performance Management

Is the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities that support customer agency mission objectives. This function includes the following sub-functions: A.4.1 Employee Performance Management; and A.4.2 Recognition Management.

33. SIN 611430TD, 611430TD(RC) Talent Development

Professional services include the implementation and maintenance of comprehensive employee skills development, training and personal attributes via engagement programs to meet current and future talent demands of the agency and to develop and retain quality, high performing, and diverse talent. Services include conducting employee development needs assessments; designing employee development programs; administering and delivering employee development programs (Learning Management) and evaluating the overall effectiveness of the agency's employee development approach. The function includes the following sub-functions: A.3.1 Talent Development Planning and Strategy; A.3.2 Workforce Development and Training; and A.3.3 Learning Management. A.3.1 Talent Development Planning and Strategy services include providing advice, guidance and assistance to supervisors and employees as well as HR/personnel staff in managing self-improvement training resources, providing assistance in identifying training needs and requirements, coordinating the availability of various training programs, developmental career programs, executive leadership programs, and tuition assistance programs. A.3.2 . Workforce Development and Training services include professional training and individual development services such as HR Specific Training for HR professionals, Leadership and management training, internships and apprenticeship programs. Training devices include but are not limited to audio visual presentation systems and educational media delivered web-based or via traditional print and storage media, CD ROM, Disc,

and Thumb Drive. Training services include traditional coursework in all academic disciplines, web-based or classroom; conducting leadership training workshops and seminars not provided via traditional management training curricula available elsewhere and conducting Speakers Bureau services and Leadership assessment surveys. A.3.3 Learning Management services.

34. SIN OLM, OLM(RC) - Order-Level Materials (OLM)

OLMs are supplies and/or services acquired in direct support of an individual task or delivery order placed against a Schedule contract or BPA. OLM pricing is not established at the Schedule contract or BPA level, but at the order level. Since OLMs are identified and acquired at the order level, the ordering contracting officer (OCO) is responsible for making a fair and reasonable price determination for all OLMs.

OLMs are procured under a special ordering procedure that simplifies the process for acquiring supplies and services necessary to support individual task or delivery orders placed against a Schedule contract or BPA. Using this new procedure, ancillary supplies and services not known at the time of the Schedule award may be included and priced at the order level.

OLM SIN-Level Requirements/Ordering Instructions:

OLMs are:

- Purchased under the authority of the FSS Program
- Unknown until an order is placed
- Defined and priced at the ordering activity level in accordance with GSAR clause 552.238-115 Special Ordering Procedures for the Acquisition of Order-Level Materials. (Price analysis for OLMs is not conducted when awarding the FSS contract or FSS BPA; therefore, GSAR 538.270 and 538.271 do not apply to OLMs)
- Only authorized for use in direct support of another awarded SIN
- Only authorized for inclusion at the order level under a Time-and-Materials (T&M) or Labor-Hour (LH) Contract Line Item Number (CLIN)
- Subject to a Not-To-Exceed (NTE) ceiling price

OLMs are not:

- Open Market Items
- Items awarded under ancillary supplies/services or other direct cost (ODC) SINs (these items are defined, priced, and awarded at the FSS contract level).

SECTION 4.0 GSA LABOR CATEGORY DESCRIPTIONS

STRATEGY LABOR CATEGORY DESCRIPTIONS

Professional Services: Business Administrative Services, Financial Services, Logistical Services, Marketing and Public Relations, Technical and Engineering Services (non-IT), Training
Scientific Management and Solutions: Testing and Analysis

Applicable to SINs: 541611, 541611(RC), 522310, 522310(RC), 541219, 541219(RC), 541614, 541614(RC) 541614SVC, 541614SVC (RC), 512110, 512110(RC), 541511, 541511(RC), 541613, 541613(RC), 541810, 541810(RC), 541820, 541820(RC), 541380, 541380(RC), 541850, 541850(RC), 541910, 541910(RC), 541420, 541420(RC), 541715, 541715(RC), 541330ENG, 541330ENG(RC), 611430, 611430(RC)

LABOR CATEGORY	EXPERIENCE	EDUCATION
Strategy Executive II	Minimum 14 years consulting or relevant experience	Master's or equivalent in a related field
Strategy Executive I	Minimum 13 years consulting or relevant experience	Master's or equivalent in a related field
Strategy Management Lead I	Minimum 12 years consulting or relevant experience	Master's or equivalent in a related field

Labor Category Skills and Expertise:

- Expert in the firm's strategy consulting offerings: enterprise strategy development, future scenario analysis, policy analysis, customer/stakeholder insight and strategy development, innovation strategy, and organization strategy and design, and performance measurement.
- Experienced in facilitation, presentation delivery, and coaching to impact organizational level change
- Advises executive-level clients on problem definition and solution design

Responsibilities:

- Leverages internal and external alliances and deep executive advice to address the most strategic client challenges and requirements and to deliver increased value throughout the engagement
- Translates strategy into an efficient and effective portfolio of programs and projects that will meet an organization's strategic objectives
- Provides contract and engagement oversight, including managing budget, risk, quality, and personnel
- Manages senior-most client relationships and guides senior client leaders through program change

Strategy Engagement Leader II	Minimum 10 years consulting or relevant experience	Master's or equivalent in a related field
Strategy Engagement Leader I	Minimum 8 years consulting or relevant experience	Master's or equivalent in a related field

Labor Category Skills and Expertise:

- Experienced in the firm's strategy consulting offerings: enterprise strategy development, future scenario analysis, policy analysis, customer/stakeholder insight and strategy development, innovation strategy, and organization strategy and design, and performance measurement.
- Experienced in facilitation, presentation delivery, and coaching to impact organizational level change

Responsibilities:

- Manages multitask projects of high complexity
- Manages engagement scope, budget, quality, and timeline
- Leads integrated team of multi-disciplinary professionals, with multiple concurrent deliverables and tasks
- Presents findings to executive-level clients
- Manages relationships with executive-level clients, ensuring alignment of scope and work product with client objectives
- Facilitates client management teams through change processes and delivers presentations
- Leads client meetings

Strategy Solution Architect	Minimum 15 years consulting or relevant experience	Master's or equivalent in a related field

Labor Category Skills and Expertise:

- Senior Subject Matter Expert in one of the areas of enterprise strategy development, future scenario analysis, policy analysis, customer/stakeholder insight and strategy development, innovation strategy, and organization strategy and design, and performance measurement with strong problem solving and technical skills
- Understands the benefits of using standard methods and tools in their application on a particular engagement; contributes to the continuous development/improvement of methods and tools

Responsibilities:

- Applies industry expert knowledge to strategic planning for client matters and issues
- Performs high-end analysis and diagnosing client issues and proposing solutions
- Selects the most relevant tools/techniques to support strategic outcomes
- Communicates risks and business objectives with the client and with the team
- Demonstrates accountability and contributes to the successful realization of client's strategic goals

Strategy Project Leader II	Minimum 7 years consulting or relevant experience	Master's or equivalent in a related field
Strategy Project Leader I	Minimum 5 years consulting or relevant experience	Master's or equivalent in a related field

Labor Category Skills and Expertise:

- Experienced in the firm's strategy consulting offerings: enterprise strategy development, future scenario analysis, policy analysis, customer/stakeholder insight and strategy development, innovation strategy, and organization strategy and design, and performance measurement.
- Experienced in facilitation, oral and written communication, and specific tools such as Microsoft Office products to support projects with organizational level impact

Responsibilities:

- Manages and leads project teams
- Responsible for developing and maintaining project schedules, budgets, and client interaction
- Ensures deliverables are presented to clients in a timely manner
- Supervises day-to-day operations of project team
- Reviews deliverables for quality
- Leads large and/or complex teams
- Develops and manages analysis plans
- Communicates recommendation to clients, builds alignment, and manages client relationships

Strategy Senior Practitioner II	Minimum 4 years consulting or relevant experience	Master's or equivalent in a related field
Strategy Senior Practitioner I	Minimum 3 years consulting or relevant experience	Master's or equivalent in a related field

Labor Category Skills and Expertise:

- Experienced in the firm's strategy consulting offerings: enterprise strategy development, future scenario analysis, policy analysis, customer/stakeholder insight and strategy development, innovation strategy, and organization strategy and design, and performance measurement
- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Experienced with data analysis and visualization and the use of such tools as Tableau to facilitate strategic decision-making

Responsibilities:

- Manages development of multiple deliverables
- Capable of leading small teams
- Develops and manages analysis plans
- Presents findings to client teams

Strategy Practitioner II	Minimum 3 years consulting or relevant experience	Bachelor's degree or equivalent in a related field
Strategy Practitioner I	Minimum 2 years consulting or relevant experience	Bachelor's degree or equivalent in a related field

Labor Category Skills and Expertise:

- Experienced in the firm's strategy consulting offerings: enterprise strategy development, future scenario analysis, policy analysis, customer/stakeholder insight and strategy development, innovation strategy, and organization strategy and design, and performance measurement
- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Experienced with data analysis and visualization

Responsibilities:

- Manages development of multiple deliverables
- Capable of leading small teams
- Develops and manages analysis plans
- Presents findings to client teams

Strategy Analyst II	Minimum 1 year experience	Bachelor's degree or equivalent in a related field
Strategy Analyst I	None	Bachelor's degree or equivalent in a related field

Labor Category Skills and Expertise:

- Specialized experience may include facilitation, advanced analysis, and/or modeling
- Experienced oral and written communication, and operation of specific tools such as Microsoft Office products, and Tableau
- Experienced with data analysis and visualization
- Collects data, undertakes analysis, and helps interpret to identify issues and opportunities for growth and value. Qualified in making recommendations for next steps
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.

BUSINESS ADVISORY LABOR CATEGORY DESCRIPTIONS

Professional Services: Business Administrative Services, Financial Services, Logistical Services, Marketing and Public Relations, Technical and Engineering Services (non-IT), Training
Scientific Management and Solutions: Testing and Analysis

Applicable to SINs: 541611, 541611(RC), 522310, 522310(RC), 541219, 541219(RC), 541614, 541614(RC) 541614SVC, 541614SVC (RC), 512110, 512110(RC), 541511, 541511(RC), 541613, 541613(RC), 541810, 541810(RC), 541820, 541820(RC), 541380, 541380(RC), 541850, 541850(RC), 541910, 541910(RC), 541420, 541420(RC), 541715, 541715(RC), 541330ENG, 541330ENG(RC), 611430, 611430(RC)

LABOR CATEGORY	EXPERIENCE	EDUCATION
Business Advisory Executive III	Minimum of 14 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field
Business Advisory Executive II	Minimum of 13 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Labor Category Skills and Expertise:

- A Business Advisory Executive provides insightful solutions based on leading industry practices

- Support critical business and operational areas to provide complete life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; managing large scale acquisition programs.
- Defines and reviews the project plans, designs and business and systems analysis
- Creates competitive strategies
- Oversees projects based upon the Government specifications and standards
- Performs engineering, financial, program management and marketing analyses required for life cycle support planning
- Provides oversight through all phases from project design, procurement, and construction phase services to final completion
- Coordinates the development of the strategy to provide solutions to client issues
- Provides quality assurance oversight throughout a project’s life cycle.
- Provides the primary strategy interface with client
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of projects within estimated time frames and budget constraints
- Accountable for the completion of projects within estimated time frames and budget constraints
- Depending on the Service Offering provided the Business Advisory Executive may:
- Oversee the engineering design studies/analyses including the development of system specifications
- Oversee financial projects with strategies and with the integration of other business solutions
- Provide strategic guidance on advertising, marketing and related communications management services
- Provide program management solutions with emphasis on Quality Assurance and Risk Assessment
- Provides guidance and oversight to supply chain logistics services

Business Advisory Lead II	Minimum of 14 years of consulting and/or directly relevant industry experience	Minimum Bachelor’s Degree or equivalent in a related field
Business Advisory Lead I	Minimum of 12 years of consulting and/or directly relevant industry experience	Minimum Bachelor’s Degree or equivalent in a related field

Labor Category Skills and Expertise:

- A Business Advisory Lead has experience in managing programs and the demonstrated ability to provide guidance and direction for multiple projects and in designing, implementing and managing services including, but not limited to:
- Interfacing with the client regarding strategic goals and issues
- Performing analyses required for life cycle support planning
- Dealing with overarching issues and coordinating problem solutions
- Overseeing the program team and daily operations of development within time frames and budget
- Delivering strategic level client meetings
- Overall, the Business Advisory Lead provides expert guidance to engineering, financial, advertising, marketing, communications and supply chain logistics engagements

Business Advisory Engagement Leader III	Minimum of 10 years of consulting and/or directly relevant industry experience	Minimum Bachelor’s Degree or equivalent in a related field
Business Advisory Engagement Leader II	Minimum of 9 years of consulting and/or directly relevant industry experience	Minimum Bachelor’s Degree or equivalent in a related field
Business Advisory Engagement Leader I	Minimum of 8 years of consulting and/or directly relevant industry experience	Minimum Bachelor’s Degree or equivalent in a related field

Labor Category Skills and Expertise:

- A Business Advisory Engagement Leader has experience managing large projects or set of projects including, but not limited to:
- Providing guidance and direction on a day-to-day basis

- Fostering and managing the relationships between the client and the engagement team
- Resolving client problems and suggesting creative solutions and recommendations
- Reviewing work products for completeness and adherence to customer requirements
- Directing the completion of project specific tasks within estimated time frames and budget constraints
- Delivering presentations and leading client meetings
- Overall, the Business Advisory Engagement Leader provides guidance to engineering, financial, advertising, marketing, communications and supply chain logistic engagements

Business Advisory Solution Architect II	Minimum of 11 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field
Business Advisory Solution Architect I	Minimum of 9 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Labor Category Skills and Expertise:

- Business Advisory Solution Architect is a subject matter expert that assists with:
- Ensuring the consistent application of proficient methodologies
- Diagnosing client issues and developing solutions
- Drafting and reviewing work products for completeness and adherence to customer requirements
- Delivering presentations and leading client meetings
- Assisting with the creation of prioritized list of future state technical capabilities, the integration of data elements and the implementation timeline
- Overall, the Business Advisory Solution Architect provides the in-depth subject matter expertise on engineering, financial advertising, marketing, communications and supply chain logistics engagements

Business Advisory Project Lead III	Minimum of 7 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field
Business Advisory Project Lead II	Minimum of 6 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field
Business Advisory Project Lead I	Minimum of 5 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Labor Category Skills and Expertise:

- Outlining project work plans and deliverables on a on day-to-day basis
- Reviewing work products for completeness and adherence to customer requirements
- Providing a communication channel between the client and the engagement team
- Providing technical direction, experience and escalation when required
- Delivering presentations and leads client meetings
- Completing project specific tasks within estimated time frames and budget constraints
- Overall, the Business Advisory Project Lead provides the project supervision for engineering, financial, advertising, marketing, communications and supply chain logistics engagements

Business Advisory Senior Professional III	Minimum of 5 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field
Business Advisory Senior Professional II	Minimum of 4 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field
Business Advisory Senior Professional I	Minimum of 3 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Labor Category Skills and Expertise:

- The Business Advisory Senior Professional has experience in supporting projects including, but not limited to:
- Completing project-specific tasks and client presentations
- Defining and guiding sub-tasks of a project's business and technical needs
- Analyzing client issues and project data, and developing of appropriate deliverables using firm's tools
- Building organizational design models
- Directing junior staff on project requirements and tasks
- Overall, the Business Advisory Senior Professional provides management support on engineering, financial, advertising, marketing, communications and supply chain logistics engagements

Business Advisory Architect II	Minimum of 5 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field
Business Advisory Architect I	Minimum of 3 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Labor Category Skills and Expertise:

The Business Advisory Architect has experience in supporting projects including, but not limited to:

- Providing an in-depth experience skill set
- Identifying client issues and utilizing the best practices, methodologies and tools
- Finalizing the work products for completeness and adherence to customer requirements
- Supporting client meetings and presentations with technical subject matter expertise
- Overall, the Business Advisory Architect contributes in-depth subject matter expertise on engineering, financial, advertising, marketing, communications and supply chain logistics engagements

Business Advisory Mid Professional III	Minimum of 3 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field
Business Advisory Mid Professional II	Minimum of 2 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field
Business Advisory Mid Professional I	Minimum of 1 year of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Labor Category Skills and Expertise:

The Business Advisory Mid Professional supports the project including, but not limited to:

- Completing assigned engagement tasks and deliverables
- Conducting research, collecting and distilling data
- Analyzing business requirements and defining applicable tools and methodologies
- Supporting the implementation of business solutions, process improvement diagnoses, process modeling and documentation and benchmarking activities
- Contributes to presentations and client meetings

Business Advisory Jr. Professional III	Minimum of 2 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field
Business Advisory Jr. Professional II	Minimum of 1 year of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field
Business Advisory Jr. Professional I	None	Minimum High School Degree

Labor Category Skills and Expertise:

Business Advisory Jr. Professional supports the project including, but not limited to:

- Completing assigned engagement tasks for deliverable requirements.
- Conducting research, collecting and distilling data

Business Advisory Associate III	Minimum of 0 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Serves as a support resource on engagement team
- Completes assigned engagement tasks with minimal oversight
- Collects, and distills data to create innovative solutions with the management team to ensure client business needs are met
- Assesses available tools to support operations
- Assists project team in meeting program objectives timely and effectively
- Gathers data and reports for presentation and client meetings

Business Advisory Associate II	Minimum of 1 year of consulting and/or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

Skills & Expertise:

- Serves as a support resource on engagement team
- Provides assistance with completing assigned engagement tasks for deliverable requirements
- Assists with collecting, and distilling data to create innovative solutions with the management team to ensure client business needs are met
- Assesses available tools to support operations
- Assists with gathering data and reports for presentation and client meetings
- Responsible for process documentation

Business Advisory Associate I	Minimum of 0 year of consulting and/or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

Skills & Expertise:

- Serves as a support resource on engagement team
- Provides assistance with completing assigned engagement tasks for deliverable requirements
- Assists with distilling data to create innovative solutions with the management team to ensure client business needs are met
- Assists with gathering data and reports for presentation and client meetings
- Responsible for process documentation

BUSINESS CONSULTING IMPLEMENTATION & EXECUTION SERVICES LABOR CATEGORIES

Professional Services: Business Administrative Services, Financial Services, Logistical Services, Marketing and Public Relations, Technical and Engineering Services (non-IT), Training
Scientific Management and Solutions: Testing and Analysis

Applicable to SINs: 541611, 541611(RC), 522310, 522310(RC), 541219, 541219(RC), 541614, 541614(RC), 541614SVC, 541614SVC (RC), 512110, 512110(RC), 541511, 541511(RC), 541613, 541613(RC), 541810, 541810(RC), 541820, 541820(RC), 541380, 541380(RC), 541850, 541850(RC), 541910, 541910(RC), 541420, 541420(RC), 541715, 541715(RC), 541330ENG, 541330ENG(RC), 611430, 611430(RC)

LABOR CATEGORY	EXPERIENCE	EDUCATION
Engagement Execution Executive II	Minimum of 14 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field or has equivalent work experience.
Engagement Execution Executive I	Minimum of 13 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field or has equivalent work experience.

Labor Category Skills and Expertise

An Engagement Execution Executive provides guidance and direction for implementing and managing client service delivery and operations execution by:

- Leading engagement planning, to include the delivery of the engagement vision and mission, work plans, staffing, and financials
- Provides deep expertise and knowledge to drive the implementation of client solutions
- Directs the development and implementation of communication and training plans
- Selecting the most relevant tools/techniques to meet specific client requirements and mitigate risks
- Developing practical solutions and methodologies using quality standards and industry practices
- Defining and guiding the overall goals of the engagement to the staff
- Acting as SME on complex client issues
- Investigating issues / problems using analysis, experience, and best judgment to address implementation challenges
- Coordinating all parties to tasks, reviews work products for completeness and adherence to customer requirements
- Assuring completion of projects within estimated time frames and budget constraint
- As Engagement Execution Executive provides competent project guidance and direction for business processes across engineering, financial, marketing, program management and supply chain logistics services fields

Engagement Execution Advisor II	Minimum of 14 years of consulting and/or directly relevant industry experience.	Minimum Bachelor's Degree or equivalent in a related field or has equivalent work experience
Engagement Execution Advisor I	Minimum of 12 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field or has equivalent work experience

Labor Category Skills and Expertise

An Engagement Execution Advisor provides guidance and direction for implementing and managing client service delivery and operations execution by:

- Providing expert advice on the overall engagement's vision and delivery
- Offering professional direction on the client's implementation/execution schedule utilizing the most efficient tools/techniques based on industry standards
- Outlining the engagement objectives/goals/schedule to the staff performing the tasks
- Assuring that projects are completed on time and within budget constraints
- Anticipating and deciphering implementation challenges based on previous experience
- Reviewing work products for completeness and adherence to the engagement's objectives
- Providing expert advice to the client and the delivering staff based on experience and industry best practices
- An Engagement Execution Advisor provides competent project guidance and direction for business processes across engineering, financial, marketing, program management and supply chain logistics services fields

Engagement Execution Lead IV	Minimum of 10 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field or has equivalent work experience
Engagement Execution Lead III	Minimum of 9 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field or has equivalent work experience

Engagement Execution Lead II	Minimum of 8 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field or has equivalent work experience

Labor Category Skills and Expertise

An Engagement Execution Lead provides guidance and direction for implementing and managing client service delivery and operations execution by:

- Taking ownership and accountability of the client's tasks and/or project workstreams
- Identifying key drivers of a defined problem and proposing solutions using analysis, experience, and independent judgment and selecting the most relevant tools/techniques
- Contributing to the engagement's work plans and coordinating activities between work streams/teams and changes in scope
- Understanding the client's risk, business objectives, and quality goals
- Implementing solutions to client problems and validating solutions with subject matter experts
- Reviewing work of others for quality and accuracy
- Guiding more junior professionals

Solution Architect II	Minimum of 11 years of consulting and/or directly relevant industry experience.	Minimum Bachelor's Degree or equivalent in a related field or has equivalent work experience
Solution Architect I	Minimum of 9 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field or has equivalent work experience

Labor Category Skills and Expertise

A Solution Architect provides subject matter expertise and direction for implementing and managing client service delivery and operations execution by:

- Guiding the team with strong technical expertise to complete tasks and meet the deliverables
- Performing analysis and diagnosing client issues and proposing solutions
- Selecting the most relevant tools/techniques to meet specific client requirements
- Communicating the risks and business objectives with the client

Project Execution Lead IV	Minimum of 7 years of consulting and/or directly relevant industry experience.	Minimum Bachelor's Degree or equivalent in a related field or has equivalent work experience
Project Execution Lead III	Minimum of 6 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field or has equivalent work experience
Project Execution Lead II	Minimum of 5 years of consulting and/or directly relevant industry experience.	Minimum Bachelor's Degree or equivalent in a related field or has equivalent work experience
Project Execution Lead I	Minimum of 4 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field or has equivalent work experience

Labor Category Skills and Expertise

The Project Execution Lead provides guidance and direction for implementing and managing client service delivery and operations execution by:

- Leading project planning, to include the project vision and mission, work plans, staffing, financials and risks
- Recommending options or solutions that meet a client's needs and desired functionality
- Implementing operational systems, processes, and policies
- Planning and defining the deliverable structure and content across multiple technologies
- Selecting the most relevant tools/techniques to meet specific client requirements
- Implementing practical solutions and methodologies
- Applying quality standards to work products
- Developing innovation and efficiency in order to increase performance

- Investigating problems using analysis, experience, and judgment

Project Execution Sr. Specialist IV	Minimum of 5 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field or has equivalent work experience
Project Execution Sr. Specialist III	Minimum of 4 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field or has equivalent work experience
Project Execution Sr. Specialist II	Minimum of 3 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field or has equivalent work experience
Project Execution Sr. Specialist I	Minimum of 2 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field or has equivalent work experience

Labor Category Skills and Expertise

The Project Execution Sr. Specialist provides guidance and direction for implementing and managing client service delivery and operations execution by:

- Implementing operational systems, processes, and policies
- Planning and defining the deliverable structure and content across multiple technologies
- Selecting the most relevant tools/techniques to meet specific client requirements
- Implementing practical solutions and methodologies
- Applying quality standards to work products
- Developing innovation and efficiency in order to increase performance
- Investigating problems using analysis, experience, and judgment

Architect II	Minimum of 5 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field or has equivalent work experience
Architect I	Minimum of 3 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field or has equivalent work experience

Labor Category Skills and Expertise

An Architect provides subject matter expertise and supports the delivery and operations execution by:

- Performing analysis and diagnosing client issues
- Using pre-established practices/tools and techniques to support project deliverables

Project Execution Specialist IV	Minimum of 3 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field or has equivalent work experience
Project Execution Specialist III	Minimum of 2 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field or has equivalent work experience
Project Execution Specialist II	Minimum of 2 years of consulting and/or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field or has equivalent work experience
Project Execution Specialist I	Minimum of 1 year of consulting and/or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field or has equivalent work experience

Labor Category Skills and Expertise

The Project Execution Specialist provides support for implementing and managing client service delivery and operations execution by:

- Implementing practical solutions and methodologies
- Applying quality standards to work products
- Developing innovation and efficiency in order to increase performance
- Investigating problems using analysis, experience, and judgment

Project Execution Support IV	Minimum of 2 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field or has equivalent work experience
Project Execution Support III	Minimum of 1 year of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field or has equivalent work experience
Project Execution Support II	Minimum 2 years consulting and/or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field or has equivalent work experience
Project Execution Support I	Minimum 1 year consulting and/or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field or has equivalent work experience

Labor Category Skills and Expertise

The Project Execution Support provides support for implementing and managing client service delivery and operations execution by:

- Implementing practical solutions and methodologies
- Applying quality standards to work products

Project Execution Associate III	Minimum of 1 year of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Provides support for implementing and managing client service delivery and operations execution
- Serves as a project resource on engagement teams
- Supports planning and project management for tasks
- Implements practical and innovative solutions and methodologies to meet project objectives and complete program management activities
- Assists project team in meeting program objectives timely and effectively
- Responsible for process documentation

Project Execution Associate II	Minimum of 0 year of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Provides support for implementing and managing client service delivery and operations execution
- Serves as a project resource on engagement teams
- Supports planning and project management for tasks
- Implements practical and innovative solutions and methodologies to meet project objectives and complete program management activities
- Assists project team in meeting program objectives timely and effectively
- Responsible for process documentation

Project Execution Associate I	Minimum of 2 years of consulting and/or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

- Provides support for implementing and managing client service delivery and operations execution
- Serves as a project resource on engagement teams
- Supports planning and project management for tasks
- Implements practical and innovative solutions and methodologies to meet project objectives and complete program management activities
- Assists project team in meeting program objectives timely and effectively
- Responsible for process documentation

Project Execution Administration III	Minimum of 2 years of consulting and/or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

Skills & Expertise:

- Provides support for implementing and managing client service delivery and operations execution
- Serves as an administrative resource on engagement teams
- Supports with planning and project management for engagement tasks
- Implements practical solutions and methodologies
- Assists project team in meeting program objectives timely and effectively
- Responsible for process documentation

Project Execution Administration II	Minimum of 1 year of consulting and/or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

Skills & Expertise:

- Provides support for implementing and managing client service delivery and operations execution
- Serves as an administrative resource on engagement teams
- Supports with planning and project management for engagement tasks
- Assists project team in meeting program objectives timely and effectively
- Responsible for process documentation

Project Execution Administration I	Minimum of 0 year of consulting and/or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

Skills & Expertise:

- Provides support for implementing and managing client service delivery and operations execution
- Serves as an administrative resource on engagement teams
- Assists project team in meeting program objectives timely and effectively
- Responsible for process documentation

ENVIRONMENTAL CONSULTING SERVICES ADVISORY & EXECUTION SERVICES LABOR CATEGORIES

Professional Services: Environmental Consulting Services

Applicable to SINs: 541620, 541620(RC)

Environmental Business Advisory Executive II	Minimum 12 years consulting and/or directly relevant industry experience	Minimum Master's Degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing strategic advice and assistance to businesses and other organizations on environmental issues, such as the control of environmental contamination from pollutants, toxic substances, hazardous materials, natural resource management plans, and/or cultural resource management plans
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Provides expert advice, assistance, guidance, and counseling and serves as an environmental consulting advisor to the client, including but not limited to areas, such as air and water quality, asbestos contamination, remediation, ecological restoration, and environmental law
- Maintains responsibility for formulating environmental work standards, creating strategic project objectives, and managing and advising client issues and feedback

- Develops standardized procedures needed to conduct environmental initiatives
- Manages environmental tasks and groups of personnel on larger, more complex projects
- Provides day-to-day management support for all environmental activities
- Applies quality standards to cultural resource environmental management work products

Environmental Business Advisory Executive I	Minimum 10 years consulting and/or directly relevant industry experience	Minimum Master's Degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing strategic advice and assistance to businesses and other organizations on environmental issues, such as the control of environmental contamination from pollutants, toxic substances, hazardous materials, natural resource management plans, and/or cultural resource management plans
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Provides expert advice, assistance, guidance, and counseling and serves as an environmental consulting advisor to the client, including but not limited to areas, such as air and water quality, asbestos contamination, remediation, ecological restoration, and environmental law
- Maintains responsibility for formulating environmental work standards, creating strategic project objectives, and managing and advising client issues and feedback
- Develops standardized procedures needed to conduct environmental initiatives
- Manages environmental tasks and groups of personnel on larger, more complex projects
- Provides day-to-day management support for all environmental activities
- Applies quality standards to cultural resource environmental management work products
- Participates in organizational assessments, environmental workforce evaluations, and leads performance measures and indicators analyses

Environmental Business Advisory Engineer SME	Minimum of 9 years consulting and/or directly relevant industry experience	Minimum Master's Degree or equivalent in a related field

Skills & Expertise:

- Experienced in environmental engineering or a related discipline, intended to study the effect of technological advancements on the environment
- Experienced in providing strategic advice and assistance to businesses and other organizations on environmental issues, such as control of environmental contamination from pollutants, toxic substances, hazardous materials, natural resource management, cultural resource management, wastewater management, recycling, waste disposal, and human health
- Experienced in designing, managing, supervising, and overseeing environmental engineering projects, such as construction, investigation, remediation, and other field activities
- Familiar with the tenets and methodologies for energy management, related disciplines, and laws governing and impacting energy management

Responsibilities:

- Lead advisor on environmental engineering solutions and related tasks including, but not limited to risk management, energy audits, analysis of alternate energy sources, building commissioning, and sustainable design implementation, strategic analyses, resource management, and cost and economic analyses
- Provides technical direction for problem definition, approach methodology, analysis of findings, and recommendations for complex environmental projects
- Coordinates, assigns, and reviews the effort of all environmental assignments
- Develops standardized procedures needed to conduct environmental initiatives
- Applies quality standards to cultural resource environmental management work products

Environmental Business Advisory Scientist SME	Minimum of 9 years consulting and/or directly relevant industry experience	Minimum Master's Degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing strategic advice and assistance to businesses and other organizations on environmental issues, such as the control of environmental contamination from pollutants, toxic substances, hazardous materials, natural resource management plans, and/or cultural resource management plans
- Experienced in managing, supervising, and overseeing projects relating to environmental sciences including, but not limited to technology evaluations, human health and ecological risk assessments, environmental sampling, surveys, and analyses, audits, and technical assessments.
- Familiar with the tenets and methodologies for the environmental sciences and related disciplines including, but not limited to, physics, chemistry, ecology, biology, geography, geology, meteorology soil science, and hydrology

Responsibilities:

- Lead advisor on environmental science solutions and related tasks including, but not limited to risk management, technology evaluations, policy development, environmental studies, and modeling, and performing human health and ecological assessments.
- Provides scientific, engineering, and other technical support for the development, execution, and evaluation or environmental programs, projects, and systems
- Coordinates, assigns, and reviews environmental resource work products of the technical staff
- Manages a variety of complex technical environmental tasks, to include review of policy and statutory requirements and strategic planning to formulate and develop scientific concepts
- Develops standardized procedures needed to conduct environmental science initiatives

Environmental Business Advisory Program Lead IV	Minimum 9 years consulting and/or directly relevant industry experience	Minimum Master's Degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing strategic advice and assistance to businesses and other organizations on environmental issues, such as the control of environmental contamination from pollutants, toxic substances, hazardous materials, natural resource management plans, and/or cultural resource management plans

Responsibilities:

- Serves in the role of program team leader over assigned environmental support areas, often filling the position of project team lead, and instructing, directing, advising, and monitoring the work of other environmental business staff or serves in a role of an experienced technical expert
- Provides environmental consulting program management support for all environmental activities, including but not limited to areas, such as air and water quality, asbestos contamination, remediation, ecological restoration, and environmental law
- Applies quality standards to environmental work products
- Oversees the completion of environmental tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of environmental projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Reviews and approves final recommendations provided to the client

Environmental Business Advisory Program Lead III	Minimum 8 years consulting and/or directly relevant industry experience	Minimum Master's Degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing strategic advice and assistance to businesses and other organizations on environmental issues, such as the control of environmental contamination from pollutants, toxic substances, hazardous materials, natural resource management plans, and/or cultural resource management plans.

Responsibilities:

- Serves in the role of environmental program team leader over assigned environmental support areas, often filling the position of project team lead, and instructing, directing, and advising on complex projects
- Provides environmental consulting program management support for all environmental activities, including but not limited to areas, such as air and water quality, asbestos contamination, remediation, ecological restoration, and environmental law
- Applies quality standards to environmental work products
- Oversees the completion of environmental tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of environmental projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Reviews and approves final recommendations provided to the client

Environmental Business Advisory Program Lead II	Minimum 7 years consulting and/or directly relevant industry experience	Minimum Master's Degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing strategic advice and assistance to businesses and other organizations on environmental issues, such as the control of environmental contamination from pollutants, toxic substances, hazardous materials, natural resource management plans, and/or cultural resource management plans.

Responsibilities:

- Serves in the role of environmental program team leader over assigned support areas, often filling the position of project team lead and instructing, directing, and advising on complex projects
- Provides environmental consulting program management support for all environmental activities, including but not limited to areas, such as air and water quality, asbestos contamination, remediation, ecological restoration, and environmental law
- Applies quality standards to environmental work products
- Oversees the completion of environmental tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of environmental projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives

Environmental Business Advisory Program Lead I	Minimum 6 years consulting and/or directly relevant industry experience	Minimum Master's Degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing strategic advice and assistance to businesses and other organizations on environmental issues, such as the control of environmental contamination from pollutants, toxic substances, hazardous materials, natural resource management plans, and/or cultural resource management plans.

Responsibilities:

- Serves in the role of environmental program team leader over assigned support areas, often filling the position of project team lead and instructing, directing, and advising on complex projects
- Provides environmental consulting program management support for all environmental activities, including but not limited to areas, such as air and water quality, asbestos contamination, remediation, ecological restoration, and environmental law
- Applies quality standards to environmental work products
- Oversees the completion of environmental tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of environmental projects

Environmental Business Advisory Sr Engineer	Minimum of 8 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experienced in environmental engineering or a related discipline, intended to study the effect of technological advancements on the environment
- Experienced in providing strategic advice and assistance to businesses and other organizations on environmental issues, such as control of environmental contamination from pollutants, toxic substances, hazardous materials, natural resource management, cultural resource management, wastewater management, recycling, waste disposal, and human health
- Experienced in managing, supervising, and overseeing construction, investigation, remediation, and other field crews conducting environmental engineering projects
- Familiar with the tenets and methodologies for energy management, related disciplines, and laws governing and impacting energy management

Responsibilities:

- Designs, develops, and plans large environmental projects and studies
- Manages projects relating to complex environmental engineering solutions including, but not limited to, review of policy and statutory requirements and strategic planning, choice analysis, risk management, energy audits, analysis of alternate energy sources, building commissioning, and sustainable design implementation
- Coordinates, assigns, and reviews and applies quality standards to all environmental technical work products
- Prepares and conducts technical environmental project briefings

Environmental Business Advisory Sr Scientist	Minimum of 8 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing strategic advice and assistance to businesses and other organizations on environmental issues, such as the control of environmental contamination from pollutants, toxic substances, hazardous materials, natural resource management plans, and/or cultural resource management plans
- Experienced in providing scientific, engineering, and other technical support for the development, execution, and evaluation or environmental programs, projects, and systems
- Familiar with the tenets and methodologies for the environmental sciences and related disciplines including, but not limited to, physics, chemistry, ecology, biology, geography, geology, meteorology soil science, and hydrology

Responsibilities:

- Provides scientific, engineering, and other technical support for the development, execution, and evaluation or environmental programs, projects, and systems
- Activities include but are not limited to reviewing technical documents and plans; performing technology evaluations; conducting geological and hydrogeological studies and modeling; reviewing sampling and analyses procedures and results; developing strategic and program management plans and guidance documents; supporting policy development; conducting audits and technical assessments; preparing and delivering training and facilitation/partnering services; and developing and maintaining information systems
- Acts as the responsible party for the quality standards and coordinates, assigns, and reviews all scientific work products, including but not limited to areas, such as air and water quality, asbestos contamination, remediation, ecological restoration, and environmental law
- Oversees the completion of environmental tasks within estimated time frames and budget constraints

Environmental Business Advisory Project Lead III	Minimum of 8 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing strategic advice and assistance to businesses and other organizations on environmental issues, such as the control of environmental contamination from pollutants, toxic substances, hazardous materials, natural resource management plans, and/or cultural resource management plans
- Extensive experience in leading environmental projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful environmental project performance through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Provides a communication channel between the client and the engagement team
- Delivers presentations to client on areas including, but not limited to, the status of natural resource management consulting and environmental work in progress, problems encountered and recommended solutions, and leads client meetings
- Reviews environmental work products for completeness and quality
- Able to perform environmental organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages small environmental project teams

Environmental Business Advisory Project Lead II	Minimum of 7 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing strategic advice and assistance to businesses and other organizations on environmental issues, such as the control of environmental contamination from pollutants, toxic substances, hazardous materials, natural resource management plans, and/or cultural resource management plans
- Extensive experience in leading environmental projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful environmental project performance through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Provides a communication channel between the client and the engagement team
- Reviews environmental work products for completeness and quality
- Gathers information for client meetings and presentations including, but not limited to, the status of natural resource management consulting and environmental work in progress, problems encountered and recommended solutions
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages small environmental project teams

Environmental Business Advisory Project Lead I	Minimum of 6 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing strategic advice and assistance to businesses and other organizations on environmental issues, such as the control of environmental contamination from pollutants, toxic substances, hazardous materials, natural resource management plans, and/or cultural resource management plans

- Extensive experience in leading environmental projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful project performance through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Provides a communication channel between the client and the engagement team
- Gathers information for client meetings and presentations including, but not limited to, the status of natural resource management consulting and environmental work in progress, and problems encountered
- Manages project resources, budget activities, quality control practices, and environmental project deliverables
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages small environmental project teams

Environmental Business Advisory Jr Engineer	Minimum of 3 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experienced in environmental engineering or a related discipline, intended to study the effect of technological advancements on the environment
- Experienced in providing strategic advice and assistance to businesses and other organizations on environmental issues, such as control of environmental contamination from pollutants, toxic substances, hazardous materials, natural resource management, cultural resource management, wastewater management, recycling, waste disposal, and human health
- Familiar with supervising and overseeing construction, investigation, remediation, and other field crews

Responsibilities:

- Supports the design, development and planning of environmental projects and studies
- Supports tasks relating to complex environmental engineering solutions including, but not limited to, review of policy and statutory requirements and strategic planning, choice analysis, risk management, energy audits, analysis of alternate energy sources, building commissioning, and sustainable design implementation
- Applies quality standards and maximizes the use of new technology to all environmental technical work products
- Assist with the preparation of technical project briefings

Environmental Business Advisory Jr Scientist	Minimum of 3 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing strategic advice and assistance to businesses and other organizations on environmental issues, such as the control of environmental contamination from pollutants, toxic substances, hazardous materials, natural resource management plans, and/or cultural resource management plans
- Familiar with providing scientific, engineering, and other technical support for the development, execution, and evaluation or environmental programs, projects, and systems
- Familiar with the tenets and methodologies for the environmental sciences and related disciplines including, but not limited to, physics, chemistry, ecology, biology, geography, geology, meteorology soil science, and hydrology

Responsibilities:

- Activities include but are not limited to reviewing technical documents and plans; performing technology evaluations; conducting geological and hydrogeological studies and modeling; reviewing sampling and analyses procedures and results; developing strategic and program management plans and guidance documents; supporting policy development; conducting audits and technical assessments; preparing and delivering training and facilitation/partnering services; and developing and maintaining information systems
- Supports the completion of project specific environmental scientific tasks
- Conducts research, and collects and distills data required for planning scientific activities

Environmental Business Advisory Jr Professional III	Minimum of 3 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing strategic advice and assistance to businesses and other organizations on environmental issues, such as the control of environmental contamination from pollutants, toxic substances, hazardous materials, natural resource management plans, and/or cultural resource management plans
- Familiar with client issues, leading teams, analyzing project data, and development of environmental related deliverables

Responsibilities:

- Demonstrates a wide range of environmental consulting experience and applies professional consulting concepts to manage problems, including but not limited to areas, such as air and water quality, asbestos contamination, remediation, ecological restoration, and environmental law
- Supports and helps direct the completion of project specific environmental tasks
- Conducts research, and collects and distills data required for planning environmental activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments and development of multiple deliverables

Environmental Business Advisory Jr Professional II	Minimum of 2 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing strategic advice and assistance to businesses and other organizations on environmental issues, such as the control of environmental contamination from pollutants, toxic substances, hazardous materials, natural resource management plans, and/or cultural resource management plans
- Familiar with client issues, leading teams, analyzing project data, and development of environmental related deliverables

Responsibilities:

- Demonstrates environmental consulting experience and applies professional consulting concepts to assist with projects, including but not limited to areas, such as air and water quality, asbestos contamination, remediation, ecological restoration, and environmental law
- Completes assigned environmental tasks with no oversight
- Conducts research, collects, and distills data to affect environmental solutions to ensure client business needs are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing environmental project tasks

Environmental Business Advisory Jr Professional I	Minimum of 1 year consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing strategic advice and assistance to businesses and other organizations on environmental issues, such as the control of environmental contamination from pollutants, toxic substances, hazardous materials, natural resource management plans, and/or cultural resource management plans
- Familiar with client issues, leading teams, analyzing project data, and development of environmental related deliverables

Responsibilities:

- Demonstrates environmental consulting experience and applies professional consulting concepts to assist, including but not limited to areas, such as air and water quality, asbestos contamination, remediation, ecological restoration, and environmental law with projects Completes assigned environmental tasks with no oversight
- Conducts research, collects, and distills data to affect environmental solutions to ensure client business needs are met
- Other responsibilities include developing environmental task plans and understanding best practice frameworks, and key performance metrics
- Makes use of proprietary tools, methods, and processes in performing environmental project tasks

Environmental Business Advisory Sr Support II	Minimum of 1 year consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Provides advisory support to businesses and other organizations on environmental issues, such as the control of environmental contamination from pollutants, toxic substances, hazardous materials, natural resource management plans, and/or cultural resource management plans
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables
- Experienced with data analysis

Responsibilities:

- Obtains data and develops environmental reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing environmental project tasks
- Applies quality standards to environmental work products
- Reviews and evaluates environmental work plans
- Completes assigned environmental tasks with no oversight
- Coordinates environmental training requirements

Environmental Business Advisory Sr Support I	Minimum of 0 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Provides advisory support to businesses and other organizations on environmental issues, such as the control of environmental contamination from pollutants, toxic substances, hazardous materials, natural resource management plans, and/or cultural resource management plans
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables
- Experienced with data analysis

Responsibilities:

- Obtains data and develops environmental reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing environmental project tasks

- Applies quality standards to environmental work products
- Completes assigned environmental tasks with no oversight

Environmental Business Advisory Jr Support II	Minimum of 0 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Provides advisory support to businesses and other organizations on environmental issues, such as the control of environmental contamination from pollutants, toxic substances, hazardous materials, natural resource management plans, and/or cultural resource management plans
- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Experienced with data analysis

Responsibilities:

- Completes assigned environmental tasks with minimal oversight
- Contributes to obtaining environmental data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing environmental project tasks
- Collects data, undertakes analysis, and helps identify environmental issues
- Other responsibilities include developing environmental task plans and understanding best practice frameworks, and key performance metrics

Environmental Business Advisory Jr Support I	Minimum of 1 year consulting and/or directly relevant industry experience	Minimum Associate's Degree or equivalent in a related field

Skills & Expertise:

- Provides advisory support to businesses and other organizations on environmental issues, such as the control of environmental contamination from pollutants, toxic substances, hazardous materials, natural resource management plans, and/or cultural resource management plans
- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Experienced with data analysis

Responsibilities:

- Completes assigned environmental tasks with minimal oversight
- Makes use of proprietary tools, methods, and processes in performing environmental project tasks
- Contributes to presentations and client meetings
- Collects data, undertakes analysis, and helps identify environmental issues
- Other responsibilities include developing environmental task plans and understanding best practice frameworks, and key performance metrics

Environmental Program Execution Executive II	Minimum 12 years consulting and/or directly relevant industry experience	Minimum Master's Degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing consulting and implementation, operations, and maintenance guidance to businesses and other organizations on environmental issues, such as the control of environmental contamination from pollutants, toxic substances, hazardous materials, natural resource management plans, and/or cultural resource management plans
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Provides expert advice, assistance, and guidance, and serves as an environmental consulting executive to the client, including but not limited to areas, such as air and water quality, asbestos contamination,

remediation, ecological restoration, and environmental law
- Maintains responsibility for formulating environmental work standards, creating strategic project objectives, and managing and advising client issues and feedback
- Develops standardized procedures needed to conduct environmental initiatives
- Implements practical and innovative solutions and methodologies to meet environmental project objectives and complete program management activities
- Leads integrated team of multi-disciplinary professionals, with multiple concurrent environmental deliverables and tasks
- Maintains responsibility for managing the environmental program team and daily operations of project development or serves in a role as a highly experienced environmental expert
- Applies quality standards to cultural resource environmental management work products

Environmental Program Execution Executive I	Minimum 10 years consulting and/or directly relevant industry experience	Minimum Master's Degree or equivalent in a related field

Skills & Expertise:
- Experienced in providing consulting and implementation, operations, and maintenance guidance to businesses and other organizations on environmental issues, such as the control of environmental contamination from pollutants, toxic substances, hazardous materials, natural resource management plans, and/or cultural resource management plans
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:
- Provides expert advice, assistance, guidance, and serves as an environmental consulting executive to the client, including but not limited to areas, such as air and water quality, asbestos contamination, remediation, ecological restoration, and environmental law
- Maintains responsibility for formulating environmental work standards, creating strategic project objectives, and managing and advising client issues and feedback
- Develops standardized procedures needed to conduct environmental initiatives
- Manages environmental tasks and groups of personnel on larger, more complex projects
- Implements practical and innovative solutions and methodologies to meet environmental project objectives and complete program management activities
- Maintains responsibility for managing the program team and daily operations of project development or serves in a role as a highly experienced environmental expert
- Applies quality standards to cultural resource environmental management work products
- Participates in organizational assessments, environmental workforce evaluations, and leads performance measures and indicators analyses

Environmental Program Execution Engineer SME	Minimum of 9 years consulting and/or directly relevant industry experience	Minimum Master's Degree or equivalent in a related field

Skills & Expertise:
- Experienced in environmental engineering or a related discipline, intended to study the effect of technological advancements on the environment
- Experienced in guiding businesses and organizations in the implementation and operation of environmental engineering solutions relating to, but not limited to, control of environmental contamination from pollutants, toxic substances, hazardous materials, natural resource management, cultural resource management, wastewater management, recycling, waste disposal, and human health
- Experienced in managing, supervising, and overseeing the implementation and execution of environmental engineering projects, such as construction, investigation, remediation, and other field activities

- Familiar with the tenets and methodologies for energy management, related disciplines, and laws governing and impacting energy management

Responsibilities:

- Leads the implementation and operation of environmental engineering solutions and related tasks including, but not limited to risk management, energy audits, analysis of alternate energy sources, building commissioning, and sustainable design implementation, strategic analyses, resource management, and cost and economic analyses
- Provides technical direction for problem definition, approach methodology, analysis of findings, and recommendations for complex environmental projects
- Coordinates, assigns, and reviews the effort of all environmental assignments
- Develops standardized procedures needed to conduct environmental initiatives
- Applies quality standards to cultural resource environmental management work products

Environmental Program Execution Scientist SME	Minimum of 9 years consulting and/or directly relevant industry experience	Minimum Master's Degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing implementation and operations guidance to businesses and other organizations on environmental issues, such as the control of environmental contamination from pollutants, toxic substances, hazardous materials, natural resource management plans, and/or cultural resource management plans
- Experienced in managing, supervising, and overseeing projects relating to environmental sciences including, but not limited to technology evaluations, human health and ecological risk assessments, environmental sampling, surveys, and analyses, audits, and technical assessments.
- Familiar with providing scientific, engineering, and other technical support for the development, execution, and evaluation or environmental programs, projects, and systems
- Familiar with the tenets and methodologies for the environmental sciences and related disciplines including, but not limited to, physics, chemistry, ecology, biology, geography, geology, meteorology soil science, and hydrology

Responsibilities:

- Leads implementation and operation of environmental science solutions and related tasks including, but not limited to risk management, energy audits, analysis of alternate energy sources, building commissioning, and sustainable design implementation, strategic analyses, resource management, and cost and economic analyses
- Provides scientific, engineering, and other technical support for the development, execution, and evaluation or environmental programs, projects, and systems
- Coordinates, assigns, and reviews environmental resource work products of the technical staff
- Manages a variety of complex technical environmental tasks, to include review of policy and statutory requirements and strategic planning to formulate and develop scientific concepts
- Develops standardized procedures needed to conduct environmental science initiatives

Environmental Program Execution Lead IV	Minimum 9 years consulting and/or directly relevant industry experience	Minimum Master's Degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing consulting and implementation, operations, and maintenance guidance to businesses and other organizations on environmental issues, such as the control of environmental contamination from pollutants, toxic substances, hazardous materials, natural resource management plans, and/or cultural resource management plans

Responsibilities:

- Serves in the role of environmental program team leader over assigned environmental support areas, often

filling the position of project team lead, and instructing, directing, and monitoring the work of other environmental business staff or serves in a role of an experienced technical expert
- Provides environmental consulting program management support for all day-to-day environmental activities, including but not limited to areas, such as air and water quality, asbestos contamination, remediation, ecological restoration, and environmental law
- Applies quality standards to environmental work products
- Oversees the completion of environmental operational tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of environmental projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Reviews and implements final recommendations provided to the client

Environmental Program Execution Lead III	Minimum 8 years consulting and/or directly relevant industry experience	Minimum Master's Degree or equivalent in a related field

Skills & Expertise:
- Experienced in providing consulting and implementation, operations, and maintenance guidance to businesses and other organizations on environmental issues, such as the control of environmental contamination from pollutants, toxic substances, hazardous materials, natural resource management plans, and/or cultural resource management plans

Responsibilities:
- Serves in the role of environmental program team leader over assigned environmental support areas, often filling the position of project team lead, and instructing, and directing on complex projects
- Provides environmental consulting program management support for all day-to-day environmental activities, including but not limited to areas, such as air and water quality, asbestos contamination, remediation, ecological restoration, and environmental law
- Applies quality standards to environmental work products
- Oversees the completion of environmental operational tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of environmental projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Reviews and implements final recommendations provided to the client

Environmental Program Execution Lead II	Minimum 7 years consulting and/or directly relevant industry experience	Minimum Master's Degree or equivalent in a related field

Skills & Expertise:
- Experienced in providing consulting and implementation, operations, and maintenance guidance to businesses and other organizations on environmental issues, such as the control of environmental contamination from pollutants, toxic substances, hazardous materials, natural resource management plans, and/or cultural resource management plans

Responsibilities:
- Serves in the role of environmental program team leader over assigned support areas, often filling the position of project team lead and instructing, and directing on complex projects
- Provides environmental consulting program management support for all day-to-day environmental activities, including but not limited to areas, such as air and water quality, asbestos contamination, remediation, ecological restoration, and environmental law
- Applies quality standards to environmental work products

- Oversees the completion of environmental operational tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of environmental projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives

Environmental Program Execution Lead I	Minimum 6 years consulting and/or directly relevant industry experience	Minimum Master's Degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing consulting and implementation, operations, and maintenance guidance to businesses and other organizations on environmental issues, such as the control of environmental contamination from pollutants, toxic substances, hazardous materials, natural resource management plans, and/or cultural resource management plans

Responsibilities:

- Serves in the role of environmental program team leader over assigned support areas, often filling the position of project team lead and instructing, and directing on complex projects
- Provides environmental consulting program management support for all day-to-day environmental activities. Including but not limited to areas, such as air and water quality, asbestos contamination, remediation, ecological restoration, and environmental law
- Applies quality standards to environmental work products
- Oversees the completion of environmental operational tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of environmental projects

Environmental Project Execution Sr Engineer	Minimum of 8 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experienced in environmental engineering or a related discipline, intended to study the effect of technological advancements on the environment
- Experienced in guiding businesses and organizations in the implementation and operation of environmental engineering solutions relating to, but not limited to, control of environmental contamination from pollutants, toxic substances, hazardous materials, natural resource management, cultural resource management, wastewater management, recycling, waste disposal, and human health
- Experienced in managing environmental engineering projects, supervising, and overseeing construction, investigation, remediation, and other field crews performing environmental engineering services

Responsibilities:

- Develops, designs, and implements large environmental projects
- Manages a variety of complex environmental projects to include, but not limited to, risk management, energy audits, analysis of alternate energy sources, building commissioning, and sustainable design implementation, strategic analyses, resource management, and cost and economic analyses
- Provides technical direction for problem definition, approach methodology, analysis of findings, and recommendations for complex environmental projects
- Coordinates, assigns, and reviews and applies quality standards to all environmental technical work products
- Prepares and conducts technical environmental project briefings

Environmental Project Execution Sr Scientist	Minimum of 8 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing consulting and implementation, operations, and maintenance assistance to businesses and other organizations on environmental issues, such as the control of environmental contamination from pollutants, toxic substances, hazardous materials, natural resource management plans, and/or cultural resource management plans
- Experience providing scientific, engineering, and other technical support for the development, execution, and evaluation or environmental programs, projects, and systems
- Familiar with the tenets and methodologies for the environmental sciences and related disciplines including, but not limited to, physics, chemistry, ecology, biology, geography, geology, meteorology soil science, and hydrology

Responsibilities:

- Provides scientific, engineering, and other technical support for the development, implementation, execution, and evaluation or environmental programs, projects, and systems
- Activities include but are not limited to reviewing technical documents and plans; performing technology evaluations; conducting geological and hydrogeological studies and modeling; reviewing sampling and analyses procedures and results; developing strategic and program management plans and guidance documents; supporting policy development; conducting audits and technical assessments; preparing and delivering training and facilitation/partnering services; and developing and maintaining information systems
- Acts as the responsible party for the quality standards and coordinates, assigns, and reviews all scientific work products, including but not limited to areas, such as air and water quality, asbestos contamination, remediation, ecological restoration, and environmental law
- Oversees the completion of environmental tasks within estimated time frames and budget constraints

Environmental Project Execution Lead III	Minimum of 8 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing consulting and implementation, operations, and maintenance assistance to businesses and other organizations on environmental issues, such as the control of environmental contamination from pollutants, toxic substances, hazardous materials, natural resource management plans, and/or cultural resource management plans
- Extensive experience in leading environmental projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful environmental project performance through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Provides a communication channel between the client and the engagement team
- Delivers presentations to client on areas including, but not limited to, the status of natural resource management consulting and environmental work in progress, and problems encountered, and leads client meetings
- Implements practical and innovative solutions and methodologies to meet project objectives and complete environmental activities, including but not limited to areas, such as air and water quality, asbestos contamination, remediation, ecological restoration, and environmental law
- Able to perform environmental organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages small environmental project teams

Environmental Project Execution Lead II	Minimum of 7 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing consulting and implementation, operations, and maintenance assistance to businesses and other organizations on environmental issues, such as the control of environmental contamination from pollutants, toxic substances, hazardous materials, natural resource management plans, and/or cultural resource management plans
- Extensive experience in leading environmental projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful project performance through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Provides a communication channel between the client and the engagement team
- Implements practical and innovative solutions and methodologies to meet project objectives and complete environmental activities, including but not limited to areas, such as air and water quality, asbestos contamination, remediation, ecological restoration, and environmental law
- Gathers information for client meetings and presentations including, but not limited to, the status of natural resource management consulting and environmental work in progress, and problems encountered and recommended solutions
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages small environmental project teams

Environmental Project Execution Lead I	Minimum of 6 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing consulting and implementation, operations, and maintenance assistance to businesses and other organizations on environmental issues, such as the control of environmental contamination from pollutants, toxic substances, hazardous materials, natural resource management plans, and/or cultural resource management plans
- Extensive experience in leading environmental projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful project performance through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Provides a communication channel between the client and the engagement team
- Gathers information for client meetings and presentations including, but not limited to, the status of natural resource management consulting and environmental work in progress, and problems encountered
- Manages project resources, budget activities, quality control practices, and project deliverables
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages small environmental project teams

Environmental Project Execution Jr Engineer	Minimum of 3 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experienced in environmental engineering or a related discipline, intended to study the effect of technological advancements on the environment
- Experienced in supporting the implementation and operation of environmental engineering solutions relating to, but not limited to, control of environmental contamination from pollutants, toxic substances, hazardous materials, natural resource management, cultural resource management, wastewater management, recycling, waste disposal, and human health
- Familiar with supervising and overseeing construction, investigation, remediation, and other field crews performing environmental engineering services

Responsibilities:

- Develops, designs, and implements small environmental projects
- Supports tasks related to complex environmental projects to include, but not limited to, risk management, energy audits, analysis of alternate energy sources, building commissioning, and sustainable design implementation, strategic analyses, resource management, and cost and economic analyses
- Applies quality standards and implements the use of new technology to all environmental technical work products
- Assist with the preparation of technical environmental project briefings

Environmental Project Execution Jr Scientist	Minimum of 3 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing consulting and implementation, operations, and maintenance assistance to businesses and other organizations on environmental issues, such as the control of environmental contamination from pollutants, toxic substances, hazardous materials, natural resource management plans, and/or cultural resource management plans
- Experience providing scientific, engineering, and other technical support for the development, implementation, execution, and evaluation or environmental programs, projects, and systems
- Familiar with the tenets and methodologies for the environmental sciences and related disciplines including, but not limited to, physics, chemistry, ecology, biology, geography, geology, meteorology soil science, and hydrology

Responsibilities:

- Activities include but are not limited to reviewing technical documents and plans; performing technology evaluations; conducting geological and hydrogeological studies and modeling; reviewing sampling and analyses procedures and results; developing strategic and program management plans and guidance documents; supporting policy development; conducting audits and technical assessments; preparing and delivering training and facilitation/partnering services; and developing and maintaining information systems
- Supports the implementation of project specific environmental scientific tasks
- Conducts research, and collects and distills data required for planning environmental scientific activities

Environmental Project Execution Jr Professional III	Minimum of 3 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing consulting and implementation, operations, and maintenance assistance to businesses and other organizations on environmental issues, such as the control of environmental contamination from pollutants, toxic substances, hazardous materials, natural resource management plans, and/or cultural resource management plans
- Familiar with client issues, leading teams, analyzing project data, and development of environmental related deliverables

Responsibilities:

- Demonstrates a wide range of environmental consulting experience and applies professional consulting concepts to manage problems, including but not limited to areas, such as air and water quality, asbestos contamination, remediation, and ecological restoration
- Supports and helps direct the completion of project specific environmental tasks
- Conducts research, and collects and distills data required for planning environmental activities; recommends applicable tools for implementation
- Actively engages consulting tools and methodologies to meet project objective and complete program management operations
- Supports organizational assessments and development of multiple environmental deliverables

Environmental Project Execution Jr Professional II	Minimum of 2 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing consulting and implementation, operations, and maintenance assistance to businesses and other organizations on environmental issues, such as the control of environmental contamination from pollutants, toxic substances, hazardous materials, natural resource management plans, and/or cultural resource management plans
- Familiar with client issues, leading teams, analyzing project data, and development of environmental related deliverables

Responsibilities:

- Demonstrates environmental consulting experience and applies professional consulting concepts to assist with projects, including but not limited to areas, such as air and water quality, asbestos contamination, remediation, and ecological restoration
- Completes assigned environmental tasks with no oversight
- Conducts research, collects, and distills data to affect environmental solutions to ensure client business needs are met
- Contributes to obtaining environmental data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing environmental project tasks

Environmental Project Execution Jr Professional I	Minimum of 1 year consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing consulting and implementation, operations, and maintenance assistance to businesses and other organizations on environmental issues, such as the control of environmental contamination from pollutants, toxic substances, hazardous materials, natural resource management plans, and/or cultural resource management plans
- Familiar with client issues, leading teams, analyzing project data, and development of environmental related deliverables

Responsibilities:

- Demonstrates environmental consulting experience and applies professional consulting concepts to assist with projects, including but not limited to areas, such as air and water quality, asbestos

contamination, remediation, and ecological restoration
- Completes assigned environmental tasks with no oversight
- Conducts research, collects, and distills data to affect environmental solutions to ensure client business needs are met
- Other responsibilities include developing environmental task plans and understanding best practice frameworks, and key performance metrics
- Makes use of proprietary tools, methods, and processes in performing environmental project tasks

Environmental Project Execution Sr Support II	Minimum of 1 year consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:
- Provides consulting and implementation, operations, and maintenance support to businesses and other organizations on environmental issues, such as the control of environmental contamination from pollutants, toxic substances, hazardous materials, natural resource management plans, and/or cultural resource management plans
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables
- Experienced with data analysis

Responsibilities:
- Obtains data and develops environmental reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing environmental project tasks, including but not limited to areas, such as air and water quality, asbestos contamination, remediation, and ecological restoration
- Applies quality standards to environmental work products
- Reviews and evaluates environmental work plans
- Completes assigned environmental tasks with no oversight
- Coordinates environmental training requirements

Environmental Project Execution Sr Support I	Minimum of 0 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:
- Provides consulting and implementation, operations, and maintenance support to businesses and other organizations on environmental issues, such as the control of environmental contamination from pollutants, toxic substances, hazardous materials, natural resource management plans, and/or cultural resource management plans
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables
- Experienced with data analysis

Responsibilities:
- Obtains data and develops environmental reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing environmental project tasks
- Applies quality standards to environmental work products
- Completes assigned environmental tasks with no oversight

Environmental Project Execution Jr Support II	Minimum of 0 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:
- Provides consulting and implementation, operations, and maintenance support to businesses and other organizations on environmental issues, such as the control of environmental contamination from pollutants, toxic substances, hazardous materials, natural resource management plans, and/or cultural resource management plans
- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and

Tableau
- Experienced with data analysis

Responsibilities:
- Completes assigned environmental tasks with minimal oversight
- Contributes to obtaining environmental data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing environmental project tasks
- Collects data, undertakes analysis, and helps identify environmental issues
- Other responsibilities include developing environmental task plans and understanding best practice frameworks, and key performance metrics

Environmental Project Execution Jr Support I	Minimum of 1 year consulting and/or directly relevant industry experience	Minimum Associate's Degree or equivalent in a related field

Skills & Expertise:
- Provides consulting and implementation, operations, and maintenance support to businesses and other organizations on environmental issues, such as the control of environmental contamination from pollutants, toxic substances, hazardous materials, natural resource management plans, and/or cultural resource management plans
- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Experienced with data analysis

Responsibilities:
- Completes assigned environmental tasks with minimal oversight
- Makes use of proprietary tools, methods, and processes in performing environmental project tasks
- Contributes to presentations and client meetings
- Collects data, undertakes analysis, and helps identify environmental issues
- Other responsibilities include developing environmental task plans and understanding best practice frameworks, and key performance metrics

IT AUTOMATED CONTACT CENTER SOLUTIONS (ACCS) LABOR CATEGORIES

Applicable to SINs: 561422, 561422(RC), 561422(STLOC)

Deloitte's SIN 561422 ACCS rate card is comprised of three service lines [(1) Advisory, (2) Implementation and (3) Operate and Maintain] each with specific ACCS labor categories and ceiling prices.

LABOR CATEGORY	EXPERIENCE	EDUCATION
Contact Center Advisory Executive III	Minimum of 14 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:
- Possesses expert knowledge of contact center business processes
- Supports critical business and operational areas to provide complete contact center life-cycle support ("cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Reviews the project plans, designs and business and systems analysis
- Provides advice and oversight through all phases of contact center projects from project design, procurement, and construction phase services to final completion
- Advises on the development and implementation of the contact center strategy to provide solutions to client issues including, but not limited to, finance, scheduling, technology, methodology, tools, and solution components
- Provides quality assurance on Contract Center Engagement implementation plan
- Provides the primary strategy interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings

- Accountable for the completion of contact center activities within estimated time frames and budget constraints
- Leads teams providing all components of digital contact center services including, but not limited to, advise, implement, and operate services of people, process, and technology in the contact center industry
- Provides services in support of the digital multi-channel contact center solutions including but not limited to Artificial Intelligence (AI), Chat Bots, Robotic Process Automation, Interactive Voice Response (IVR), Voice/Speech Recognition, Text-to-Speech, Voicemail, Callback, Web Callback, Email Delivery, Hosted Online Ordering, Hosted Email Web Form, and Hosted FAQ Services

Contact Center Advisory Executive II	Minimum of 12 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Possesses expert knowledge of contact center business processes
- Supports critical business and operational areas to provide complete contact center life-cycle support ("cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Reviews the project plans, designs and business and systems analysis
- Provides advice and oversight through all phases of contact center projects from project design, procurement, and construction phase services to final completion
- Advises on the development and implementation of the contact center strategy to provide solutions to client issues including, but not limited to, finance, scheduling, technology, methodology, tools, and solution components
- Provides quality assurance on contact center engagement delivery
- Provides the primary strategy interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of contact center activities within estimated time frames and budget constraints
- Leads teams providing all components of digital contact center services including, but not limited to, advise, implement, and operate services of people, process, and technology in the contact center industry

Contact Center Advisory Executive I	Minimum of 10 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Possesses expert knowledge of contact center business processes
- Supports critical business and operational areas to provide complete contact center life-cycle support ("cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Reviews the project plans, designs and business and systems analysis
- Provides advice and oversight through all phases of contact center projects from project design, procurement, and construction phase services to final completion
- Coordinates the development and implementation of the contact center strategy to provide solutions to client issues including, but not limited to, finance, scheduling, technology, methodology, tools, and solution components
- Provides quality assurance on contact center operation and maintenance
- Provides the primary strategy interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of contact center activities within estimated time frames and budget constraints
- Leads teams providing all components of digital contact center services including, but not limited to, advise, implement, and operate services of people, process, and technology in the contact center industry

Contact Center Advisory Engagement Leader III	Minimum of 10 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:
A Contact Center Advisory Engagement Leader III has experience managing large projects or set of projects including, but not limited to:

- Providing guidance and direction on a day-to-day basis for the implementation of all contact center efforts
- Fostering and managing the relationships between the client and the contact center engagement team
- Resolving contact center problems and suggesting creative solutions, including but, not limited to, finance, scheduling, technology, methodology, tools, solution components, and recommendations
- Reviewing contact center work products for completeness and adherence to customer requirements
- Directing the completion of contact center specific tasks within estimated time frames and budget constraints
- Reviewing and analyzing reports and directives to obtain data required for delivering presentations and leading client meetings.
- Delivering presentations and leading operational level client meetings

Contact Center Advisory Engagement Leader II	Minimum of 9 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:
A Contact Center Advisory Engagement Leader II has experience managing large projects or set of projects including, but not limited to:

- Providing guidance and direction on a day-to-day basis for the implementation of all contact center efforts
- Fostering and managing the relationships between the client and the contact center engagement team
- Reviewing contact center work products for completeness and adherence to customer requirements
- Directing the completion of contact center specific tasks within estimated time frames and budget constraints
- Reviewing and analyzing reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivering presentations and leading operational level client meetings

Contact Center Advisory Engagement Leader I	Minimum of 7 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:
A Contact Center Advisory Engagement Leader I has experience managing large projects or set of projects including, but not limited to:

- Providing guidance and direction on a day-to-day basis for the implementation of all contact center efforts
- Fostering and managing the relationships between the client and the contact center engagement team
- Reviewing contact center work products for completeness and adherence to customer requirements
- Directing the completion of contact center specific tasks within estimated time frames and budget constraints Reviewing, and preparing reports and directives to obtain data required for delivering presentations and leading client meetings
- Reviewing, analyzing, and preparing reports and directives to obtain data required for delivering presentations and leading client meetings

Contact Center Advisory Project Lead II	Minimum of 6 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise
A Contact Center Advisory Project Lead II has experience managing large projects or sets of projects including, but not limited to:

- Outlining and guiding project work plans and deliverables on a on day-to-day basis assuring the implementation of contact center requirements
- Reviewing contact center work products for completeness and adherence to customer requirements
- Providing a communication channel between the client and the contact center engagement team
- Providing technical direction, experience, and escalation when required
- Reviewing, analyzing, obtaining data, and preparing reports and directives required for delivering operational level presentations

- Delivering presentations of information including, but not limited to, new commitments in the contact center, status of work in progress, and problems encountered, and leads client meetings
- Completing contact center specific tasks within estimated time frames and budget constraints

Contact Center Advisory Project Lead I	Minimum of 5 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise

A Contact Center Advisory Project Lead I has experience managing large projects or sets of projects including, but not limited to:

- Outlining and guiding project work plans and deliverables on a on day-to-day basis assuring the implementation of contact center requirements
- Reviewing contact center work products for completeness and adherence to customer requirements
- Providing a communication channel between the client and the contact center engagement team
- Providing technical direction, experience, and escalation when required
- Obtaining data and preparing reports and directives required for delivering operational level presentations
- Delivering presentations of information including, but not limited to, status of work in progress, and problems encountered
- Completing contact center specific tasks within estimated time frames and budget constraints

Contact Center Advisory Senior Professional III	Minimum of 5 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise

The Contact Center Advisory Senior Professional III has experience in supporting projects including, but not limited to:

- Providing management support and direction to all contact center activities
- Directing completion of contact center-specific tasks and client presentations
- Advising on and guiding sub-tasks of a contact center's business and technical needs
- Reviewing and analyzing client issues and project data, and developing appropriate deliverables as it relates to contact center
- Building organizational design models including, but not limited to, contact center policies, practices, and procedures
- Analyzing contact center business requirements and defining applicable tools and innovative solutions including, but not limited to, finance, scheduling, technology, methodology and solution components
- Directing junior staff on contact center requirements and tasks

Contact Center Advisory Senior Professional II	Minimum of 4 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise

The Contact Center Advisory Senior Professional II has experience in supporting projects including, but not limited to:

- Providing management support and direction to all contact center activities
- Completing contact center-specific tasks and client presentations
- Defining and guiding sub-tasks of a contact center's business and technical needs
- Reviewing and analyzing client issues and project data, and developing appropriate deliverables as it relates to contact center
- Building organizational design models including, but not limited to, contact center policies, practices, and procedures
- Analyzing contact center business requirements, and defining applicable tools and innovative solutions including, but not limited to, scheduling, technology, methodology and solution components
- Providing guidance to junior staff on contact center requirements and tasks

Contact Center Advisory Senior Professional I	Minimum of 3 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise

The Contact Center Advisory Senior Professional I has experience in supporting projects including, but not limited to:

- Providing management support and direction to all contact center activities

- Completing contact center-specific tasks and client presentations
- Defining and guiding sub-tasks of a contact center's business and technical needs
- Reviewing and analyzing client issues and project data, and developing appropriate deliverables as it relates to contact center
- Analyzing contact center business requirements, and defining applicable tools and innovative solutions including technology, methodology and solution components

Contact Center Advisory Mid Professional III	Minimum of 3 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise

The Contact Center Advisory Mid Professional III supports the project including, but not limited to:

- Completing assigned contact center engagement tasks and deliverables with no oversight
- Conducting research and collecting and distilling data required for planning contact center activities
- Analyzing contact center business requirements, and defining applicable tools and innovative solutions including technology, methodology, and solution components
- Supporting the implementation of business solutions, process improvement diagnoses, process modeling and documentation, and benchmarking activities as it relates to contact center
- Contributing to obtaining data and reports for presentations and client meetings

Contact Center Advisory Mid Professional II	Minimum of 2 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise

The Contact Center Advisory Mid Professional II supports the project including, but not limited to:

- Completing assigned contact center engagement tasks and deliverables with minimal oversight
- Conducting research and collecting and distilling data required for planning contact center activities
- Analyzing contact center business requirements, and defining applicable tools and innovative solutions including technology, methodology, and solution components
- Supporting the implementation of business solutions, process improvement diagnoses, process modeling and documentation and benchmarking activities as it relates to contact center
- Contributing to obtaining data and reports for presentations and client meetings

Contact Center Advisory Mid Professional I	Minimum of 1 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise

The Contact Center Advisory Mid Professional I supports the project including, but not limited to:

- Completing assigned contact center engagement tasks and deliverables with oversight
- Conducting research and collecting and distilling data required for planning contact center activities
- Analyzing contact center business requirements and defining applicable tools to support contact center operations
- Supporting the implementation of business solutions, process improvement diagnoses, process modeling and documentation and benchmarking activities as it relates to contact center
- Contributing to obtaining data and reports for presentations and client meetings

Contact Center Advisory Jr. Professional II	Minimum of 2 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise

Contact Center Advisory Jr. Professional II supports the project including, but not limited to:

- Completing assigned contact center tasks for deliverable requirements with minimal oversight
- Conducting research and collecting and distilling contact center data to create innovative solutions with the management team to ensure client business needs are met
- Assessing available tools to support contact center operations
- Contributing to obtaining data and reports for presentations and client meetings

Contact Center Advisory Jr. Professional I	Minimum of 1 year of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise

Contact Center Advisory Jr. Professional I supports the project including, but not limited to:

- Supporting the completion of contact center tasks for deliverable requirements with oversight
- Conducting research and collecting and distilling contact center data to create innovative solutions with the management team to ensure client business needs are met
- Contributing to obtaining data and reports for presentations and client meetings

Contact Center Implementation Executive II	Minimum of 14 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise

A Contact Center Implementation Executive II provides guidance and direction for implementing and managing client service delivery and operations execution by:

- Coordinating the design and roll out of contact center implementation strategy to provide solutions to client issues including, but not limited to, finance, scheduling, technology, methodology, tools, and solution components
- Leading contact center planning including the delivery of the contact center vision and mission, work plans, staffing, and financials
- Providing deep expertise and knowledge to drive the implementation of contact center solutions
- Directing the development and implementation of communication and training plans as it relates to contact center
- Selecting the most relevant tools and techniques to meet specific contact center requirements and to mitigate risks
- Developing practical innovative solutions including, but not limited to, methodologies using quality standards and industry practices as it relates to contact center
- Defining and guiding the overall goals of the engagement to the contact center staff
- Acting as a subject matter expert on complex contact center issues
- Investigating contact center issues and problems using analysis, experience, and best judgment to address implementation challenges
- Coordinating all parties to complete tasks and reviews contact center products for completeness and adherence to customer requirements
- Assuring completion of contact center tasks within estimated time frames and budget constraint

Contact Center Implementation Executive I	Minimum of 12 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise

A Contact Center Implementation Executive I provides guidance and direction for implementing and managing client service delivery and operations execution by:

- Leading contact center planning including the delivery of the contact center vision and mission, work plans, staffing, and financials
- Providing deep expertise and knowledge to drive the implementation of contact center solutions
- Directing the development and implementation of communication and training plans as it relates to contact center
- Selecting the most relevant tools and techniques to meet specific contact center requirements and to mitigate risks
- Developing practical innovative solutions including, but not limited to methodologies using quality standards and industry practices as it relates to contact center
- Defining and guiding the overall goals of the engagement to the contact center staff
- Acting as a subject matter expert on complex contact center issues
- Investigating contact center issues and problems using analysis, experience, and best judgment to address implementation challenges
- Coordinating all parties to complete tasks and reviews contact center products for completeness and adherence to customer requirements
- Assuring completion of contact center tasks within estimated time frames and budget constraint

Contact Center Implementation Engagement Lead III	Minimum of 10 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field or has equivalent work experience

Skills & Expertise

- A Contact Center Implementation Engagement Lead III provides guidance and direction for implementing and managing client service delivery and operations execution by:
- Taking ownership and accountability of all contact center tasks and/or project workstreams
- Identifying key drivers of a defined contact center problem and proposing innovative solutions using analysis, experience, and independent judgment and selecting the most relevant tools and techniques
- Contributing to the engagement's contact center work plans and coordinating activities between work streams/teams and changes in scope
- Understanding the client's risk, business objectives, and quality goals as it relates to contact center
- Implementing solutions to contact center problems and validating innovative solutions with subject matter experts
- Reviewing work of others for quality and accuracy
- Serving as a subject matter expert and advisor to implementation teams
- Overseeing completion of contact center tasks within estimated time frames

Contact Center Implementation Engagement Lead II	Minimum of 9 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field or has equivalent work experience

Skills & Expertise

A Contact Center Implementation Engagement Lead II provides guidance and direction for implementing and managing client service delivery and operations execution by:

- Taking ownership and accountability of all contact center tasks and/or project workstreams
- Identifying key drivers of a defined contact center problem and proposing innovative solutions using analysis, experience, and independent judgment and selecting the most relevant tools and techniques
- Contributing to the engagement's contact center work plans and coordinating activities between work streams/teams and changes in scope
- Understanding the client's risk, business objectives, and quality goals as it relates to contact center
- Implementing solutions to contact center problems and validating innovative solutions with subject matter experts
- Reviewing work of others for quality and accuracy
- Guiding more junior contact center professionals
- Serving as a subject matter expert and advisor to implementation teams

Contact Center Implementation Engagement Lead I	Minimum of 8 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field or has equivalent work experience

Skills & Expertise

A Contact Center Implementation Engagement Lead I provides guidance and direction for implementing and managing client service delivery and operations execution by:

- Taking ownership and accountability of all contact center tasks and/or project workstreams
- Identifying key drivers of a defined contact center problem and proposing innovative solutions using analysis, experience, and independent judgment and selecting the most relevant tools and techniques
- Contributing to the engagement's contact center work plans and coordinating activities between work streams/teams and changes in scope
- Understanding the client's risk, business objectives, and quality goals as it relates to contact center
- Implementing solutions to contact center problems and validating innovative solutions with subject matter experts
- Reviewing work of others for quality and accuracy
- Guiding more junior contact center professionals

Contact Center Implementation Project Lead III	Minimum of 7 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field or has equivalent work experience

Skills & Expertise

- The Contact Center Implementation Project Lead III provides guidance and direction for implementing and managing client service delivery and operations execution by:

- Leading project planning including the contact center vision and mission, work plans, staffing, financials and risks
- Recommending options or innovative solutions that meet the contact center needs and desired functionality
- Implementing operational systems, processes, and policies as it relates to contact center
- Planning and defining the contact center deliverable structure and content across multiple technologies
- Selecting the most relevant tools and techniques to meet specific contact center requirements
- Implementing practical and innovative solutions and methodologies
- Applying quality standards to contact center work products
- Developing innovation and efficiency in order to increase contact center performance
- Advising on contact center problems using analysis, experience, and judgment

Contact Center Implementation Project Lead II	Minimum of 6 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field or has equivalent work experience

Skills & Expertise

The Contact Center Implementation Project Lead II provides guidance and direction for implementing and managing client service delivery and operations execution by:

- Leading project planning including the contact center vision and mission, work plans, staffing, financials and risks
- Recommending options or innovative solutions that meet the contact center needs and desired functionality
- Implementing operational systems, processes, and policies as it relates to contact center
- Planning and defining the contact center deliverable structure and content across multiple technologies
- Selecting the most relevant tools and techniques to meet specific contact center requirements
- Implementing practical and innovative solutions and methodologies
- Applying quality standards to contact center work products
- Investigating contact center problems using analysis, experience, and judgment

Contact Center Implementation Project Lead I	Minimum of 5 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field or has equivalent work experience

Skills & Expertise

The Contact Center Implementation Project Lead I provides guidance and direction for implementing and managing client service delivery and operations execution by:

- Leading project planning including the contact center vision and mission, work plans, staffing, financials and risks
- Implementing operational systems, processes, and policies as it relates to contact center
- Planning and defining the contact center deliverable structure and content across multiple technologies
- Recommending relevant tools and techniques to meet specific contact center requirements
- Implementing practical and innovative solutions and methodologies
- Applying quality standards to contact center work products
- Investigating contact center problems using analysis, experience, and judgment

Contact Center Project Implementation Sr. Specialist IV	Minimum of 5 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field or has equivalent work experience

Skills & Expertise

The Contact Center Project Implementation Sr. Specialist IV provides guidance and direction for implementing and managing client service delivery and operations execution by:

- Providing knowledge in business process and system analysis, design, improvement, and implementation efforts or in translating business process needs into technical requirements
- Providing expertise in, but not limited to, configuration management, knowledge management, business analysis, and technical analysis
- Implementing contact center operational systems, processes, and policies
- Advising, planning, and defining the contact center deliverable structure and content across multiple technologies
- Selecting the most relevant tools and techniques to meet specific contact center requirements
- Implementing practical contact center solutions and methodologies
- Applying quality standards to work products as it relates to contact center
- Developing innovation and efficiency in order to increase contact center performance
- Investigating contact center problems using analysis, experience, and judgment
- Resolving problems by clarifying issues; researching and exploring answers and alternative solutions; implementing solutions; and escalating unresolved problems

- Leading small teams of contact center professionals

Contact Center Project Implementation Sr. Specialist III	Minimum of 4 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field or has equivalent work experience

Skills & Expertise

The Contact Center Project Implementation Sr. Specialist III provides guidance and direction for implementing and managing client service delivery and operations execution by:

- Providing knowledge in business process and system analysis, design, improvement, and implementation efforts or in translating business process needs into technical requirements
- Providing knowledge in, but not limited to, configuration management, knowledge management, business analysis, and technical analysis
- Implementing contact center operational systems, processes, and policies
- Advising, planning, and defining the contact center deliverable structure and content across multiple technologies
- Selecting the most relevant tools and techniques to meet specific contact center requirements
- Implementing practical contact center solutions and methodologies
- Applying quality standards to work products as it relates to contact center
- Developing innovation and efficiency in order to increase contact center performance
- Investigating contact center problems using analysis, experience, and judgment
- Resolving problems by clarifying issues; researching and exploring answers and alternative solutions; implementing solutions; and escalating unresolved problems

Contact Center Project Implementation Sr. Specialist II	Minimum of 3 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field or has equivalent work experience

Skills & Expertise

- The Contact Center Project Implementation Sr. Specialist II provides guidance and direction for implementing and managing client service delivery and operations execution by:
- Providing knowledge in business process and system analysis, design, improvement, and implementation efforts or in translating business process needs into technical requirements
- Providing knowledge in, but not limited to, configuration management, knowledge management, business analysis, and technical analysis
- Implementing contact center operational systems, processes, and policies
- Advising, planning, and defining the contact center deliverable structure and content across multiple technologies
- Implementing practical contact center solutions and methodologies
- Applying quality standards to work products as it relates to contact center
- Investigating contact center problems using analysis, experience, and judgment
- Resolving problems by clarifying issues; researching and exploring answers and alternative solutions; implementing solutions; and escalating unresolved problems

Contact Center Project Implementation Sr. Specialist I	Minimum of 2 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field or has equivalent work experience

Skills & Expertise

The Contact Center Project Implementation Sr. Specialist I provides guidance and direction for implementing and managing client service delivery and operations execution by:

- Providing knowledge in business process and system analysis, design, improvement, and implementation efforts or in translating business process needs into technical requirements
- Providing knowledge in, but not limited to, configuration management, knowledge management, business analysis, and technical analysis
- Implementing contact center operational systems, processes, and policies
- Implementing practical contact center solutions and methodologies
- Applying quality standards to work products as it relates to contact center
- Investigating contact center problems using analysis, experience, and judgment
- Resolving problems by clarifying issues; researching and exploring answers and alternative solutions; implementing solutions; and escalating unresolved problems

Contact Center Implementation Specialist III	Minimum of 3 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field or has equivalent work experience

Skills & Expertise

The Contact Center Project Implementation Specialist III provides support for implementing and managing client service delivery and operations execution by:

- Providing knowledge in business process and system analysis, design, improvement, and implementation efforts or in translating business process needs into technical requirements
- Providing expertise in, but not limited to, configuration management, knowledge management, business analysis, and technical analysis
- Implementing practical contact center solutions and methodologies without oversight
- Applying quality standards to work products as it relates to contact center
- Developing innovation and efficiency in order to increase contact center performance
- Investigating contact center problems using analysis, experience, and judgment
- Resolving problems by clarifying issues; researching and exploring answers and alternative solutions; implementing solutions; and escalating unresolved problems

Contact Center Implementation Specialist II	Minimum of 2 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field or has equivalent work experience

Skills & Expertise

The Contact Center Project Implementation Specialist II provides support for implementing and managing client service delivery and operations execution by:

- Providing expertise in, but not limited to, configuration management, knowledge management, business analysis, and technical analysis
- Implementing practical contact center solutions and methodologies with minimal oversight
- Applying quality standards to work products as it relates to contact center
- Investigating contact center problems using analysis, experience, and judgment

Contact Center Implementation Specialist I	Minimum of 1 year of consulting and/or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field or has equivalent work experience

Skills & Expertise

The Contact Center Project Implementation Specialist I provides support for implementing and managing client service delivery and operations execution by:

- Providing expertise in, but not limited to, configuration management, knowledge management, business analysis, and technical analysis
- Supporting the implementation of practical contact center solutions and methodologies
- Applying quality standards to work products as it relates to contact center
- Investigating contact center problems using analysis, experience, and judgment

Contact Center Implementation Support IV	Minimum of 2 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field or has equivalent work experience

Skills & Expertise

The Contact Center Project Implementation Support IV provides support for implementing and managing client service delivery and operations execution by:

- Providing expertise in, but not limited to, configuration management, knowledge management, business analysis, and technical analysis
- Supports planning and project management for implementation tasks
- Implementing practical and innovative solutions and methodologies as it relates to contact center
- Applying quality standards to contact center work products

Contact Center Implementation Support III	Minimum of 1 year of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field or has equivalent work experience

Skills & Expertise

The Contact Center Project Implementation Support III provides support for implementing and managing client service delivery and operations execution by:

- Supporting the planning and project management for implementation tasks
- Implementing practical and innovative solutions and methodologies as it relates to contact center
- Applying quality standards to contact center work products

Contact Center Implementation Support II	Minimum of 2 years of consulting and/or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field or has equivalent work experience

Skills & Expertise

The Contact Center Project Implementation Support II provides support for implementing and managing client service delivery and operations execution by:

- Supporting the implementation of practical and innovative solutions and methodologies as it relates to contact center with oversight from senior team members
- Reviewing, analyzing, and preparing reports on status of tasks for dissemination to project team
- Applying quality standards to contact center work products

Contact Center Implementation Support I	Minimum of 1 year of consulting and/or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field or has equivalent work experience

Skills & Expertise

The Contact Center Project Implementation Support I provides support for implementing and managing client service delivery and operations execution by:

- Reviewing, analyzing, and preparing reports on status of tasks for dissemination to project team
- Applying quality standards to contact center work products

Contact Center Operate and Maintain Supervisor II	Minimum of 6 years of consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field or has equivalent work experience

Skills & Expertise

The Contact Center Operate and Maintain Supervisor II:

- Maintains strong client relationship
- Leads and coordinates the contact center program's customers, teaming partners and vendors to deliver tiered contact center operations
- Initiates process improvements utilizing monitoring methods to identify contact center development opportunities
- Manages the contact center Agent team using operational metrics
- Works with command center staff to monitor, coach, and provide feedback to contact center personnel
- Resolves contact center problems and conflicts, guiding agents through difficult calls/issues
- Collects, analyzes, and summarizes contact center data trends to identify areas for process improvement
- Holds Agents accountable to program metrics and contact center performance
- Works with workforce management team to support scheduling and staffing of their contact center team
- Participates in the development and implementation of organization policies, practices, procedures, and attainment of operating goals

Contact Center Operate and Maintain Supervisor I	Minimum 5 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field or has equivalent work experience

Skills & Expertise

The Contact Center Operate and Maintain Supervisor I:

- Maintains strong client relationship
- Leads and coordinates the contact center program's customers, teaming partners and vendors to deliver tiered contact center operations
- Initiates process improvements utilizing monitoring methods to identify contact center development opportunities
- Manages the contact center Agent team using operational metrics

- Works with command center staff to monitor, coach, and provide feedback to contact center personnel
- Resolves contact center problems and conflicts, guiding agents through difficult calls/issues
- Collects, analyzes, and summarizes contact center data trends to identify areas for process improvement
- Holds Agents accountable to program metrics and contact center performance
- Works with workforce management team to support scheduling and staffing of their contact center team

Contact Center Operate and Maintain Team Leader II	Minimum 5 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field or has equivalent work experience

Skills & Expertise

The Contact Center Operate and Maintain Team Leader II:

- Maintains strong client relationship
- Leads and coordinates the contact center program's customers, teaming partners and vendors
- Initiates process improvements utilizing monitoring methods to identify contact center development opportunities
- Manages the Agent team using operational metrics as it relates to contact center
- Hires, trains, and coaches contact center personnel
- Resolves contact center problems and conflicts, guiding agents through difficult calls/issues
- Collects, analyzes, and summarizes contact center data trends to identify areas for process improvement
- Holds Agents accountable to program metrics and contact center performance
- Supports contact center Supervisors at all levels as "supervisor in training"
- Works with workforce management team to support scheduling and staffing of their contact center team
- Identifies and implements best practices and continuous improvements

Contact Center Operate and Maintain Team Leader I	Minimum 4 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field or has equivalent work experience

Skills & Expertise

The Contact Center Operate and Maintain Team Leader I:

- Maintains strong client relationship
- Coordinates the contact center program's customers, teaming partners and vendors
- Initiates process improvements utilizing monitoring methods to identify contact center development opportunities
- Manages the Agent team using operational metrics as it relates to contact center
- Hires, trains, and coaches contact center personnel
- Resolves contact center problems and conflicts, guiding agents through difficult calls/issues
- Collects, analyzes, and summarizes contact center data trends to identify areas for process improvement
- Holds Agents accountable to program metrics and contact center performance
- Supports contact center Supervisors at all levels as "supervisor in training"
- Works with workforce management team to support scheduling and staffing of their contact center team
- Identifies and implements best practices and continuous improvements

Contact Center Operate and Maintain Senior Specialist II	Minimum 4 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field or has equivalent work experience

Skills & Expertise

The Contact Center Operate and Maintain Senior Specialist II:

- Maintains strong client relationship
- Coordinates the contact center program's customers, teaming partners and vendors
- Initiates process improvements utilizing monitoring methods to identify development opportunities as it relates to contact center
- Leads operational rigor and execution of up to ten contact center teams
- Hires, trains, and coaches contact center personnel
- Resolves contact center problems and conflicts, guiding agents through difficult calls/issues
- Collects, analyzes, and summarizes contact center data trends to identify areas for process improvement
- Holds Agents accountable to program metrics and contact center performance
- Supports contact center Supervisors and Team Leaders
- Works with workforce management team to support scheduling and staffing of their contact center team

Contact Center Operate and Maintain Senior Specialist I	Minimum 3 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field or has equivalent work experience

Skills & Expertise

The Contact Center Operate and Maintain Senior Specialist I:

- Maintains strong client relationship
- Coordinates the contact center program's customers, teaming partners and vendors
- Initiates process improvements utilizing monitoring methods to identify development opportunities as it relates to contact center
- Leads operational rigor and execution of up to six contact center teams
- Hires, trains, and coaches contact center personnel
- Resolves contact center problems and conflicts, guiding agents through difficult calls/issues
- Collects, analyzes, and summarizes contact center data trends to identify areas for process improvement
- Holds Agents accountable to program metrics and contact center performance
- Supports contact center Supervisors and Team Leaders
- Works with workforce management team to support scheduling and staffing of their contact center team

Contact Center Operate and Maintain Specialist II	Minimum 2 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field or has equivalent work experience

Skills & Expertise

The Contact Center Operate and Maintain Specialist II:

- Resolves contact center problems and conflicts, guiding agents through difficult calls/issues
- Collects, analyzes, and summarizes contact center data trends to identify areas for process improvement
- Holds Agents accountable to program metrics and contact center performance
- Trains and coaches contact center personnel
- Assists in quality assurance monitoring

Contact Center Operate and Maintain Specialist I	Minimum 1 year consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field or has equivalent work experience

Skills & Expertise

The Contact Center Operate and Maintain Specialist I:

- Assists in the resolution of contact center problems and conflicts, guiding agents through difficult calls/issues
- Collects, analyzes, and summarizes contact center data trends to identify areas for process improvement
- Holds Agents accountable to program metrics and contact center performance
- Assists in the training of new-hires and in quality assurance activities

Contact Center Operate and Maintain Support III	Minimum 0 years consulting and/or directly relevant industry experience	Minimum Associates Degree or equivalent in a related field or has equivalent work experience

Skills & Expertise

The Contact Center Operate and Maintain Support III:

- Answers inquiries from customers via telephone, email, Web chat, postal mail, and facsimile
- Diagnoses and resolves contact center needs to make solution determinations
- Provides customer with requested information or directs customer to appropriate resource
- Resolves contact center problems and conflicts, guiding agents through difficult calls/issues
- Documents inquiry details on web-based applications and assists in finding proper response
- Collects, analyzes, and summarizes contact center data trends to identify areas for process improvement
- Assists in training of new hires

Contact Center Operate and Maintain Support II	Minimum 2 years consulting and/or directly relevant industry experience	Minimum High School Degree or equivalent in a related field or has equivalent work experience. Bachelor's Degree or Technical Certificate preferred.

Skills & Expertise

The Contact Center Operate and Maintain Support II:

- Answers inquiries from customers via telephone, email, Web chat, postal mail, and facsimile
- Diagnoses and resolves contact center needs to make solution determinations
- Provides customer with requested information or directs customer to appropriate resource
- Resolves contact center problems and conflicts, guiding agents through difficult calls/issues
- Documents inquiry details on web-based applications and assists in finding proper response
- Collects, analyzes, and summarizes contact center data trends to identify areas for process improvement

Contact Center Operate and Maintain Support I	Minimum 1 year consulting and/or directly relevant industry experience	Minimum High School Degree or equivalent in a related field or has equivalent work experience. Bachelor's Degree or Technical Certificate preferred.

Skills & Expertise

The Contact Center Operate and Maintain Support I:

- Answers inquiries from customers via telephone, email, Web chat, postal mail, and facsimile
- Provides customer with requested information or directs customer to appropriate resource
- Documents inquiry details on web-based applications and assists in finding proper response
- Collects, analyzes, and summarizes contact center data trends to identify areas for process improvement

IT HIGHLY ADAPATIVE CYBERSECURITY SERVICES (HACS)

Applicable to SINs: 54151HACS, 54151HACS(STLOC), 54151HACS(RC)

Deloitte's SIN 54151HACS rate card is comprised of three service lines [(1) Advisory, (2) Implementation and (3) Operations] each with specific HACS labor categories and ceiling prices.

LABOR CATEGORY	YEARS OF EXPERIENCE	EDUCATION
Cybersecurity IT Advisory Executive III	Minimum of 15 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Executive level management, direction on client engagements, cybersecurity information technology advisory expertise, experience in project definition and systems analysis, creation of competitive strategies, and integration of global technical solutions
- Proficient in project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing
- Identifies and advises on themes capable of being developed into new Cybersecurity strategy methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives
- Other experience includes coordinating and advising on multiple projects and team, and assisting clients in achieving desired program results
- Serves as a cyber information technology advisor to the client
- Assumes responsibility for client communications related to communicating technical concerns
- Is the contractor's liaison and point of contact with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for formulating work standards, creating strategic project objectives, and managing client issues and feedback
- Provides quality assurance on cybersecurity technology implementation plan
- Assumes accountability for supervising designated resources and enforcing quality control practices for each Cybersecurity project
- Maintains responsibility for project reviews and overall contract progress and performance
- Leads teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Advisory Executive II	Minimum of 13 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Executive level management, direction on client engagements, cybersecurity information technology advisory expertise, experience in project definition and systems analysis, creation of competitive strategies, and integration of global technical solutions
- Proficient in project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing
- Identifies and advises on themes capable of being developed into new Cybersecurity strategy methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives
- Other experience includes coordinating and advising on multiple projects and team, and assisting clients in achieving desired program results
- Serves as a cyber information technology advisor to the client
- Assumes responsibility for client communications related to communicating technical concerns
- Is the contractor's point of contact with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for formulating work standards, creating strategic project objectives, and managing client issues and feedback
- Provides quality assurance on cybersecurity technology implementation plan
- Provides assistance with supervising designated resources and enforcing quality control practices for each Cybersecurity project
- Maintains responsibility for project reviews and overall contract progress and performance
- Leads teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Advisory Executive I	Minimum of 10 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Executive level management, direction on client engagements, cybersecurity information technology advisory expertise, experience in project definition and systems analysis, creation of competitive strategies, and integration of global technical solutions
- Proficient in project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing
- Identifies and advises on themes capable of being developed into new Cybersecurity strategy methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives
- Other experience includes coordinating and advising on single projects and team, and assisting clients in achieving desired program results
- Serves as a cyber information technology advisor to the client
- Assumes responsibility for client communications related to communicating technical concerns
- Is the contractor's point of contact with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for formulating work standards, creating strategic project objectives, and managing client issues and feedback
- Provides quality assurance on cybersecurity technology implementation plan
- Provides assistance with supervising designated resources and enforcing quality control practices for each Cybersecurity project
- Assists with project reviews and overall contract progress and performance
- Leads teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Advisory Lead III	Minimum of 15 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Executive level management, direction on client engagements, cybersecurity information technology advisory expertise, experience in project definition and systems analysis, creation of competitive strategies, and integration of global technical solutions
- Proficient in project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing
- Identifies and advises on themes capable of being developed into new Cybersecurity strategy methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives
- Other experience includes coordinating and advising on single projects and team, and assisting clients in achieving desired program results
- Serves as a cyber information technology advisor and subject matter expert to the client and guides day-to-day activities of project teams
- Assumes responsibility for client communications related to communicating technical concerns
- Is the contractor's liaison and point of contact with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for formulating work standards, creating strategic project objectives, and managing client issues and feedback
- Provides quality assurance on cybersecurity technology implementation plan
- Assumes accountability for supervising designated resources and enforcing quality control practices for each Cybersecurity project
- Maintains responsibility for project reviews and overall contract progress and performance
- Leads teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Advisory Lead II	Minimum of 13 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Executive level management, direction on client engagements, cybersecurity information technology advisory expertise, experience in project definition and systems analysis, creation of competitive strategies, and integration of global technical solutions
- Proficient in project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing
- Assists with identifying and advising on themes capable of being developed into new Cybersecurity strategy methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives
- Other experience includes coordinating and advising on single projects and team, and assisting clients in achieving desired program results
- Serves as a cyber information technology advisor and subject matter expert to the client and guides day-to-day activities of project teams
- Assumes responsibility for client communications related to communicating technical concerns
- Is the contractor's liaison and point of contact with the Contracting Officer's Technical and delegated government representatives
- Formulates work standards, creating strategic project objectives, and managing client issues and feedback
- Provides quality assurance on cybersecurity technology implementation plan
- Assumes accountability for supervising designated resources and enforcing quality control practices for each Cybersecurity project
- Assists with project reviews and overall contract progress and performance
- Leads teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Advisory Lead I	Minimum of 10 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Executive level management, direction on client engagements, cybersecurity information technology advisory expertise, experience in project definition and systems analysis, creation of competitive strategies, and integration of global technical solutions
- Proficient in project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing
- Assists with identifying and advising on themes capable of being developed into new Cybersecurity strategy methodology, helps to ensure overall soundness of analytical approach
- Other experience includes coordinating and advising on single projects and team, and assisting clients in achieving desired program results
- Serves as a cyber information technology advisor and subject matter expert to the client and helps with day-to-day activities of project teams
- Assumes responsibility for client communications related to communicating technical concerns
- Is the contractor's liaison and point of contact with the Contracting Officer's Technical and delegated government representatives
- Formulates work standards, creating strategic project objectives, and managing client issues and feedback
- Provides quality assurance on cybersecurity technology implementation plan
- Provides assistance with supervising designated resources and enforcing quality control practices for each Cybersecurity project
- Assists with project reviews and overall contract progress and performance
- Leads teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Advisory Engagement Leader III	Minimum of 11 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Engagement experience in program scope and approach, cybersecurity information technology advisory expertise, focus on program delivery and technical integration, ability to drive Cybersecurity Strategy and planning changes at the executive levels, oversight of key cybersecurity enablers, and management of project resources
- Maintains responsibility for managing and advising the program team and daily operations of project development or serves in a role as a highly experienced Technical expert, and helps to ensure client comfort and feasibility with designed solution
- Other experience includes communication with client and project managers and management of multiple projects across various industry lines
- Understands the client's risk, business objectives, and quality goals
- Manages and advises on Cybersecurity program activities and is a key point of contact with client executives
- Assumes responsibility for program delivery, oversight of key technical enablers on projects, and identification of needs for new tools
- Conducts regular interaction and communications with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for managing technical solutions, delegating appropriate resources, and helping to ensure quality assurance principles are met across projects and deliverables
- Delivers presentations and leads operational level client meetings
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Advisory Engagement Leader II	Minimum of 9 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Engagement experience in program scope and approach, cybersecurity information technology advisory expertise, focus on program delivery and technical integration, ability to drive Cybersecurity Strategy and planning changes at the executive levels, oversight of key cybersecurity enablers, and management of project resources
- Manages and advises the program team and daily operations of project development or serves in a role as a highly experienced Technical expert, and helps to ensure client comfort and feasibility with designed solution

- Other experience includes communication with client and project managers and management of multiple projects across various industry lines
- Understands the client's risk, business objectives, and quality goals
- Manages and advises on Cybersecurity program activities and is a key point of contact with client executives
- Responsible for program delivery, oversight of key technical enablers on projects, and identification of needs for new tools
- Communications with the Contracting Officer's Technical and delegated government representatives
- Manages technical solutions, delegating appropriate resources, and helping to ensure quality assurance principles are met across projects and deliverables
- Delivers presentations and assists with operational level client meetings
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Advisory Engagement Leader I	Minimum of 8 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Engagement experience in program scope and approach, cybersecurity information technology advisory expertise, focus on program delivery and technical integration, ability to drive Cybersecurity Strategy and planning changes at the executive levels, oversight of key cybersecurity enablers, and management of project resources
- Manages and advises the program team and daily operations of project development or serves in a role as a highly experienced technical expert, and helps to ensure client comfort and feasibility with designed solution
- Other experience includes communication with client and project managers and management of multiple projects across various industry lines
- Understands the client's risk, business objectives, and quality goals
- Manages and advises on Cybersecurity program activities
- Responsible for program delivery, oversight of key technical enablers on projects, and identification of needs for new tools
- Communications with the Contracting Officer's Technical and delegated government representatives
- Provides assistance with managing technical solutions, delegating appropriate resources, and helping to ensure quality assurance principles are met across projects and deliverables
- Assists with presentations and operational level client meetings
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Solution Architect II	Minimum of 14 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Engagement experience in program scope and approach, cybersecurity information technology advisory expertise, focus on program delivery and technical integration, ability to drive Cybersecurity Strategy and planning changes at the executive levels, oversight of key cybersecurity enablers, and management of project resources
- Maintains responsibility for managing and advising the program team and daily operations of project development or serves in a role as a highly experienced Technical subject matter expert, and helps to ensure client comfort and feasibility with designed solution
- Other experience includes communication with client and project managers and management of multiple projects across various industry lines
- Understands the client's risk, business objectives, and quality goals
- Manages and advises on Cybersecurity program activities and is a key point of contact with client executives
- Serves as a cybersecurity technology subject matter expert and assumes responsibility for program delivery, oversight of key technical enablers on projects, and identification of needs for new tools
- Conducts regular interaction and communications with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for managing technical solutions, delegating appropriate resources, and helping to ensure quality assurance principles are met across projects and deliverables
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Solution Architect I	Minimum of 12 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Engagement experience in program scope and approach, cybersecurity information technology advisory expertise, focus on program delivery and technical integration, ability to drive Cybersecurity Strategy and planning changes at the executive levels, oversight of key cybersecurity enablers, and management of project resources
- Maintains responsibility for managing and advising the program team and daily operations of project development or serves in a role as a highly experienced Technical subject matter expert, and helps to ensure client comfort and feasibility with designed solution
- Other experience includes communication with client and project managers and management of multiple projects across various industry lines
- Understands the client's risk, business objectives, and quality goals
- Manages and advises on Cybersecurity program activities and is a point of contact with client executives
- Serves as a cybersecurity technology subject matter expert and assumes responsibility for program delivery, oversight of key technical enablers on projects, and identification of needs for new tools
- Communicates with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for managing technical solutions, delegating appropriate resources, and helping to ensure quality assurance principles are met across projects and deliverables
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Advisory Project Lead III	Minimum of 8 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in cybersecurity advisory support, management and direction on client engagements, or extensive knowledge of and experience with system development and implementation
- Cybersecurity information technology expertise, development of engagement work plans, deployment of program criterion, and related activities
- Devises or modifies procedures to solve complex problems, provides advice, guidance, and experience on technical solution implementation, engages resources and/or serves as a team leader, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business needs
- Other experience includes implementing business process reengineering, developing financial models, orchestrating change management principles, conducting performance measurements, and providing cybersecurity expertise
- Serves in the role of project advisory team leader over assigned support areas, often filling the position of project team lead and instructing, directing, and monitoring the work of other cybersecurity staff or serves in a role of an experienced Cybersecurity technical expert
- Conducts analysis of work plan completeness, prepares status reports, and supports quality control practices
- Performs analyses of client issues, assesses appropriate alternatives, and recommends solutions
- Communicates client expectations to project team, and provides technical direction, experience, and escalates appropriate issues to senior level project staff
- Maintains technical knowledge within industry and service line
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Advisory Project Lead II	Minimum of 6 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in cybersecurity advisory support, management and direction on client engagements, or extensive knowledge of and experience with system development and implementation
- Cybersecurity information technology expertise, development of engagement work plans, deployment of program criterion, and related activities
- Devises or modifies procedures to solve complex problems, provides advice, guidance, and experience on technical solution implementation, engages resources and/or serves as a team leader, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business needs

- Other experience includes implementing business process reengineering, developing financial models, orchestrating change management principles, conducting performance measurements, and providing cybersecurity expertise
- Serves in the role of project advisory team leader over assigned support areas, often filling the position of project team lead and instructing, directing, and monitoring the work of other cybersecurity staff or serves in a role of an experienced Cybersecurity technical expert
- Conducts analysis of work plan completeness, prepares status reports, and supports quality control practices
- Performs analyses of client issues and recommends solutions
- Communicates client expectations to project team, and provides technical direction
- Maintains technical knowledge within industry and service line
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Advisory Project Lead I	Minimum of 5 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in cybersecurity advisory support, management and direction on client engagements, or extensive knowledge of and experience with system development and implementation
- Cybersecurity information technology expertise, development of engagement work plans, deployment of program criterion, and related activities
- Devises or modifies procedures to solve complex problems, provides advice, and experience on technical solution implementation, engages resources, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business needs
- Other experience includes implementing business process reengineering, developing financial models, orchestrating change management principles, conducting performance measurements, and providing cybersecurity expertise
- Serves in the role of project advisory team leader over assigned support areas, and instructing, directing, and monitoring the work of other cybersecurity staff or serves in a role of an experienced Cybersecurity technical expert
- Conducts analysis of work plan completeness, prepares status reports, and supports quality control practices
- Communicates client expectations to project team, and provides technical direction
- Maintains technical knowledge within industry and service line
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Solution Lead II	Minimum of 10 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in cybersecurity advisory support, management and direction on client engagements, or extensive knowledge of and experience with system development and implementation
- Cybersecurity information technology expertise, development of engagement work plans, deployment of program criterion, and related activities
- Devises or modifies procedures to solve complex problems, provides advice, guidance, and experience on technical solution implementation, engages resources and/or serves as an information technology subject matter expert and team leader, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business needs
- Other experience includes implementing business process reengineering, developing financial models, orchestrating change management principles, conducting performance measurements, and providing cybersecurity expertise
- Serves in the role of project advisory team leader over assigned support areas, often filling the position of project team lead and instructing, directing, and monitoring the work of other cybersecurity staff or serves in a role of an experienced Cybersecurity technical subject matter expert
- Conducts analysis of work plan completeness, prepares status reports, and supports quality control practices
- Performs analyses of client issues, assesses appropriate alternatives, and recommends solutions
- Communicates client expectations to project team, and provides technical direction, experience, and escalates appropriate issues to senior level project staff
- Communicates recommendation to clients, builds alignment, and manages client relationships

- Delivers presentations of information including, but not limited to, new commitments in the status of work products, and problems encountered, and leads client meetings
- Maintains technical knowledge within industry and service line
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Solution Lead I	Minimum of 8 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in cybersecurity advisory support, management and direction on client engagements, or extensive knowledge of and experience with system development and implementation
- Cybersecurity information technology expertise, development of engagement work plans, deployment of program criterion, and related activities
- Modifies procedures to solve complex problems, provides advice, and experience on technical solution implementation, engages resources and/or serves as an information technology subject matter expert and team leader, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business needs
- Other experience includes implementing business process reengineering, developing financial models, orchestrating change management principles, conducting performance measurements, and providing cybersecurity expertise
- Serves in the role of project advisory team leader over assigned support areas, and instructing, directing, and monitoring the work of other cybersecurity staff or serves in a role of an experienced Cybersecurity technical subject matter expert
- Conducts analysis of work plan completeness, prepares status reports, and supports quality control practices
- Performs analyses of client issues, assesses appropriate alternatives, and recommends solutions
- Communicates client expectations to project team, and assists with technical direction, experience
- Communicates recommendation to clients, builds alignment, and manages client relationships
- Assists with client meetings and presentations with information including, but not limited to, new commitments in the status of work products, and problems encountered
- Maintains technical knowledge within industry and service line
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Advisory Sr Professional III	Minimum of 6 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in program management support, cybersecurity information technology advisory expertise, and familiarity with client issues, assistance with design issues, leading and advising client teams, analysis of project data, and development of appropriate deliverables
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives
- Demonstrates these skills by performing status reports, verifying work plan completeness, and communicating with team members
- Provides senior-level analytical and program support, and is focused on providing high performance work
- Contributes to engagement work plan development and often leads less complex engagement tasks to completion within scope and budget
- Serves as a senior-level analytical correspondent within engagement team
- Assumes responsibility for reaching engagement milestones, and may lead and advise specific Cybersecurity project tasks
- Builds organizational technology design models including, but not limited to, policies, practices, and procedures
- Conducts analysis of appropriate consulting tools to satisfy program requirements and creates project deliverables
- Formulates diagnoses through financial or statistical modeling, assesses appropriate alternatives, and offers conclusions to Project Manager
- This position performs analyses and makes diagnoses, as well as defines symptoms and problems, and develops conclusions

- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Advisory Sr Professional II	Minimum of 5 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in program management support, cybersecurity information technology advisory expertise, and familiarity with client issues, assistance with design issues, leading and advising client teams, analysis of project data, and development of appropriate deliverables
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives
- Demonstrates these skills by performing status reports, verifying work plan completeness, and communicating with team members
- Provides senior-level analytical and program support, and is focused on providing high performance work
- Contributes to engagement work plan development and assists with less complex engagement tasks to completion within scope and budget
- Serves as a senior-level analytical correspondent within engagement team
- Assumes responsibility for reaching engagement milestones, and may assist and advise in specific Cybersecurity project tasks
- Builds organizational technology design models including, but not limited to, policies, practices, and procedures
- Conducts analysis of appropriate consulting tools to satisfy program requirements and creates project deliverables
- Assists with formulating diagnoses through financial or statistical modeling, assesses appropriate alternatives, and offers conclusions to Project Manager
- This position performs analyses and makes diagnoses, as well as defines symptoms and problems, and develops conclusions
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Advisory Sr Professional I	Minimum of 4 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in program management support, cybersecurity information technology advisory expertise, and familiarity with client issues, assistance with design issues, leading and advising client teams, analysis of project data, and development of appropriate deliverables
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives
- Demonstrates these skills by performing status reports, verifying work plan completeness, and communicating with team members
- Provides senior-level analytical and program support, and is focused on providing high performance work
- Contributes to engagement work plan development and assists with less complex engagement tasks to completion within scope and budget
- Serves as a senior-level analytical correspondent within engagement team
- Assumes responsibility for reaching engagement milestones, and may assist and advise in specific Cybersecurity project tasks
- Builds organizational technology design models including, but not limited to, policies, practices, and procedures
- Conducts analysis of appropriate consulting tools to satisfy program requirements and creates project deliverables
- Assists with formulating diagnoses through financial or statistical modeling
- This position performs analyses and makes diagnoses
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Advisory Mid Professional III	Minimum of 4 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Proficiency in analysis and defining business needs, cybersecurity information technology expertise, applying methodologies, support of program management, exposure to client issues, and development of project deliverables
- Provides assistance on completing work plan activities, analyzes relevant data and information, and institutes and supports business solutions
- Provides analytical and program advisory support
- Completes assigned Cybersecurity information technology engagement tasks and deliverables without oversight and within the project scope and budget, while meeting deliverable requirements
- Serves as a key analytical resource on engagement team
- Assumes responsibility for conducting relevant research, distilling data, and creating reports
- Actively engages consulting tools and methodologies to meet project objectives and complete program management activities
- Maintains responsibility for quality assurance practices and fostering completion and accuracy of system documentation
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Advisory Mid Professional II	Minimum of 3 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Proficiency in analysis and defining business needs, cybersecurity information technology expertise, applying methodologies, support of program management, exposure to client issues, and development of project deliverables
- Provides assistance on completing work plan activities, analyzes relevant data and information, and institutes and supports business solutions
- Provides analytical and program advisory support
- Completes assigned Cybersecurity information technology engagement tasks and deliverables with little oversight and within the project scope and budget, while meeting deliverable requirements
- Serves as a key analytical resource on engagement team
- Conducts relevant research, distilling data, and creating reports
- Actively engages consulting tools and methodologies to meet project objectives and complete program management activities
- Maintains responsibility for quality assurance practices and fostering completion and accuracy of system documentation
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Advisory Mid Professional I	Minimum of 2 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Proficiency in analysis and defining business needs, cybersecurity information technology expertise, applying methodologies, support of program management, exposure to client issues, and development of project deliverables
- Provides assistance on completing work plan activities, analyzes relevant data and information, and institutes and supports business solutions
- Provides analytical and program advisory support
- Completes assigned Cybersecurity information technology engagement tasks and deliverables within the project scope and budget, while meeting deliverable requirements
- Serves as a key analytical resource on engagement team
- Conducts relevant research, distilling data, and creating reports
- Actively engages consulting tools and methodologies to meet project objectives and complete program management activities

- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Advisory Jr Professional III	Minimum of 2 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in performing technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, cybersecurity information technology advisory expertise, has programming experience in one or more languages, and is versed in system testing
- Other experience includes data warehousing, information systems design, financial modeling, and business process improvement documentation
- Serves as a Cybersecurity IT resource on engagement team
- Analyzes data and systems architecture, creates designs, and implements information systems solutions
- Contributes to obtaining data and reports for presentations and client meetings
- Assists project team in meeting program objectives timely and effectively
- Assumes responsibility for process documentation and technical soundness
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Advisory Jr Professional II	Minimum of 1 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in performing technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, cybersecurity information technology advisory expertise, has programming experience in one or more languages, and is versed in system testing
- Other experience includes data warehousing, information systems design, financial modeling, and business process improvement documentation
- Serves as a Cybersecurity IT resource on engagement team
- Analyzes data and systems architecture, creates designs, and implements information systems solutions
- Contributes to obtaining data and reports for presentations and client meetings
- Assists project team in meeting program objectives timely and effectively
- Provides assistance for process documentation and technical soundness
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Advisory Jr Professional I	Minimum of 0 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in performing technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, cybersecurity information technology advisory expertise, has programming experience in one or more languages, and is versed in system testing
- Other experience includes data warehousing, information systems design, financial modeling, and business process improvement documentation
- Serves as a Cybersecurity IT resource on engagement team
- Contributes to obtaining data and reports for presentations and client meetings
- Assists project team in meeting program objectives timely and effectively
- Provides assistance for process documentation and technical soundness
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Implementation Executive III	Minimum of 15 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Executive level management experience, direction on client engagements, cybersecurity information technology implementation expertise, experience in project definition and systems analysis, creation of competitive strategies, and integration of global technical solutions
- Proficient in project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing
- Identifies themes capable of being developed and implemented into new Cybersecurity strategy methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives
- Other experience includes coordinating multiple projects and team, and assisting clients in achieving desired program results
- Serves as the client's cyber information technology implementation advisor to the client
- Directs the development and implementation of communication and training plans as it relates to cybersecurity information technology
- Is the contractor's liaison and point of contact with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for formulating work standards, creating strategic project objectives, and managing client issues and feedback
- Assumes accountability for supervising designated resources and enforcing quality control practices for each Cybersecurity project
- Maintains responsibility for project reviews and overall contract progress and performance
- Leads teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Implementation Executive II	Minimum of 13 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Executive level management experience, direction on client engagements, cybersecurity information technology implementation expertise, experience in project definition and systems analysis, creation of competitive strategies, and integration of global technical solutions
- Proficient in project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing
- Identifies themes capable of being developed and implemented into new Cybersecurity strategy methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives
- Other experience includes coordinating multiple projects and team, and assisting clients in achieving desired program results
- Serves as the client's cyber information technology implementation advisor to the client
- Directs the development and implementation of communication and training plans as it relates to cybersecurity information technology
- Is the contractor's point of contact with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for formulating work standards, creating strategic project objectives, and managing client issues and feedback
- Provides assistance with supervising designated resources and enforcing quality control practices for each Cybersecurity project
- Maintains responsibility for project reviews and overall contract progress and performance
- Leads teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Implementation Executive I	Minimum of 10 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Executive level management experience, direction on client engagements, cybersecurity information technology implementation expertise, experience in project definition and systems analysis, creation of competitive strategies, and integration of global technical solutions
- Proficient in project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing
- Assists with identifying themes capable of being developed and implemented into new Cybersecurity strategy methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives

- Other experience includes coordinating single projects and team, and assisting clients in achieving desired program results
- Serves as the client's cyber information technology implementation advisor to the client
- Directs the development and implementation of communication and training plans as it relates to cybersecurity information technology
- Is the contractor's point of contact with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for formulating work standards, creating strategic project objectives, and managing client issues and feedback
- Provides assistance with supervising designated resources and enforcing quality control practices for each Cybersecurity project
- Assist with project reviews and overall contract progress and performance
- Leads teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Implementation Lead II	Minimum of 13 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Executive level management experience, direction on client engagements, cybersecurity information technology implementation expertise, experience in project definition and systems analysis, creation of competitive strategies, and integration of global technical solutions
- Proficient in project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing
- Assists with identifying themes capable of being developed and implemented into new Cybersecurity strategy methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives
- Other experience includes coordinating multiple projects and team, and assisting clients in achieving desired program results
- Serves as the client's cyber information technology implementation advisor and subject matter expert to the client and guides day-to-day activities of project teams
- Leads the development and implementation of communication and training plans as it relates to cybersecurity information technology
- Is the contractor's liaison and point of contact with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for formulating work standards, creating strategic project objectives, and managing client issues and feedback
- Assumes accountability for supervising designated resources and enforcing quality control practices for each Cybersecurity project
- Maintains responsibility for project reviews and overall contract progress and performance
- Leads teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Implementation Lead I	Minimum of 10 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Executive level management experience, direction on client engagements, cybersecurity information technology implementation expertise, experience in project definition and systems analysis, creation of competitive strategies, and integration of global technical solutions
- Proficient in project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing
- Assists with identifying themes capable of being developed and implemented into new Cybersecurity strategy methodology, and helps to ensure overall soundness of analytical approach, and is able to suggest alternatives
- Other experience includes coordinating multiple projects and team, and assisting clients in achieving desired program results
- Serves as the client's cyber information technology implementation advisor and subject matter expert to the client and helps with day-to-day activities of project teams
- Assists with the development and implementation of communication and training plans as it relates to cybersecurity information technology

- Is the contractor's point of contact with the Contracting Officer's Technical and delegated government representatives
- Formulates work standards, creating strategic project objectives, and managing client issues and feedback
- Provides assistance with supervising designated resources and enforcing quality control practices for each Cybersecurity project
- Assists with project reviews and overall contract progress and performance
- Leads teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Engagement Implementation Leader III	Minimum of 11 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Engagement experience in program scope and approach, cybersecurity information technology implementation expertise, focus on program delivery and technical integration and implementation, ability to drive Cybersecurity Strategy and planning changes at the executive levels, oversight of key cybersecurity enablers, and management of project resources
- Maintains responsibility for managing the program team and daily operations of project development or serves in a role as a highly experienced Technical expert, and helps to ensure client comfort and feasibility with designed solution
- Other experience includes communication with client and project managers and management of multiple projects across various industry lines
- Understands the client's risk, business objectives, and quality goals
- Manages Cybersecurity program activities and is a key point of contact with client executives
- Assumes responsibility for program delivery, oversight of key technical enablers on projects, and identification of needs for new tools
- Understands the client's risk, business objectives, and quality goals as it relates to cybersecurity information technology
- Conducts regular interaction and communications with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for managing technical solutions, delegating appropriate resources, and helping to ensure quality assurance principles are met across projects and deliverables
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Engagement Implementation Leader II	Minimum of 9 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Engagement experience in program scope and approach, cybersecurity information technology implementation expertise, focus on program delivery and technical integration and implementation, ability to drive Cybersecurity Strategy and planning changes at the executive levels, oversight of key cybersecurity enablers, and management of project resources
- Manages the program team and daily operations of project development or serves in a role as a highly experienced Technical expert, and helps to ensure client comfort and feasibility with designed solution
- Other experience includes communication with client and project managers and management of multiple projects across various industry lines
- Understands the client's risk, business objectives, and quality goals
- Manages Cybersecurity program activities and is a point of contact with client executives
- Responsible for program delivery, oversight of key technical enablers on projects, and identification of needs for new tools
- Understands the client's risk, business objectives, and quality goals as it relates to cybersecurity information technology
- Communicates with the Contracting Officer's Technical and delegated government representatives
- Manages technical solutions, delegating appropriate resources, and helping to ensure quality assurance principles are met across projects and deliverables
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Engagement Implementation Leader I	Minimum of 8 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Engagement experience in program scope and approach, cybersecurity information technology implementation expertise, focus on program delivery and technical integration and implementation, ability to drive Cybersecurity Strategy and planning changes at the executive levels, oversight of key cybersecurity enablers, and management of project resources
- Manages the program team and daily operations of project development or serves in a role as a highly experienced Technical expert, and helps to ensure client comfort and feasibility with designed solution
- Other experience includes communication with client and project managers and management of multiple projects across various industry lines
- Understands the client's risk, business objectives, and quality goals
- Manages Cybersecurity program activities
- Responsible for program delivery, oversight of key technical enablers on projects, and identification of needs for new tools
- Understands the client's risk, business objectives, and quality goals as it relates to cybersecurity information technology
- Communicates with the Contracting Officer's Technical and delegated government representatives
- Provides assistance with technical solutions, delegating appropriate resources, and helping to ensure quality assurance principles are met across projects and deliverables
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Implementation Architect II	Minimum of 14 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Engagement experience in program scope and approach, cybersecurity information technology implementation expertise, focus on program delivery and technical integration and implementation, ability to drive Cybersecurity Strategy and planning changes at the executive levels, oversight of key cybersecurity enablers, and management of project resources
- Maintains responsibility for managing the program team and daily operations of project development or serves in a role as a highly experienced Technical subject matter expert, and helps to ensure client comfort and feasibility with designed solution
- Other experience includes communication with client and project managers and management of multiple projects across various industry lines
- Understands the client's risk, business objectives, and quality goals
- Manages Cybersecurity program activities and is a key point of contact with client executives
- Serves as a cybersecurity technology subject matter expert and assumes responsibility for program delivery, oversight of key technical enablers on projects, and identification of needs for new tools
- Understands the client's risk, business objectives, and quality goals as it relates to cybersecurity information technology
- Conducts regular interaction and communications with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for managing technical solutions, delegating appropriate resources, and helping to ensure quality assurance principles are met across projects and deliverables
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Implementation Architect I	Minimum of 12 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Engagement experience in program scope and approach, cybersecurity information technology implementation expertise, focus on program delivery and technical integration and implementation, ability to drive Cybersecurity Strategy and planning changes at the executive levels, oversight of key cybersecurity enablers, and management of project resources

- Maintains responsibility for managing the program team and daily operations of project development or serves in a role as a highly experienced Technical subject matter expert, and helps to ensure client comfort and feasibility with designed solution
- Other experience includes communication with client and project managers and management of multiple projects across various industry lines
- Understands the client's risk, business objectives, and quality goals
- Manages Cybersecurity program activities and is a point of contact with client executives
- Serves as a cybersecurity technology subject matter expert and assumes responsibility for program delivery, oversight of key technical enablers on projects, and identification of needs for new tools
- Understands the client's risk, business objectives, and quality goals as it relates to cybersecurity information technology
- Communicates with the Contracting Officer's Technical and delegated government representatives
- Assists with managing technical solutions, delegating appropriate resources, and helping to ensure quality assurance principles are met across projects and deliverables
- Assists with managing and implementing technical solutions, delegating appropriate resources, and helping to ensure quality assurance principles are met across projects and deliverables
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Implementation Project Lead III	Minimum of 8 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in management and direction on cybersecurity information technology projects, or extensive knowledge of and experience with cybersecurity systems development and implementation
- Cybersecurity information technology implementation expertise, development of engagement work plans, deployment of program criterion, and related activities
- Devises or modifies procedures to solve complex problems, provides guidance and experience on technical solution implementation, engages resources and/or serves as a team leader, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business needs
- Other experience includes implementing business process reengineering, developing financial models, orchestrating change management principles, conducting performance measurements, and providing cybersecurity expertise
- Serves in the role of project implementation team leader over assigned support areas, often filling the position of project team lead and instructing, directing, and monitoring the work of other cybersecurity staff or serves in a role of an experienced Cybersecurity technical implementation expert
- Conducts analysis of work plan completeness, prepares status reports, and supports quality control practices
- Performs analyses of client issues, assesses appropriate alternatives, and recommends solutions
- Communicates client expectations to project team, and escalates appropriate issues to senior level project staff
- Maintains technical knowledge within industry and service line
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Implementation Project Lead II	Minimum of 6 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience includes management and direction on cybersecurity information technology projects, or extensive knowledge of and experience with cybersecurity systems development and implementation
- Cybersecurity information technology implementation expertise, development of engagement work plans, deployment of program criterion, and related activities
- Devises or modifies procedures to solve complex problems, provides guidance and experience on technical solution implementation, engages resources and/or serves as a team leader, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business needs
- Other experience includes implementing business process reengineering, developing financial models, orchestrating change management principles, conducting performance measurements, and providing cybersecurity expertise

- Serves in the role of project implementation team leader over assigned support areas, often filling the position of project team lead and instructing, directing, and monitoring the work of other cybersecurity staff or serves in a role of an experienced Cybersecurity technical implementation expert
- Conducts analysis of work plan completeness, prepares status reports, and supports quality control practices
- Performs analyses of client issues and recommends solutions
- Communicates client expectations to project team
- Maintains technical knowledge within industry and service line
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Implementation Project Lead I	Minimum of 5 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience includes management and direction on cybersecurity information technology projects, or extensive knowledge of and experience with cybersecurity systems development and implementation
- Cybersecurity information technology implementation expertise, development of engagement work plans, deployment of program criterion, and related activities
- Devises or modifies procedures to solve complex problems, provides experience on technical solution implementation, engages resources, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business needs
- Other experience includes implementing business process reengineering, developing financial models, orchestrating change management principles, conducting performance measurements, and providing cybersecurity expertise
- Serves in the role of project implementation team leader over assigned support areas, and instructing, directing, and monitoring the work of other cybersecurity staff or serves in a role of an experienced Cybersecurity technical implementation expert
- Conducts analysis of work plan completeness, prepares status reports, and supports quality control practices
- Performs analyses of client issues
- Maintains technical knowledge within industry and service line
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Implementation Solution Lead II	Minimum of 10 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience includes management and direction on cybersecurity information technology projects, or extensive knowledge of and experience with cybersecurity systems development and implementation
- Cybersecurity information technology implementation expertise, development of engagement work plans, deployment of program criterion, and related activities
- Devises or modifies procedures to solve complex problems, provides guidance and experience on technical solution implementation, engages resources and/or serves as an information technology subject matter expert and team leader, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business needs
- Other experience includes implementing business process reengineering, developing financial models, orchestrating change management principles, conducting performance measurements, and providing cybersecurity expertise
- Serves in the role of project implementation team leader over assigned support areas, often filling the position of project team lead and instructing, directing, and monitoring the work of other cybersecurity staff or serves in a role of an experienced Cybersecurity technical implementation expert
- Conducts analysis of work plan completeness, prepares status reports, and supports quality control practices
- Selects the most relevant tools and techniques to meet specific cybersecurity technology requirements
- Performs analyses of client issues, assesses appropriate alternatives, and recommends solutions
- Communicates client expectations to project team, and escalates appropriate issues to senior level project staff
- Maintains technical knowledge within industry and service line
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Implementation Solution Lead I	Minimum of 8 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience includes management and direction on cybersecurity information technology projects, or extensive knowledge of and experience with cybersecurity systems development and implementation
- Cybersecurity information technology implementation expertise, development of engagement work plans, deployment of program criterion, and related activities
- Modifies procedures to solve complex problems, provides guidance and experience on technical solution implementation, engages resources and/or serves as an information technology subject matter expert and team leader, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business needs
- Other experience includes implementing business process reengineering, developing financial models, orchestrating change management principles, conducting performance measurements, and providing cybersecurity expertise
- Serves in the role of project implementation team leader over assigned support areas, and instructing, directing, and monitoring the work of other cybersecurity staff or serves in a role of an experienced Cybersecurity technical implementation expert
- Conducts analysis of work plan completeness, prepares status reports, and supports quality control practices
- Selects the most relevant tools and techniques to meet specific cybersecurity technology requirements
- Performs analyses of client issues and assesses appropriate alternatives
- Communicates client expectations to project team
- Maintains technical knowledge within industry and service line
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Implementation Sr Professional V	Minimum of 5 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in program management support, cybersecurity information technology implementation expertise, and familiarity with client issues, assistance with design issues, leading client teams, analysis of project data, development, and implementation of appropriate deliverables
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives
- Demonstrates these skills by performing status reports, verifying work plan completeness, and communicating with team members
- Implements practical cybersecurity information technology solutions and methodologies
- Provides senior-level analytical and program support, and is focused on providing high performance work
- Contributes to engagement work plan development and often leads less complex engagement tasks to completion within scope and budget
- Serves as a senior-level analytical correspondent within engagement team
- Assumes responsibility for contributing to work plan development, reaching engagement milestones, and may lead specific Cybersecurity project tasks
- Applies business modeling, process modeling, and business design techniques
- Conducts analysis of appropriate consulting tools to satisfy program requirements, and creates project deliverables
- Formulates diagnoses through financial or statistical modeling, assesses appropriate alternatives, and offers conclusions to Project Manager
- This position performs analyses and makes diagnoses, as well as investigates and defines symptoms and problems, and develops conclusions
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Implementation Sr Professional IV	Minimum of 4 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in program management support, cybersecurity information technology implementation expertise, and familiarity with client issues, assistance with design issues, leading client teams, analysis of project data, development, and implementation of appropriate deliverables
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives
- Demonstrates these skills by performing status reports, verifying work plan completeness, and communicating with team members
- Implements practical cybersecurity information technology solutions and methodologies
- Provides senior-level analytical and program support, and is focused on providing high performance work
- Contributes to engagement work plan development and assists with less complex engagement tasks to completion within scope and budget
- Serves as a senior-level analytical correspondent within engagement team
- Assumes responsibility for contributing to work plan development, reaching engagement milestones, and may assist with specific Cybersecurity project tasks
- Applies business modeling, process modeling, and business design techniques
- Conducts analysis of appropriate consulting tools to satisfy program requirements, and creates project deliverables
- Assists with formulating diagnoses through financial or statistical modeling and assesses appropriate alternatives
- This position performs analyses and makes diagnoses, as well as investigates and defines symptoms and problems, and develops conclusions
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Implementation Sr Professional III	Minimum of 3 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in program management support, cybersecurity information technology implementation expertise, and familiarity with client issues, assistance with design issues, leading client teams, analysis of project data, development, and implementation of appropriate deliverables
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives
- Demonstrates these skills by performing status reports, verifying work plan completeness, and communicating with team members
- Implements practical cybersecurity information technology solutions and methodologies
- Provides senior-level analytical and program support, and is focused on providing high performance work
- Contributes to engagement work plan development and assists with less complex engagement tasks to completion within scope and budget
- Serves as a senior-level analytical correspondent within engagement team
- Contributes to work plan development, reaching engagement milestones, and may assist with specific Cybersecurity project tasks
- Applies business modeling, process modeling, and business design techniques
- Conducts analysis of appropriate consulting tools to satisfy program requirements, and creates project deliverables
- Assists with formulating diagnoses through financial or statistical modeling and assesses appropriate alternatives
- This position performs analyses and makes diagnoses, as well as investigates and defines symptoms and problems
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Implementation Sr Professional II	Minimum of 2 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in program management support, cybersecurity information technology implementation expertise, and familiarity with client issues, assistance with design issues, leading client teams, analysis of project data, development, and implementation of appropriate deliverables
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives
- Demonstrates these skills by performing status reports, verifying work plan completeness, and communicating with team members

- Implements practical cybersecurity information technology solutions and methodologies
- Provides senior-level analytical and program support, and is focused on providing high performance work
- Contributes to engagement work plan development and assists with less complex engagement tasks to completion within scope and budget
- Contributes to work plan development, reaching engagement milestones, and may lead assist with specific Cybersecurity project tasks
- Applies business modeling, process modeling, and business design techniques
- Conducts analysis of appropriate consulting tools to satisfy program requirements, and creates project deliverables
- Assists with formulating diagnoses through financial or statistical modeling and assesses appropriate alternatives
- This position performs analyses and makes diagnoses, as well as investigates and defines symptoms and problems
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Implementation Sr Professional I	Minimum of 1 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in program management support, cybersecurity information technology implementation expertise, and familiarity with client issues, assistance with design issues, leading client teams, analysis of project data, development, and implementation of appropriate deliverables
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives
- Demonstrates these skills by performing status reports, verifying work plan completeness, and communicating with team members
- Implements practical cybersecurity information technology solutions and methodologies
- Provides senior-level analytical and program support, and is focused on providing high performance work
- Contributes to engagement work plan development and assists with engagement tasks to completion within scope and budget
- Contributes to work plan development, reaching engagement milestones
- Applies business modeling, process modeling, and business design techniques
- Conducts analysis of appropriate consulting tools to satisfy program requirements, and creates project deliverables
- Assists with formulating diagnoses through financial or statistical modeling
- This position performs analyses and makes diagnoses, as well as investigates and defines symptoms and problems
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Implementation Mid Professional V	Minimum of 3 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Proficiency in analysis and defining business needs, cybersecurity information technology implementation expertise, applying methodologies, support of program management, exposure to client issues, and development of project deliverables
- Provides assistance on completing work plan activities, analyzes relevant data and information, and institutes and supports business solutions
- Provides analytical and program implementation support
- Completes assigned Cybersecurity engagement tasks within the project scope and budget, while meeting deliverable requirements
- Serves as a key analytical resource on engagement team
- Assumes responsibility for conducting relevant research, distilling data, and creating reports
- Actively engages consulting tools and methodologies to meet project objectives and complete program management activities
- Maintains responsibility for quality assurance practices and fostering completion and accuracy of system documentation
- Develops innovation and efficiency in order to increase cybersecurity information technology performance
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Implementation Mid Professional IV	Minimum of 2 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Proficiency in analysis and defining business needs, cybersecurity information technology implementation expertise, applying methodologies, support of program management, exposure to client issues, and development of project deliverables
- Provides assistance on completing work plan activities, analyzes relevant data and information, and institutes and supports business solutions
- Provides analytical and program implementation support
- Completes assigned Cybersecurity engagement tasks within the project scope and budget, while meeting deliverable requirements
- Serves as an analytical resource on engagement team
- Conducts relevant research, distilling data, and creating reports
- Actively engages consulting tools and methodologies to meet project objectives and complete program management activities
- Maintains responsibility for quality assurance practices and fostering completion and accuracy of system documentation
- Develops innovation and efficiency in order to increase cybersecurity information technology performance
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Implementation Mid Professional III	Minimum of 1 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Proficiency in analysis and defining business needs, cybersecurity information technology implementation expertise, applying methodologies, support of program management, exposure to client issues, and development of project deliverables
- Provides assistance on completing work plan activities, analyzes relevant data and information, and institutes and supports business solutions
- Provides analytical and program implementation support
- Completes assigned Cybersecurity engagement tasks within the project scope and budget, while meeting deliverable requirements
- Conducts relevant research, distilling data, and assists with creating reports
- Actively engages consulting tools and methodologies to meet project objectives and complete program management activities
- Provides assistance for quality assurance practices and fostering completion and accuracy of system documentation
- Develops innovation and efficiency in order to increase cybersecurity information technology performance
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Implementation Mid Professional II	Minimum of 2 years of information technology or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

Skills & Expertise:

- Proficiency in analysis and defining business needs, cybersecurity information technology implementation expertise, applying methodologies, support of program management, exposure to client issues, and development of project deliverables
- Provides assistance on completing work plan activities, analyzes relevant data and information, and institutes and supports business solutions
- Provides analytical and program implementation support
- Provides assistance with the completion of Cybersecurity engagement tasks within the project scope and budget, while meeting deliverable requirements
- Conducts relevant research, distilling data, and assists with creating reports
- Actively engages consulting tools and methodologies to meet project objectives and complete program management activities

- Provides assistance for quality assurance practices and fostering completion and accuracy of system documentation
- Develops innovation and efficiency in order to increase cybersecurity information technology performance
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Implementation Mid Professional I	Minimum of 1 years of information technology or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

Skills & Expertise:

- Proficiency in analysis and defining business needs, cybersecurity information technology implementation expertise, applying methodologies, support of program management, exposure to client issues, and development of project deliverables
- Provides assistance on completing work plan activities, analyzes relevant data and information, and institutes and supports business solutions
- Provides analytical and program implementation support
- Provides assistance with the completion of Cybersecurity engagement tasks within the project scope and budget, while meeting deliverable requirements
- Actively engages consulting tools and methodologies to meet project objectives and complete program management activities
- Develops innovation and efficiency in order to increase cybersecurity information technology performance
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Implementation Jr Professional V	Minimum of 2 years of information technology or directly relevant industry experience	Minimum Bachelor's or equivalent in a related field

Skills & Expertise:

- Experience in performing technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, cybersecurity information technology implementation expertise, has programming experience in one or more languages, and is versed in system testing
- Provides expertise in, but not limited to, configuration management, knowledge management, business analysis, and technical analysis
- Other experience includes data warehousing, information systems design, financial modeling, and business process improvement documentation
- Serves as a Cybersecurity IT resource on engagement team
- Analyzes data and systems architecture, creates designs, and implements information systems solutions
- Assists project team in meeting program objectives timely and effectively
- Supports planning and project management for cybersecurity information technology tasks
- Assumes responsibility for process documentation and technical soundness
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Implementation Jr Professional IV	Minimum of 1 years of information technology or directly relevant industry experience	Minimum Bachelor's or equivalent in a related field

Skills & Expertise:

- Experience in performing technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, cybersecurity information technology implementation expertise, has programming experience in one or more languages, and is versed in system testing
- Provides expertise in, but not limited to, configuration management, knowledge management, business analysis, and technical analysis
- Other experience includes data warehousing, information systems design, financial modeling, and business process improvement documentation
- Serves as a Cybersecurity IT resource on engagement team
- Analyzes data and systems architecture, creates designs, and implements information systems solutions
- Assists project team in meeting program objectives timely and effectively
- Supports planning and project management for cybersecurity information technology tasks

- Provides assistance for process documentation and technical soundness
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Implementation Jr Professional III	Minimum of 0 years of information technology or directly relevant industry experience	Minimum Bachelor's or equivalent in a related field

Skills & Expertise:

- Experience in performing technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, cybersecurity information technology implementation expertise, has programming experience in one or more languages, and is versed in system testing
- Provides expertise in, but not limited to, configuration management, knowledge management, business analysis, and technical analysis
- Other experience includes data warehousing, information systems design, financial modeling, and business process improvement documentation
- Serves as a Cybersecurity IT resource on engagement team
- Assists project team in meeting program objectives timely and effectively
- Supports planning and project management for cybersecurity information technology tasks
- Provides assistance for process documentation and technical soundness
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Implementation Jr Professional II	Minimum of 2 years of information technology or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

Skills & Expertise:

- Experience in performing technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, cybersecurity information technology implementation expertise, has programming experience in one or more languages, and is versed in system testing
- Provides expertise in, but not limited to, configuration management, knowledge management, business analysis, and technical analysis
- Other experience includes data warehousing, information systems design, financial modeling, and business process improvement documentation
- Serves as a Cybersecurity IT resource on engagement team
- Assists project team in meeting program objectives timely and effectively
- Supports planning and project management for cybersecurity information technology tasks
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Implementation Jr Professional I	Minimum of 1 years of information technology or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

Skills & Expertise:

- Experience in performing technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, cybersecurity information technology implementation expertise
- Provides expertise in, but not limited to, configuration management, knowledge management, business analysis, and technical analysis
- Other experience includes data warehousing, information systems design, financial modeling, and business process improvement documentation
- Serves as a Cybersecurity IT resource on engagement team
- Assists project team in meeting program objectives timely and effectively
- Supports planning and project management for cybersecurity information technology tasks
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Implementation Jr Staff IV	Minimum of 0 years of information technology or directly relevant industry experience	Minimum Bachelor's or equivalent in a related field

Skills & Expertise:

- Experience in performing technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, cybersecurity information technology implementation expertise, has programming experience in one or more languages, and is versed in system testing
- Serves as a Cybersecurity IT resource on engagement team
- Analyzes data and systems architecture, creates designs, and implements information systems solutions
- Assists project team in meeting program objectives timely and effectively
- Supports planning and project management for cybersecurity information technology tasks
- Responsible for process documentation and technical soundness
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Implementation Jr Staff III	Minimum of 3 years of information technology or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

Skills & Expertise:

- Experience performing technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, cybersecurity information technology implementation expertise, has programming experience in one or more languages, and is versed in system testing
- Serves as a Cybersecurity IT resource on engagement team
- Analyzes data and systems architecture, creates designs, and implements information systems solutions
- Assists project team in meeting program objectives timely and effectively
- Supports planning and project management for cybersecurity information technology tasks
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Implementation Jr Staff II	Minimum of 2 years of information technology or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

Skills & Expertise:

- Experience in performing technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, cybersecurity information technology implementation expertise, has programming experience in one or more languages, and is versed in system testing
- Serves as a Cybersecurity IT resource on engagement team
- Assists with analyzing data and systems architecture, creates designs, and implements information systems solutions
- Assists project team in meeting program objectives timely and effectively
- Supports planning and project management for cybersecurity information technology tasks
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Implementation Jr Staff I	Minimum of 1 years of information technology or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

Skills & Expertise:

- Experience in performing technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, cybersecurity information technology implementation expertise, has programming experience in one or more languages, and is versed in system testing
- Serves as a Cybersecurity IT resource on engagement team
- Assists with analyzing data and systems architecture, creates designs, and implements information systems solutions
- Supports planning and project management for cybersecurity information technology tasks
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Operations Executive II	Minimum of 13 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Executive level management experience, direction on client engagements, cybersecurity information technology operations expertise, experience in project definition and systems analysis, creation of competitive strategies, and integration of global technical solutions
- Proficient in project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing
- Identifies themes capable of being developed into new Cybersecurity strategy methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives
- Other experience includes coordinating multiple projects and team, and assisting clients in achieving desired program results
- Serves as a cyber information technology advisor to the client
- Assumes responsibility for client communications related to communicating technical concerns
- Is the contractor's point of contact with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for formulating work standards, creating strategic project objectives, and managing client issues and feedback
- Assumes accountability for supervising designated resources and enforcing quality control practices for each Cybersecurity project
- Maintains responsibility for project reviews and overall contract progress and performance
- Leads teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Operations Executive I	Minimum of 10 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Executive level management experience, direction on client engagements, cybersecurity information technology operations expertise, experience in project definition and systems analysis, creation of competitive strategies, and integration of global technical solutions
- Proficient in project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing
- Assists with identifying themes capable of being developed into new Cybersecurity strategy methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives
- Other experience includes coordinating single projects and team, and assisting clients in achieving desired program results
- Serves as a cyber information technology advisor to the client
- Assumes responsibility for client communications related to communicating technical concerns
- Is the contractor's point of contact with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for formulating work standards, creating strategic project objectives, and managing client issues and feedback
- Provides assistance for supervising designated resources and enforcing quality control practices for each Cybersecurity project
- Assists with project reviews and overall contract progress and performance
- Leads teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Operations Leader III	Minimum of 11 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Engagement experience in program scope and approach, cybersecurity information technology operations expertise, focus on program delivery and technical integration, ability to drive Cybersecurity Strategy and operations, planning changes at the executive levels, oversight of key cybersecurity enablers, and management of project resources
- Maintains responsibility for managing the program team and daily operations of project development or serves in a role as a highly experienced Technical expert, and helps to ensure client comfort and feasibility with designed solution

- Other experience includes communication with client and project managers and management of multiple projects across various industry lines
- Manages Cybersecurity program operations and activities and is a key point of contact with client executives
- Assumes responsibility for program delivery, oversight of key technical enablers on projects, and identification of needs for new tools
- Conducts regular interaction and communications with the Contracting Officer's Technical and delegated government representatives
- Leads integrated team of multi-disciplinary professionals, with multiple concurrent deliverables and tasks
- Maintains responsibility for managing technical solutions, delegating appropriate resources, and helping to ensure quality assurance principles are met across projects and deliverables
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Operations Leader II	Minimum of 9 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Engagement experience in program scope and approach, cybersecurity information technology operations expertise, focus on program delivery and technical integration, ability to drive Cybersecurity Strategy and operations, planning changes at the executive levels, oversight of key cybersecurity enablers, and management of project resources
- Manages the program team and daily operations of project development or serves in a role as a highly experienced Technical expert, and helps to ensure client comfort and feasibility with designed solution
- Other experience includes communication with client and project managers and management of multiple projects across various industry lines
- Manages Cybersecurity program operations and activities and is a point of contact with client executives
- Responsible for program delivery, oversight of key technical enablers on projects, and identification of needs for new tools
- Communicates with the Contracting Officer's Technical and delegated government representatives
- Assists with integrated teams of multi-disciplinary professionals, with multiple concurrent deliverables and tasks
- Manages technical solutions, delegating appropriate resources, and helping to ensure quality assurance principles are met across projects and deliverables
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Operations Leader I	Minimum of 8 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Engagement experience in program scope and approach, cybersecurity information technology operations expertise, focus on program delivery and technical integration, ability to drive Cybersecurity Strategy and operations, planning changes at the executive levels, oversight of key cybersecurity enablers, and management of project resources
- Manages the program team and daily operations of project development or serves in a role as a highly experienced Technical expert, and helps to ensure client comfort and feasibility with designed solution
- Other experience includes communication with client and project managers and management of multiple projects across various industry lines
- Manages Cybersecurity program operations and activities
- Responsible for program delivery, oversight of key technical enablers on projects, and identification of needs for new tools
- Communicates with the Contracting Officer's Technical and delegated government representatives
- Provides assistance with integrated teams of multi-disciplinary professionals, with multiple concurrent deliverables and tasks
- Assists with managing technical solutions, delegating appropriate resources, and helping to ensure quality assurance principles are met across projects and deliverables

- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Operations Lead IV	Minimum of 8 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in operations management and direction on cybersecurity projects, or extensive knowledge of and experience with cybersecurity system development and implementation
- Cybersecurity information technology operations expertise, development of engagement work plans, deployment of program criterion, and related activities
- Devises or modifies procedures to solve complex problems, provides guidance and experience on technical solution implementation, engages resources and/or serves as a team leader, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business operational needs
- Other experience includes implementing business process reengineering, developing financial models, orchestrating change management principles, conducting performance measurements, and providing cybersecurity expertise
- Serves in the role of project team leader over assigned support areas, often filling the position of project team lead and instructing, directing, managing, and monitoring the work of other cybersecurity staff or serves in a role of an experienced Cybersecurity technical expert
- Develops and manages analysis plan, conducts analysis of work plan completeness, prepares status reports, and supports quality control practices
- Performs analyses of client issues, assesses appropriate alternatives, and recommends solutions
- Communicates client expectations to project team, and escalates appropriate issues to senior level project staff
- Maintains technical knowledge within industry and service line
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Operations Lead III	Minimum of 6 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in operations management and direction on cybersecurity projects, or extensive knowledge of and experience with cybersecurity system development and implementation
- Cybersecurity information technology operations expertise, development of engagement work plans, deployment of program criterion, and related activities
- Devises or modifies procedures to solve complex problems, provides guidance and experience on technical solution implementation, engages resources and/or serves as a team leader, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business operational needs
- Other experience includes implementing business process reengineering, developing financial models, orchestrating change management principles, conducting performance measurements, and providing cybersecurity expertise
- Serves in the role of project team leader over assigned support areas, often filling the position of project team lead and instructing, directing, managing, and monitoring the work of other cybersecurity staff or serves in a role of an experienced Cybersecurity technical expert
- Develops and manages analysis plan, conducts analysis of work plan completeness, prepares status reports, and supports quality control practices
- Performs analyses of client issues and recommends solutions
- Communicates client expectations to project team
- Maintains technical knowledge within industry and service line
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Operations Lead II	Minimum of 5 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in operations management and direction on cybersecurity projects, or extensive knowledge of and experience with cybersecurity system development and implementation

- Cybersecurity information technology operations expertise, development of engagement work plans, deployment of program criterion, and related activities
- Devises or modifies procedures to solve complex problems, provides experience on technical solution implementation, engages resources, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business operational needs
- Other experience includes implementing business process reengineering, developing financial models, orchestrating change management principles, conducting performance measurements, and providing cybersecurity expertise
- Serves in the role of project team leader over assigned support areas, and instructing, directing, managing, and monitoring the work of other cybersecurity staff or serves in a role of an experienced Cybersecurity technical expert
- Develops and manages analysis plan, conducts analysis of work plan completeness, prepares status reports, and supports quality control practices
- Performs analyses of client issues and recommends solutions
- Maintains technical knowledge within industry and service line
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Operations Lead I	Minimum of 4 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in operations management and direction on cybersecurity projects, or extensive knowledge of and experience with cybersecurity system development and implementation
- Cybersecurity information technology operations expertise, development of engagement work plans, deployment of program criterion, and related activities
- Devises or modifies procedures to solve complex problems, provides experience on technical solution implementation, engages resources, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business operational needs
- Other experience includes implementing business process reengineering, developing financial models, orchestrating change management principles, conducting performance measurements, and providing cybersecurity expertise
- Serves in the role of project team leader over assigned support areas, and instructing, directing, managing, and monitoring the work of other cybersecurity staff or serves in a role of an experienced Cybersecurity technical expert
- Manages analysis plan, conducts analysis of work plan completeness, prepares status reports, and supports quality control practices
- Performs analyses of client issues
- Maintains technical knowledge within industry and service line
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Operations Sr Professional V	Minimum of 5 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in program management support, cybersecurity information technology operations expertise, and familiarity with client issues, assistance with design issues, leading client teams, analysis of project data, and development of appropriate deliverables
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives
- Demonstrates these skills by performing status reports, verifying work plan completeness, and communicating with team members
- Provides senior-level analytical and operational program support, and is focused on providing high performance work
- Contributes to engagement work plan development and often leads less complex engagement tasks to completion within scope and budget
- Serves as a senior-level analytical correspondent within engagement team and leads small teams

- Assumes responsibility for contributing to work plan development, reaching engagement milestones, and may lead specific Cybersecurity project tasks
- Applies business modeling, process modeling, and business design techniques
- Conducts analysis of appropriate consulting tools to satisfy program requirements, and creates project deliverables
- Formulates diagnoses through financial or statistical modeling, assesses appropriate alternatives, and offers conclusions to Project Manager
- This position performs analyses and makes diagnoses, as well as defines symptoms and problems, and develops conclusions
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Operations Sr Professional IV	Minimum of 4 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in program management support, cybersecurity information technology operations expertise, and familiarity with client issues, assistance with design issues, leading client teams, analysis of project data, and development of appropriate deliverables
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives
- Demonstrates these skills by performing status reports, verifying work plan completeness, and communicating with team members
- Provides senior-level analytical and operational program support, and is focused on providing high performance work
- Contributes to engagement work plan development and assists with less complex engagement tasks to completion within scope and budget
- Serves as a senior-level analytical correspondent within engagement team and leads small teams
- Assumes responsibility for contributing to work plan development, reaching engagement milestones, and may lead assist with specific Cybersecurity project tasks
- Applies business modeling, process modeling, and business design techniques
- Conducts analysis of appropriate consulting tools to satisfy program requirements, and creates project deliverables
- Assists with formulating diagnoses through financial or statistical modeling and assesses appropriate alternatives
- This position performs analyses and makes diagnoses, as well as defines symptoms and problems, and develops conclusions
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Operations Sr Professional III	Minimum of 3 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in program management support, cybersecurity information technology operations expertise, and familiarity with client issues, assistance with design issues, leading client teams, analysis of project data, and development of appropriate deliverables
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives
- Demonstrates these skills by performing status reports, verifying work plan completeness, and communicating with team members
- Provides senior-level analytical and operational program support, and is focused on providing high performance work
- Contributes to engagement work plan development and assists with less complex engagement tasks to completion within scope and budget
- Serves as a senior-level analytical correspondent within engagement team and leads small teams
- Contributes to work plan development, reaching engagement milestones, and may assist with specific Cybersecurity project tasks
- Applies business modeling, process modeling, and business design techniques
- Conducts analysis of appropriate consulting tools to satisfy program requirements, and creates project deliverables
- Assists with formulating diagnoses through financial or statistical modeling and assesses appropriate alternatives

- This position performs analyses and makes diagnoses, as well as defines symptoms and problems
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Operations Sr Professional II	Minimum of 2 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in program management support, cybersecurity information technology operations expertise, and familiarity with client issues, assistance with design issues, leading client teams, analysis of project data, and development of appropriate deliverables
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives
- Demonstrates these skills by performing status reports, verifying work plan completeness, and communicating with team members
- Provides senior-level analytical and operational program support, and is focused on providing high performance work
- Contributes to engagement work plan development and assists with less complex engagement tasks to completion within scope and budget
- Contributes to work plan development, reaching engagement milestones, and may assist with specific Cybersecurity project tasks
- Applies business modeling, process modeling, and business design techniques
- Conducts analysis of appropriate consulting tools to satisfy program requirements, and creates project deliverables
- Assists with formulating diagnoses through financial or statistical modeling and assesses appropriate alternatives
- This position performs analyses and makes diagnoses, as well as defines symptoms and problems
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Operations Sr Professional I	Minimum of 1 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in program management support, cybersecurity information technology operations expertise, and familiarity with client issues, assistance with design issues, leading client teams, analysis of project data, and development of appropriate deliverables
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives
- Demonstrates these skills by performing status reports, verifying work plan completeness, and communicating with team members
- Provides senior-level analytical and operational program support, and is focused on providing high performance work
- Contributes to engagement work plan development and assists with engagement tasks to completion within scope and budget
- Contributes to work plan development, reaching engagement milestones
- Applies business modeling, process modeling, and business design techniques
- Conducts analysis of appropriate consulting tools to satisfy program requirements, and creates project deliverables
- Assists with formulating diagnoses through financial or statistical modeling
- This position performs analyses and makes diagnoses, as well as defines symptoms and problems
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Operations Mid Professional V	Minimum of 3 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Proficiency in analysis and defining business needs, cybersecurity information technology implementation expertise, applying methodologies, support of program management, exposure to client issues, and development of project deliverables

- Provides assistance on completing work plan activities, analyzes relevant data and information, and institutes and supports business solutions
- Provides analytical and program support
- Completes assigned Cybersecurity engagement tasks within the project scope and budget
- Manages development of multiple deliverables
- Serves as a key analytical resource on engagement team
- Assumes responsibility for conducting relevant research, distilling data, and creating reports
- Actively engages consulting tools and methodologies to meet project objectives and complete program management activities
- Maintains responsibility for quality assurance practices and fostering completion and accuracy of system documentation
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Operations Mid Professional IV	Minimum of 2 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Proficiency in analysis and defining business needs, cybersecurity information technology implementation expertise, applying methodologies, support of program management, exposure to client issues, and development of project deliverables
- Provides assistance on completing work plan activities, analyzes relevant data and information, and institutes and supports business solutions
- Provides analytical and program support
- Completes assigned Cybersecurity engagement tasks within the project scope and budget
- Manages development of multiple deliverables
- Serves as an analytical resource on engagement team
- Conducts relevant research, distilling data, and creating reports
- Actively engages consulting tools and methodologies to meet project objectives and complete program management activities
- Maintains responsibility for quality assurance practices and fostering completion and accuracy of system documentation
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Operations Mid Professional III	Minimum of 1 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Proficiency in analysis and defining business needs, cybersecurity information technology implementation expertise, applying methodologies, support of program management, exposure to client issues, and development of project deliverables
- Provides assistance on completing work plan activities, analyzes relevant data and information, and institutes and supports business solutions
- Provides analytical and program support
- Completes assigned Cybersecurity engagement tasks within the project scope and budget
- Manages development of multiple deliverables
- Conducts relevant research, distilling data, and assists with creating reports
- Actively engages consulting tools and methodologies to meet project objectives and complete program management activities
- Provides assistance for quality assurance practices and fostering completion and accuracy of system documentation
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Operations Mid Professional II	Minimum of 2 years of information technology or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

Skills & Expertise:

- Proficiency in analysis and defining business needs, cybersecurity information technology implementation expertise, applying methodologies, support of program management, exposure to client issues, and development of project deliverables
- Provides assistance on completing work plan activities, analyzes relevant data and information, and institutes and supports business solutions
- Provides analytical and program support
- Provides assistance with the completion of Cybersecurity engagement tasks within the project scope and budget
- Manages development of multiple deliverables
- Conducts relevant research, distilling data, and assists with creating reports
- Actively engages consulting tools and methodologies to meet project objectives and complete program management activities
- Provides assistance for quality assurance practices and fostering completion and accuracy of system documentation
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Operations Mid Professional I	Minimum of 1 years of information technology or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

Skills & Expertise:

- Proficiency in analysis and defining business needs, cybersecurity information technology implementation expertise, applying methodologies, support of program management, exposure to client issues, and development of project deliverables
- Provides assistance on completing work plan activities, analyzes relevant data and information, and institutes and supports business solutions
- Provides analytical and program support
- Provides assistance with the completion of Cybersecurity engagement tasks within the project scope and budget
- Manages development of deliverables
- Actively engages consulting tools and methodologies to meet project objectives and complete program management activities
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Operations Jr Professional V	Minimum of 2 years of information technology or directly relevant industry experience	Minimum Bachelor's or equivalent in a related field

Skills & Expertise:

- Experience in performing technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, cybersecurity information technology implementation expertise, has programming experience in one or more languages, and is versed in system testing
- Other experience includes data warehousing, information systems design, financial modeling, and business process improvement documentation
- Serves as a Cybersecurity IT resource on engagement team
- Analyzes data and systems architecture, creates designs, and implements information systems solutions
- Assists project team in meeting program objectives timely and effectively
- Assumes responsibility for process documentation and technical soundness
- Collects data, undertakes analysis, and helps interpret to identify issues and opportunities for growth and value
- Qualified in making recommendations for next steps
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Operations Jr Professional IV	Minimum of 1 years of information technology or directly relevant industry experience	Minimum Bachelor's or equivalent in a related field

Skills & Expertise:

- Experience in performing technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, cybersecurity information technology implementation expertise, has programming experience in one or more languages, and is versed in system testing
- Other experience includes data warehousing, information systems design, financial modeling, and business process improvement documentation
- Serves as a Cybersecurity IT resource on engagement team
- Analyzes data and systems architecture, creates designs, and implements information systems solutions
- Assists project team in meeting program objectives timely and effectively
- Provides assistance for process documentation and technical soundness
- Collects data, undertakes analysis, and helps interpret to identify issues and opportunities for growth and value
- Qualified in making recommendations for next steps
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Operations Jr Professional III	Minimum of 0 years of information technology or directly relevant industry experience	Minimum Bachelor's or equivalent in a related field

Skills & Expertise:

- Experience in performing technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, cybersecurity information technology implementation expertise, has programming experience in one or more languages, and is versed in system testing
- Other experience includes data warehousing, information systems design, financial modeling, and business process improvement documentation
- Serves as a Cybersecurity IT resource on engagement team
- Assists project team in meeting program objectives timely and effectively
- Provides assistance for process documentation and technical soundness
- Collects data, undertakes analysis, and helps interpret to identify issues and opportunities for growth and value
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Operations Jr Professional II	Minimum of 2 years of information technology or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

Skills & Expertise:

- Experience in performing technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, cybersecurity information technology implementation expertise, has programming experience in one or more languages, and is versed in system testing
- Other experience includes data warehousing, information systems design, financial modeling, and business process improvement documentation
- Serves as a Cybersecurity IT resource on engagement team
- Assists project team in meeting program objectives timely and effectively
- Collects data, undertakes analysis, and helps interpret to identify issues and opportunities for growth and value
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Operations Jr Professional I	Minimum of 1 years of information technology or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

Skills & Expertise:

- Experience in performing technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, cybersecurity information technology implementation expertise
- Other experience includes data warehousing, information systems design, financial modeling, and business process improvement documentation
- Serves as a Cybersecurity IT resource on engagement team
- Assists project team in meeting program objectives timely and effectively

- Collects data, undertakes analysis, and helps interpret to identify issues and opportunities for growth and value
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Operations Jr Staff IV	Minimum of 0 years of information technology or directly relevant industry experience	Minimum Bachelor's or equivalent in a related field

Skills & Expertise:

- Experience in performing technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, cybersecurity information technology implementation expertise, has programming experience in one or more languages, and is versed in system testing
- Serves as a Cybersecurity IT resource on engagement team
- Analyzes data and systems architecture, creates designs, and implements information systems solutions
- Assists project team in meeting program objectives timely and effectively
- Responsible for process documentation and technical soundness
- Collects data, undertakes analysis, and helps interpret to identify issues and opportunities for growth and value
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Operations Jr Staff III	Minimum of 3 years of information technology or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

Skills & Expertise:

- Experience in performing technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, cybersecurity information technology implementation expertise, has programming experience in one or more languages, and is versed in system testing
- Serves as a Cybersecurity IT resource on engagement team
- Analyzes data and systems architecture, creates designs, and implements information systems solutions
- Assists project team in meeting program objectives timely and effectively
- Collects data, undertakes analysis, and helps interpret to identify issues and opportunities for growth and value
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Operations Jr Staff II	Minimum of 2 years of information technology or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

Skills & Expertise:

- Experience in performing technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, cybersecurity information technology implementation expertise, has programming experience in one or more languages, and is versed in system testing
- Serves as a Cybersecurity IT resource on engagement team
- Assists with analyzing data and systems architecture, creates designs, and implements information systems solutions
- Assists project team in meeting program objectives timely and effectively
- Collects data, undertakes analysis, and helps interpret to identify issues and opportunities for growth and value
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Cybersecurity IT Operations Jr Staff I	Minimum of 1 years of information technology or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

Skills & Expertise:

- Experience in performing technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, cybersecurity information technology implementation expertise, has programming experience in one or more languages, and is versed in system testing
- Serves as a Cybersecurity IT resource on engagement team
- Assists with analyzing data and systems architecture, creates designs, and implements information systems solutions

- Assists with collecting data, undertakes analysis, and helps interpret to identify issues and opportunities for growth and value
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HEALTH IT SERVICES

Applicable to SINs: 54151HEAL, 54151HEAL(STLOC), 54151HEAL(RC)

Deloitte's SIN 54151HEAL rate card is comprised of three service lines [(1) Advisory, (2) Implementation and (3) Operations] each with specific Health IT labor categories and ceiling prices.

LABOR CATEGORY	YEARS OF EXPERIENCE	EDUCATION
Health IT Advisory Executive III	Minimum of 15 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Executive level management experience, health information technology advisory expertise and direction on client engagements
- Experience in project definition and systems analysis, and integration of global technical solutions
- Proficient in advising on project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing
- Identifies themes capable of being developed into new health IT strategy methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives
- Serves as a health information technology advisor to the client
- Assumes responsibility for client communications related to communicating technical concerns
- Is the contractor's liaison and point of contact with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for formulating work standards, creating strategic project objectives, and managing and advising client issues and feedback
- Assumes accountability for supervising designated resources and enforcing quality control practices for each project
- Maintains responsibility for project reviews and overall contract progress and performance
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Leads teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Advisory Executive II	Minimum of 13 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Executive level management experience, health information technology advisory expertise and direction on client engagements
- Experience in project definition and systems analysis, and integration of global technical solutions
- Proficient in advising on project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing
- Identifies themes capable of being developed into new health IT strategy methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives
- Serves as a health information technology advisor to the client
- Assumes responsibility for client communications related to communicating technical concerns
- Is the contractor's point of contact with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for formulating work standards, creating strategic project objectives, and managing and advising client issues and feedback
- Provides assistance with supervising designated resources and enforcing quality control practices for each project
- Maintains responsibility for project reviews and overall contract progress and performance

- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Leads teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Advisory Executive I	Minimum of 10 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Executive level management experience, health information technology advisory expertise and direction on client engagements
- Experience in project definition and systems analysis, and integration of global technical solutions
- Proficient in advising on project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing
- Assists with identifying themes capable of being developed into new health IT strategy methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives
- Serves as a health information technology advisor to the client
- Assumes responsibility for client communications related to communicating technical concerns
- Is the contractor's liaison and point of contact with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for formulating work standards, creating strategic project objectives, and managing and advising client issues and feedback
- Provides assistance with supervising designated resources and enforcing quality control practices for each project
- Assists with project reviews and overall contract progress and performance
- Provides data required for delivering presentations and client meetings
- Leads teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Advisory Lead III	Minimum of 15 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Executive level management experience, health information technology advisory expertise and direction on client engagements
- Experience in project definition and systems analysis, and integration of global technical solutions
- Proficient in advising on project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing
- Identifies themes capable of being developed into new health IT strategy methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives
- Serves as a health information technology advisor and subject matter expert to the client and guides day-to-day activities of project teams
- Assumes responsibility for client communications related to communicating technical concerns
- Is the contractor's liaison and point of contact with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for formulating work standards, creating strategic project objectives, and managing and advising client issues and feedback
- Assumes accountability for supervising designated resources and enforcing quality control practices for each project
- Maintains responsibility for project reviews and overall contract progress and performance
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Leads teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Advisory Lead II	Minimum of 13 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Executive level management experience, health information technology advisory expertise and direction on client engagements
- Experience in project definition and systems analysis, and integration of global technical solutions
- Proficient in advising on project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing
- Assists with identifying themes capable of being developed into new health IT strategy methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives
- Serves as a health information technology advisor and subject matter expert to the client and guides day-to-day activities of project teams
- Assumes responsibility for client communications related to communicating technical concerns
- Is the contractor's liaison and point of contact with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for formulating work standards, creating strategic project objectives, and managing and advising client issues and feedback
- Assumes accountability for supervising designated resources and enforcing quality control practices for each project
- Assists with project reviews and overall contract progress and performance
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Leads teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Advisory Lead I	Minimum of 10 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Executive level management experience, health information technology advisory expertise and direction on client engagements
- Experience in project definition and systems analysis, and integration of global technical solutions
- Proficient in advising on project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing
- Assists with identifying themes capable of being developed into new health IT strategy methodology, helps to ensure overall soundness of analytical approach
- Serves as a health information technology advisor and subject matter expert to the client and helps with day-to-day activities of project teams
- Assumes responsibility for client communications related to communicating technical concerns
- Is the contractor's point of contact with the Contracting Officer's Technical and delegated government representatives
- Formulates work standards, creating strategic project objectives, and managing and advising client issues and feedback
- Provides assistance with supervising designated resources and enforcing quality control practices for each project
- Assists with project reviews and overall contract progress and performance
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Leads teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Advisory Engagement Leader III	Minimum of 11 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Engagement experience in program scope and approach, health information technology advisory expertise, focus on program delivery and technical integration
- Ability to drive Health IT Strategy and planning changes at the executive levels, oversight of key information technology enablers, and advisory management of project resources
- Health IT experience through secure use and sharing of health information

- Maintains responsibility for managing the program team and daily operations of project development or serves in a role as a highly experienced Technical expert, and helps to ensure client comfort and feasibility with designed solution
- Other experience includes communication with client and project managers and management of multiple projects across various industry lines
- Provides guidance and direction on a day-to-day basis for the implementation of all health information technology efforts
- Understands the client's risk, business objectives, and quality goals
- Manages and advises Health IT related program activities and is a key point of contact with client executives
- Assumes responsibility for program delivery, oversight of key technical enablers on projects, and identification of needs for new tools
- Conducts regular interaction and communications with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for managing and advising on technical solutions, delegating appropriate resources, and helping to ensure quality assurance principles are met across projects and deliverables
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Advisory Engagement Leader II	Minimum of 9 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Engagement experience in program scope and approach, health information technology advisory expertise, focus on program delivery and technical integration
- Ability to drive Health IT Strategy and planning changes at the executive levels, oversight of key information technology enablers, and advisory management of project resources
- Health IT experience through secure use and sharing of health information
- Manages the program team and daily operations of project development or serves in a role as a highly experienced Technical expert, and helps to ensure client comfort and feasibility with designed solution
- Other experience includes communication with client and project managers and management of multiple projects across various industry lines
- Provides guidance and direction on a day-to-day basis for the implementation of all health information technology efforts
- Understands the client's risk, business objectives, and quality goals
- Manages and advises Health IT related program activities and is a point of contact with client executives
- Responsible for program delivery, oversight of key technical enablers on projects, and identification of needs for new tools
- Communicates with the Contracting Officer's Technical and delegated government representatives
- Manages and advises on technical solutions, delegating appropriate resources, and helping to ensure quality assurance principles are met across projects and deliverables
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Advisory Engagement Leader I	Minimum of 8 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Engagement experience in program scope and approach, health information technology advisory expertise, focus on program delivery and technical integration
- Ability to drive Health IT Strategy and planning changes at the executive levels, oversight of key information technology enablers, and advisory management of project resources
- Health IT experience through secure use and sharing of health information
- Manages the program team and daily operations of project development or serves in a role as a highly experienced Technical expert, and helps to ensure client comfort and feasibility with designed solution
- Other experience includes communication with client and project managers and management of multiple projects across various industry lines
- Provides guidance and direction on a day-to-day basis for the implementation of all health information technology efforts

- Understands the client's risk, business objectives, and quality goals
- Manages and advises Health IT related program activities
- Provides assistance for program delivery, oversight of key technical enablers on projects, and identification of needs for new tools
- Communicates with the Contracting Officer's Technical and delegated government representatives
- Manages and advises on technical solutions, delegating appropriate resources, and helping to ensure quality assurance principles are met across projects and deliverables
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Solution Architect II	Minimum of 14 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Engagement experience in program scope and approach, health information technology advisory expertise, focus on program delivery and technical integration
- Ability to drive Health IT Strategy and planning changes at the executive levels, oversight of key information technology enablers, and advisory management of project resources
- Health IT experience through secure use and sharing of health information
- Maintains responsibility for managing the program team and daily operations of project development or serves in a role as a highly experienced Technical subject matter expert, and helps to ensure client comfort and feasibility with designed solution
- Other experience includes communication with client and project managers and management of multiple projects across various industry lines
- Provides guidance and direction on a day-to-day basis for the implementation of all health information technology efforts
- Understands the client's risk, business objectives, and quality goals
- Manages and advises Health IT related program activities and is a key point of contact with client executives
- Assumes responsibility for program delivery, oversight of key technical enablers on projects, and identification of needs for new tools
- Conducts regular interaction and communications with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for managing and advising on technical solutions, delegating appropriate resources, and helping to ensure quality assurance principles are met across projects and deliverables
- Leads the completion of Health information technology advisory specific tasks within estimated time frames and budget constraints
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Solution Architect I	Minimum of 12 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Engagement experience in program scope and approach, health information technology advisory expertise, focus on program delivery and technical integration
- Ability to drive Health IT Strategy and planning changes at the executive levels, oversight of key information technology enablers, and advisory management of project resources
- Health IT experience through secure use and sharing of health information
- Maintains responsibility for managing the program team and daily operations of project development or serves in a role as a highly experienced Technical subject matter expert, and helps to ensure client comfort and feasibility with designed solution
- Other experience includes communication with client and project managers and management of multiple projects across various industry lines
- Provides guidance direction on a day-to-day basis for the implementation of all health information technology efforts
- Understands the client's risk, business objectives, and quality goals
- Manages and advises Health IT related program activities and is a point of contact with client executives

- Assumes responsibility for program delivery, oversight of key technical enablers on projects, and identification of needs for new tools
- Communicates with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for managing and advising on technical solutions, delegating appropriate resources, and helping to ensure quality assurance principles are met across projects and deliverables
- Assists with the completion of Health information technology advisory specific tasks within estimated time frames and budget constraints
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Advisory Project Lead III	Minimum of 8 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in advisory support, management and direction on Health IT projects, or extensive knowledge of and experience with Health IT systems development and implementation
- Development of engagement work plans, deployment of program criterion, and related activities
- 8+ years' experience working with a managed care organization, health insurer, or consultant in a network management/contract management role, such as contracting, provider services
- Responsible for managing various sized technical health related projects and initiatives impacting multiple entities within the IT Health System
- Devises or modifies procedures to solve complex problems, provides advice, guidance, and experience on technical solution implementation, engages resources and/or serves as a team leader, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business needs
- Other experience includes implementing business process reengineering, developing financial models, orchestrating change management principles, and conducting performance measurements
- Serves in the role of project team leader over assigned support areas, often filling the position of project team lead and instructing, directing, advising, and monitoring the work of other Health IT staff or serves in a role of an experienced technical expert
- Conducts analysis of work plan completeness, prepares status reports, and supports quality control practices within estimated time frames and budget constraints
- Performs analyses of client issues, assesses appropriate alternatives, and recommends solutions
- Communicates client expectations to project team and escalates appropriate issues to senior level project staff
- Maintains technical knowledge within industry and service line
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Advisory Project Lead II	Minimum of 6 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in advisory support, management and direction on Health IT projects, or extensive knowledge of and experience with Health IT systems development and implementation
- Development of engagement work plans, deployment of program criterion, and related activities
- 6+ years' experience working with a managed care organization, health insurer, or consultant in a network management/contract management role, such as contracting, provider services
- Responsible for managing various sized technical health related projects and initiatives impacting multiple entities within the IT Health System
- Devises or modifies procedures to solve complex problems, provides advice, guidance, and experience on technical solution implementation, engages resources and/or serves as a team leader, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business needs
- Other experience includes implementing business process reengineering, developing financial models, orchestrating change management principles, and conducting performance measurements
- Serves in the role of project team leader over assigned support areas, often filling the position of project team lead and instructing, directing, advising, and monitoring the work of other Health IT staff or serves in a role of an experienced technical expert
- Conducts analysis of work plan completeness, prepares status reports, and supports quality control practices within estimated time frames and budget constraints

- Performs analyses of client issues and recommends solutions
- Communicates client expectations to project team
- Maintains technical knowledge within industry and service line
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Advisory Project Lead I	Minimum of 5 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in advisory support, management and direction on Health IT projects, or extensive knowledge of and experience with Health IT systems development and implementation
- Development of engagement work plans, deployment of program criterion, and related activities
- 5+ years' experience working with a managed care organization, health insurer, or consultant in a network management/contract management role, such as contracting, provider services
- Responsible for managing various sized technical health related projects and initiatives impacting multiple entities within the IT Health System
- Devises or modifies procedures to solve complex problems, provides advice, and experience on technical solution implementation, engages resource, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business needs
- Other experience includes implementing business process reengineering, developing financial models, orchestrating change management principles, and conducting performance measurements
- Serves in the role of project team leader over assigned support areas, and instructing, directing, advising, and monitoring the work of other Health IT staff or serves in a role of an experienced technical expert
- Conducts analysis of work plan completeness, prepares status reports, and supports quality control practices within estimated time frames and budget constraints
- Communicates client expectations to project team
- Maintains technical knowledge within industry and service line
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Solution Lead II	Minimum of 10 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in advisory support, management and direction on Health IT projects, or extensive knowledge of and experience with Health IT systems development and implementation
- Development of engagement work plans, deployment of program criterion, and related activities
- 10+ years' experience working with a managed care organization, health insurer, or consultant in a network management/contract management role, such as contracting, provider services
- Responsible for managing various sized technical health related projects and initiatives impacting multiple entities within the IT Health System
- Devises or modifies procedures to solve complex problems, provides advice, guidance, and experience on technical solution implementation, engages resources and/or serves as an information technology subject matter expert and team leader, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business needs
- Other experience includes implementing business process reengineering, developing financial models, orchestrating change management principles, and conducting performance measurements
- Serves in the role of project team leader over assigned support areas, often filling the position of project team lead and instructing, directing, advising, and monitoring the work of other Health IT staff or serves in a role of an experienced technical subject matter expert
- Conducts analysis of work plan completeness, prepares status reports, and supports quality control practices within estimated time frames and budget constraints
- Performs analyses of client issues, assesses appropriate alternatives, and recommends solutions
- Communicates client expectations to project team, and escalates appropriate issues to senior level project staff
- Communicates recommendation to clients, builds alignment, and manages client relationships
- Delivers presentations of information including, but not limited to, new commitments in the status of work products, and problems encountered, and leads client meetings

- Maintains technical knowledge within industry and service line
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Solution Lead I	Minimum of 8 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in advisory support, management and direction on Health IT projects, or extensive knowledge of and experience with Health IT systems development and implementation
- Development of engagement work plans, deployment of program criterion, and related activities
- 8+ years' experience working with a managed care organization, health insurer, or consultant in a network management/contract management role, such as contracting, provider services
- Responsible for managing various sized technical health related projects and initiatives impacting multiple entities within the IT Health System
- Modifies procedures to solve complex problems, provides advice, guidance, and experience on technical solution implementation, engages resources and/or serves as an information technology subject matter expert and team leader, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business needs
- Other experience includes implementing business process reengineering, developing financial models, orchestrating change management principles, and conducting performance measurements
- Serves in the role of project team leader over assigned support areas, and instructing, directing, advising, and monitoring the work of other Health IT staff or serves in a role of an experienced technical subject matter expert
- Conducts analysis of work plan completeness, prepares status reports, and supports quality control practices within estimated time frames and budget constraints
- Performs analyses of client issues, assesses appropriate alternatives, and recommends solutions
- Communicates client expectations to project team
- Communicates recommendation to clients, builds alignment, and manages client relationships
- Assists with client meetings and presentations of information including, but not limited to, new commitments in the status of work products, and problems encountered
- Maintains technical knowledge within industry and service line
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Advisory Sr Professional III	Minimum of 6 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in providing program management support and direction to all health information technology activities
- This role requires building strong working relationships with all levels of the organization, including executives, management, and line staff in order to coordinate the efforts of Health IT resources
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives
- Demonstrates these skills by performing status reports, verifying work plan completeness, and communicating with team members
- Provides senior-level analytical, program, and advisory support, and is focused on providing high performance work
- Contributes to engagement work plan development and often leads less complex engagement tasks to completion within scope and budget
- Serves as a senior-level analytical correspondent within engagement team
- Assumes responsibility for contributing to work plan development, reaching engagement milestones, and may lead specific project tasks
- Applies business modeling, process modeling, and business design techniques
- Conducts analysis of appropriate consulting tools to satisfy program requirements, and creates project deliverables
- Builds organizational technology design models including, but not limited to, policies, practices, and procedures
- Formulates diagnoses through financial or statistical modeling, assesses appropriate alternatives, and offers conclusions to Project Manager

- This position performs analyses and makes diagnoses, as well as defines symptoms and problems, and develops conclusions
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Advisory Sr Professional II	Minimum of 5 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in providing program management support and direction to all health information technology activities
- This role requires building strong working relationships with all levels of the organization, including executives, management, and line staff in order to coordinate the efforts of Health IT resources
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives
- Demonstrates these skills by performing status reports, verifying work plan completeness, and communicating with team members
- Provides senior-level analytical, program, and advisory support, and is focused on providing high performance work
- Contributes to engagement work plan development and assists with less complex engagement tasks to completion within scope and budget
- Serves as a senior-level analytical correspondent within engagement team
- Assumes responsibility for contributing to work plan development, reaching engagement milestones, and may lead specific project tasks
- Applies business modeling, process modeling, and business design techniques
- Conducts analysis of appropriate consulting tools to satisfy program requirements, and creates project deliverables
- Builds organizational technology design models including, but not limited to, policies, practices, and procedures
- Assists with formulating diagnoses through financial or statistical modeling, assesses appropriate alternatives, and offers conclusions to Project Manager
- This position performs analyses and makes diagnoses, as well as defines symptoms and problems, and develops conclusions
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Advisory Sr Professional I	Minimum of 4 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in providing program management support and direction to all health information technology activities
- This role requires building strong working relationships with all levels of the organization, including executives, management, and line staff in order to coordinate the efforts of Health IT resources
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives
- Demonstrates these skills by performing status reports, verifying work plan completeness, and communicating with team members
- Provides senior-level analytical, program, and advisory support, and is focused on providing high performance work
- Contributes to engagement work plan development and assists with less complex engagement tasks to completion within scope and budget
- Serves as a senior-level analytical correspondent within engagement team
- Assumes responsibility for contributing to work plan development, reaching engagement milestones
- Applies business modeling, process modeling, and business design techniques
- Conducts analysis of appropriate consulting tools to satisfy program requirements, and creates project deliverables
- Builds organizational technology design models including, but not limited to, policies, practices, and procedures
- Assists with formulating diagnoses through financial or statistical modeling, assesses appropriate alternatives, and offers conclusions to Project Manager
- This position performs analyses and makes diagnoses, as well as defines symptoms and problems

- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Advisory Mid Professional III	Minimum of 4 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Proficiency in analysis and defining business needs, health information technology advisory expertise, applying methodologies, support of program management, exposure to client issues, and development of Health IT project deliverables
- Provides assistance on completing work plan activities, obtaining, and analyzing relevant data and reports for presentations and client meetings
- Supports the implementation of business solutions, process improvement diagnoses, process modeling and documentation as it relates to health information technology
- Provides analytical and program support
- Completes assigned engagement tasks within the project scope and budget, while meeting deliverable requirements with no oversight
- Serves as a key analytical resource on engagement team
- Assumes responsibility for conducting relevant research, distilling data, and creating reports
- Actively engages consulting tools and methodologies to meet project objectives and complete program management activities
- Maintains responsibility for quality assurance practices and fostering completion and accuracy of system documentation
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Advisory Mid Professional II	Minimum of 3 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Proficiency in analysis and defining business needs, health information technology advisory expertise, applying methodologies, support of program management, exposure to client issues, and development of Health IT project deliverables
- Provides assistance on completing work plan activities, obtaining, and analyzing relevant data and reports for presentations and client meetings
- Supports the implementation of business solutions, process improvement diagnoses, process modeling and documentation as it relates to health information technology
- Provides analytical and program support
- Completes assigned engagement tasks within the project scope and budget, while meeting deliverable requirements with little oversight
- Serves as an analytical resource on engagement team
- Assists with conducting relevant research, distilling data, and creating reports
- Actively engages consulting tools and methodologies to meet project objectives and complete program management activities
- Maintains responsibility for quality assurance practices and fostering completion and accuracy of system documentation
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Advisory Mid Professional I	Minimum of 2 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Proficiency in analysis and defining business needs, health information technology advisory expertise, applying methodologies, support of program management, exposure to client issues, and development of Health IT project deliverables
- Provides assistance on completing work plan activities, obtaining, and analyzing relevant data and reports for presentations and client meetings

- Supports the implementation of business solutions, process improvement diagnoses, process modeling and documentation as it relates to health information technology
- Provides analytical and program support
- Completes assigned engagement tasks within the project scope and budget, while meeting deliverable requirements
- Serves as an analytical resource on engagement team
- Assists with conducting relevant research, distilling data, and creating reports
- Actively engages consulting tools and methodologies to meet project objectives and complete program management activities
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Advisory Jr Professional III	Minimum of 2 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in performing technical and non-technical analyses on Health IT project issues and helps to ensure technical implementations follow quality assurance metrics, Health IT advisory expertise, has programming experience in one or more languages, and is versed in system testing
- Other experience includes data warehousing, information systems design, financial modeling, and business process improvement documentation
- Assesses available tools to support health information technology operations
- Serves as an information technology resource on engagement team
- Analyzes data and systems architecture, creates designs, and implements information systems solutions
- Assesses available tools to support health information technology operations
- Assists project team in meeting program objectives timely and effectively
- Assumes responsibility for process documentation and technical soundness
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Advisory Jr Professional II	Minimum of 1 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in performing technical and non-technical analyses on Health IT project issues and helps to ensure technical implementations follow quality assurance metrics, Health IT advisory expertise, has programming experience in one or more languages, and is versed in system testing
- Other experience includes data warehousing, information systems design, financial modeling, and business process improvement documentation
- Assesses available tools to support health information technology operations
- Serves as an information technology resource on engagement team
- Analyzes data and systems architecture, creates designs, and implements information systems solutions
- Assesses available tools to support health information technology operations
- Assists project team in meeting program objectives timely and effectively
- Provides assistance for process documentation and technical soundness
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Advisory Jr Professional I	Minimum of 0 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in performing technical and non-technical analyses on Health IT project issues and helps to ensure technical implementations follow quality assurance metrics, Health IT advisory expertise, has programming experience in one or more languages, and is versed in system testing
- Other experience includes data warehousing, information systems design, financial modeling, and business process improvement documentation
- Assesses available tools to support health information technology operations

- Serves as an information technology resource on engagement team
- Assesses available tools to support health information technology operations
- Assists project team in meeting program objectives timely and effectively
- Provides assistance for process documentation and technical soundness
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Implementation Executive III	Minimum of 15 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Executive level management experience, health information technology implementation expertise, direction on client engagements, experience in project definition and systems analysis, creation of competitive strategies, and integration of global technical solutions
- Proficient in project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing
- Identifies themes capable of being developed into new IT strategy methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives
- Leads information technology project planning including the delivery of the vision and mission, work plans, staffing, and financials
- Serves as a health information technology implementations advisor to the client
- Assumes responsibility for client communications related to communicating technical concerns
- Is the contractor's liaison and point of contact with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for formulating and implementing work standards, creating strategic project objectives, and managing client issues and feedback
- Coordinates all parties to complete tasks and reviews information technology solutions for completeness and adherence to customer requirements
- Assumes accountability for supervising designated resources and enforcing quality control practices for each project
- Maintains responsibility for project reviews and overall contract progress and performance
- Leads teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Implementation Executive II	Minimum of 13 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Executive level management experience, health information technology implementation expertise, direction on client engagements, experience in project definition and systems analysis, creation of competitive strategies, and integration of global technical solutions
- Proficient in project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing
- Identifies themes capable of being developed into new IT strategy methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives
- Leads information technology project planning including the delivery of the vision and mission, work plans, staffing, and financials
- Serves as a health information technology implementations advisor to the client
- Assumes responsibility for client communications related to communicating technical concerns
- Is the contractor's point of contact with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for formulating and implementing work standards, creating strategic project objectives, and managing client issues and feedback
- Coordinates all parties to complete tasks and reviews information technology solutions for completeness and adherence to customer requirements
- Provides assistance with supervising designated resources and enforcing quality control practices for each project
- Maintains responsibility for project reviews and overall contract progress and performance

- Leads teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Implementation Executive I	Minimum of 10 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Executive level management experience, health information technology implementation expertise, direction on client engagements, experience in project definition and systems analysis, creation of competitive strategies, and integration of global technical solutions
- Proficient in project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing
- Assists with identifying themes capable of being developed into new IT strategy methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives
- Leads information technology project planning including the delivery of the vision and mission, work plans, staffing, and financials
- Serves as a health information technology implementations advisor to the client
- Assumes responsibility for client communications related to communicating technical concerns
- Is the contractor's point of contact with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for formulating and implementing work standards, creating strategic project objectives, and managing client issues and feedback
- Coordinates all parties to complete tasks and reviews information technology solutions for completeness and adherence to customer requirements
- Provides assistance with supervising designated resources and enforcing quality control practices for each project
- Assist with project reviews and overall contract progress and performance
- Leads teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Implementation Lead II	Minimum of 13 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Executive level management experience, health information technology implementation expertise, direction on client engagements, experience in project definition and systems analysis, creation of competitive strategies, and integration of global technical solutions
- Proficient in project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing
- Assists with identifying themes capable of being developed into new IT strategy methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives
- Leads information technology project planning including the delivery of the vision and mission, work plans, staffing, and financials
- Serves as a health information technology implementations advisor and subject matter expert to the client and guides day-to-day activities of project teams
- Assumes responsibility for client communications related to communicating technical concerns
- Is the contractor's liaison and point of contact with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for formulating and implementing work standards, creating strategic project objectives, and managing client issues and feedback
- Coordinates all parties to complete tasks and reviews information technology solutions for completeness and adherence to customer requirements
- Assumes accountability for supervising designated resources and enforcing quality control practices for each project
- Assists with project reviews and overall contract progress and performance
- Leads teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Implementation Lead I	Minimum of 10 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Executive level management experience, health information technology implementation expertise, direction on client engagements, experience in project definition and systems analysis, creation of competitive strategies, and integration of global technical solutions
- Proficient in project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing
- Assists with identifying themes capable of being developed into new IT strategy methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives
- Leads information technology project planning including the delivery of the vision and mission, work plans, staffing, and financials
- Serves as a health information technology implementations advisor and subject matter expert to the client and guides helps with day-to-day activities of project teams
- Assumes responsibility for client communications related to communicating technical concerns
- Is the contractor's point of contact with the Contracting Officer's Technical and delegated government representatives
- Formulates and implements work standards, creating strategic project objectives, and managing client issues and feedback
- Coordinates all parties to complete tasks and reviews information technology solutions for completeness and adherence to customer requirements
- Provides assistance with supervising designated resources and enforcing quality control practices for each project
- Assists with project reviews and overall contract progress and performance
- Leads teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Engagement Implementation Leader III	Minimum of 11 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience includes contributing to the engagement's health IT program scope and approach, health information technology implementation expertise, focus on program delivery and technical integration, ability to drive Health IT Strategy and planning changes at the executive levels, oversight of key information technology enablers, and management of project resources
- Health IT experience through secure use and sharing of health information
- Maintains responsibility for managing the program team and daily operations of project development
- Serves as a subject matter expert and advisor to implementation and operations teams, and helps to ensure client comfort and feasibility with designed solution
- Other experience includes communication with client and project managers and management of multiple projects across various industry lines
- Understands the client's risk, business objectives, and quality goals
- Manages Health IT related program activities and is a key point of contact with client executives
- Assumes responsibility for program delivery, oversight of key technical enablers on projects, and identification of needs for new tools
- Conducts regular interaction and communications with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for managing and implementing technical solutions, delegating appropriate resources, and helping to ensure quality assurance principles are met across projects and deliverables
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Engagement Implementation Leader II	Minimum of 9 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience includes contributing to the engagement's health IT program scope and approach, health information technology implementation expertise, focus on program delivery and technical integration, ability to drive Health

IT Strategy and planning changes at the executive levels, oversight of key information technology enablers, and management of project resources
- Health IT experience through secure use and sharing of health information
- Maintains responsibility for managing the program team and daily operations of project development
- Serves as a subject matter expert and advisor to implementation and operations teams and helps to ensure client comfort and feasibility with designed solution
- Other experience includes communication with client and project managers and management of multiple projects across various industry lines
- Understands the client's risk, business objectives, and quality goals
- Manages Health IT related program activities and is a point of contact with client executives
- Responsible for program delivery, oversight of key technical enablers on projects, and identification of needs for new tools
- Communications with the Contracting Officer's Technical and delegated government representatives
- Manages and implements technical solutions, delegating appropriate resources, and helping to ensure quality assurance principles are met across projects and deliverables
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Engagement Implementation Leader I	Minimum of 8 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:
- Experience includes contributing to the engagement's health IT program scope and approach, health information technology implementation expertise, focus on program delivery and technical integration, ability to drive Health IT Strategy and planning changes at the executive levels, oversight of key information technology enablers, and management of project resources
- Health IT experience through secure use and sharing of health information
- Manages the program team and daily operations of project development
- Serves as a subject matter expert and advisor to implementation and operations teams, and helps to ensure client comfort and feasibility with designed solution
- Other experience includes communication with client and project managers and management of multiple projects across various industry lines
- Understands the client's risk, business objectives, and quality goals
- Manages Health IT related program activities
- Responsible for program delivery, oversight of key technical enablers on projects, and identification of needs for new tools
- Communicates with the Contracting Officer's Technical and delegated government representatives
- Manages and implements technical solutions, delegating appropriate resources, and helping to ensure quality assurance principles are met across projects and deliverables
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Implementation Architect II	Minimum of 14 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:
- Experience includes contributing to the engagement's health IT program scope and approach, health information technology implementation expertise, focus on program delivery and technical integration, ability to drive Health IT Strategy and planning changes at the executive levels, oversight of key information technology enablers, and management of project resources
- Health IT experience through secure use and sharing of health information
- Maintains responsibility for managing the program team and daily operations of project development
- Serves as a subject matter expert and advisor to implementation and operations teams, and helps to ensure client comfort and feasibility with designed solution
- Other experience includes communication with client and project managers and management of multiple projects across various industry lines
- Understands the client's risk, business objectives, and quality goals
- Manages Health IT related program activities and is a key point of contact with client executives

- Is the subject matter expert for all health IT related tasks and takes ownership and accountability for project workstreams
- Assumes responsibility for program delivery, oversight of key technical enablers on projects, and identification of needs for new tools
- Conducts regular interaction and communications with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for managing and implementing technical solutions, delegating appropriate resources, and helping to ensure quality assurance principles are met across projects and deliverables
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Implementation Architect I	Minimum of 12 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience includes contributing to the engagement's health IT program scope and approach, health information technology implementation expertise, focus on program delivery and technical integration, ability to drive Health IT Strategy and planning changes at the executive levels, oversight of key information technology enablers, and management of project resources
- Health IT experience through secure use and sharing of health information
- Maintains responsibility for managing the program team and daily operations of project development
- Serves as a subject matter expert and advisor to implementation and operations teams, and helps to ensure client comfort and feasibility with designed solution
- Other experience includes communication with client and project managers and management of multiple projects across various industry lines
- Understands the client's risk, business objectives, and quality goals
- Manages Health IT related program activities and is a point of contact with client executives
- Is the subject matter expert for all health IT related tasks and takes ownership and accountability for project workstreams
- Assumes responsibility for program delivery, oversight of key technical enablers on projects, and identification of needs for new tools
- Communicates with the Contracting Officer's Technical and delegated government representatives
- Assists with managing and implementing technical solutions, delegating appropriate resources, and helping to ensure quality assurance principles are met across projects and deliverables
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Implementation Project Lead III	Minimum of 8 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience includes management and direction Health IT systems implementation, or extensive knowledge of and experience with Health IT systems development and implementations
- Development of engagement work plans, deployment of program criterion, and related activities
- 8+ years' experience working with a managed care organization, health insurer, or consultant in a network management/contract management role, such as contracting, provider services
- Responsible for managing various sized technical health related projects and initiatives impacting multiple entities within the IT Health System
- Devises or modifies procedures to solve complex problems, provides guidance and experience on technical solution implementation, engages resources and/or serves as a team leader, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business needs
- Other experience includes implementing business process reengineering, developing financial models, orchestrating change management principles, and conducting performance measurements
- Serves in the role of project team leader over assigned support areas, often filling the position of project team lead and instructing, directing, and monitoring the work of other Health IT staff or serves in a role of an experienced technical expert
- Conducts analysis of work plan completeness, prepares status reports, and supports quality control practices
- Performs analyses of client issues, assesses appropriate alternatives to be implemented, and recommends solutions

- Communicates client expectations to project team and escalates appropriate issues to senior level project staff
- Maintains technical knowledge within industry and service line
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Implementation Project Lead II	Minimum of 6 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience includes management and direction Health IT systems implementation, or extensive knowledge of and experience with Health IT systems development and implementations
- Development of engagement work plans, deployment of program criterion, and related activities
- 6+ years' experience working with a managed care organization, health insurer, or consultant in a network management/contract management role, such as contracting, provider services
- Responsible for managing various sized technical health related projects and initiatives impacting multiple entities within the IT Health System
- Devises or modifies procedures to solve complex problems, provides guidance and experience on technical solution implementation, engages resources and/or serves as a team leader, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business needs
- Other experience includes implementing business process reengineering, developing financial models, orchestrating change management principles, and conducting performance measurements
- Serves in the role of project team leader over assigned support areas, often filling the position of project team lead and instructing, directing, and monitoring the work of other Health IT staff or serves in a role of an experienced technical expert
- Conducts analysis of work plan completeness, prepares status reports, and supports quality control practices
- Performs analyses of client issues and recommends solutions to be implemented
- Communicates client expectations to project team
- Maintains technical knowledge within industry and service line
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Implementation Project Lead I	Minimum of 5 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience includes management and direction Health IT systems implementation, or extensive knowledge of and experience with Health IT systems development and implementations
- Development of engagement work plans, deployment of program criterion, and related activities
- 5+ years' experience working with a managed care organization, health insurer, or consultant in a network management/contract management role, such as contracting, provider services
- Responsible for managing various sized technical health related projects and initiatives impacting multiple entities within the IT Health System
- Devises or modifies procedures to solve complex problems, provides experience on technical solution implementation, engages resources, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business needs
- Other experience includes implementing business process reengineering, developing financial models, orchestrating change management principles, and conducting performance measurements
- Serves in the role of project team leader over assigned support areas, and instructing, directing, and monitoring the work of other Health IT staff or serves in a role of an experienced technical expert
- Conducts analysis of work plan completeness, prepares status reports, and supports quality control practices
- Performs analyses of client issues, assesses appropriate alternatives to be implemented
- Maintains technical knowledge within industry and service line
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Implementation Solution Lead II	Minimum of 10 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience includes management and direction Health IT systems implementation, or extensive knowledge of and experience with Health IT systems development and implementations
- Development of engagement work plans, deployment of program criterion, and related activities
- 10+ years' experience working with a managed care organization, health insurer, or consultant in a network management/contract management role, such as contracting, provider services
- Responsible for managing various sized technical health related projects and initiatives impacting multiple entities within the IT Health System
- Devises or modifies procedures to solve complex problems, provides guidance and experience on technical solution implementation, engages resources and/or serves as an information technology subject matter expert and team leader, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business needs
- Other experience includes implementing business process reengineering, developing financial models, orchestrating change management principles, and conducting performance measurements
- Serves in the role of project team leader over assigned support areas, often filling the position of project team lead and instructing, directing, and monitoring the work of other Health IT staff or serves in a role of an experienced technical subject matter expert
- Conducts analysis of work plan completeness, prepares status reports, and supports quality control practices
- Selects the most relevant tools and techniques to meet specific healthy information technology requirements
- Performs analyses of client issues, assesses appropriate alternatives to be implemented, and recommends solutions
- Communicates client expectations to project team, and escalates appropriate issues to senior level project staff
- Maintains technical knowledge within industry and service line
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Implementation Solution Lead I	Minimum of 8 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience includes management and direction Health IT systems implementation, or extensive knowledge of and experience with Health IT systems development and implementations
- Development of engagement work plans, deployment of program criterion, and related activities
- 8+ years' experience working with a managed care organization, health insurer, or consultant in a network management/contract management role, such as contracting, provider services
- Responsible for managing various sized technical health related projects and initiatives impacting multiple entities within the IT Health System
- Modifies procedures to solve complex problems, provides guidance and experience on technical solution implementation, engages resources and/or serves as an information technology subject matter expert and team leader, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business needs
- Other experience includes implementing business process reengineering, developing financial models, orchestrating change management principles, and conducting performance measurements
- Serves in the role of project team leader over assigned support areas and instructing, directing, and monitoring the work of other Health IT staff or serves in a role of an experienced technical subject matter expert
- Conducts analysis of work plan completeness, prepares status reports, and supports quality control practices
- Selects the most relevant tools and techniques to meet specific healthy information technology requirements
- Performs analyses of client issues, assesses appropriate alternatives to be implemented
- Communicates client expectations to project team
- Maintains technical knowledge within industry and service line
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Implementation Sr Professional V	Minimum of 5 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in program management support and familiarity with client issues, health information technology implementation expertise, assistance with design issues, leading client teams, analysis of project data, and development of appropriate deliverables
- This role requires building strong working relationships with all levels of the organization, including executives, management, and line staff in order to coordinate the efforts of Health IT resources
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives
- Demonstrates skills by performing status reports, verifying work plan completeness, and communicating with team members
- Provides senior-level analytical, program, and implementation support, and is focused on providing high performance work
- Contributes to engagement work plan development and often leads less complex engagement tasks to completion within scope and budget
- Serves as a senior-level analytical correspondent within engagement team
- Assumes responsibility for contributing to work plan development, reaching engagement milestones, and may lead specific project tasks
- Applies business modeling, process modeling, and business design techniques
- Applies quality standards to work products as it relates to health information technology
- Conducts analysis of appropriate consulting tools to satisfy program requirements, and creates project deliverables
- Formulates diagnoses through financial or statistical modeling, assesses appropriate alternatives, and offers conclusions to Project Manager
- This position performs analyses and makes diagnoses, as well as defines symptoms and problems, and develops conclusions for implementation
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Implementation Sr Professional IV	Minimum of 4 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in program management support and familiarity with client issues, health information technology implementation expertise, assistance with design issues, leading client teams, analysis of project data, and development of appropriate deliverables
- This role requires building strong working relationships with all levels of the organization, including executives, management, and line staff in order to coordinate the efforts of Health IT resources
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives
- Demonstrates these skills by performing status reports, verifying work plan completeness, and communicating with team members
- Provides senior-level analytical, program, and implementation support, and is focused on providing high performance work
- Contributes to engagement work plan development and assists with less complex engagement tasks to completion within scope and budget
- Serves as a senior-level analytical correspondent within engagement team
- Assumes responsibility for contributing to work plan development, reaching engagement milestones, and may assist with specific project tasks
- Applies business modeling, process modeling, and business design techniques
- Applies quality standards to work products as it relates to health information technology
- Conducts analysis of appropriate consulting tools to satisfy program requirements, and creates project deliverables
- Assists with formulating diagnoses through financial or statistical modeling and assesses appropriate alternatives
- This position performs analyses and makes diagnoses, as well as defines symptoms and problems, and develops conclusions for implementation
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Implementation Sr Professional III	Minimum of 3 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in program management support and familiarity with client issues, health information technology implementation expertise, assistance with design issues, leading client teams, analysis of project data, and development of appropriate deliverables
- This role requires building strong working relationships with all levels of the organization, including executives, management, and line staff in order to coordinate the efforts of Health IT resources
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives
- Demonstrates these skills by performing status reports, verifying work plan completeness, and communicating with team members
- Provides senior-level analytical, program, and implementation support, and is focused on providing high performance work
- Contributes to engagement work plan development and assists with less complex engagement tasks to completion within scope and budget
- Serves as a senior-level analytical correspondent within engagement team
- Contributes to work plan development, reaching engagement milestones, and may assist with specific project tasks
- Applies business modeling, process modeling, and business design techniques
- Applies quality standards to work products as it relates to health information technology
- Conducts analysis of appropriate consulting tools to satisfy program requirements and creates project deliverables
- Assists with formulating diagnoses through financial or statistical modeling and assesses appropriate alternatives
- This position performs analyses and makes diagnoses, as well as defines symptoms and implementation problems
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Implementation Sr Professional II	Minimum of 2 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in program management support and familiarity with client issues, health information technology implementation expertise, assistance with design issues, leading client teams, analysis of project data, and development of appropriate deliverables
- This role requires building strong working relationships with all levels of the organization, including executives, management, and line staff in order to coordinate the efforts of Health IT resources
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives
- Demonstrates these skills by performing status reports, verifying work plan completeness, and communicating with team members
- Provides senior-level analytical, program, and implementation support, and is focused on providing high performance work
- Contributes to engagement work plan development and assists with less complex engagement tasks to completion within scope and budget
- Contributes to work plan development, reaching engagement milestones, and may assist with specific project tasks
- Applies business modeling, process modeling, and business design techniques
- Applies quality standards to work products as it relates to health information technology
- Conducts analysis of appropriate consulting tools to satisfy program requirements and creates project deliverables
- Assists with formulating diagnoses through financial or statistical modeling and assesses appropriate alternatives
- This position performs analyses and makes diagnoses, as well as defines symptoms and implementation problems
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Implementation Sr Professional I	Minimum of 1 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in program management support and familiarity with client issues, health information technology implementation expertise, assistance with design issues, leading client teams, analysis of project data, and development of appropriate deliverables
- This role requires building strong working relationships with all levels of the organization, including executives, management, and line staff in order to coordinate the efforts of Health IT resources
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives
- Demonstrates these skills by performing status reports, verifying work plan completeness, and communicating with team members
- Provides senior-level analytical, program, and implementation support, and is focused on providing high performance work
- Contributes to engagement work plan development and assists with engagement tasks to completion within scope and budget
- Contributes to work plan development, reaching engagement milestones
- Applies business modeling, process modeling, and business design techniques
- Applies quality standards to work products as it relates to health information technology
- Conducts analysis of appropriate consulting tools to satisfy program requirements, and creates project deliverables
- Assists with formulating diagnoses through financial or statistical modeling
- This position performs analyses and makes diagnoses, as well as defines symptoms and implementation problems
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Implementation Mid Professional V	Minimum of 3 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Proficiency in analysis and defining business needs, information technology implementation expertise, applying methodologies, support of program management, exposure to client issues, and development of project deliverables Health IT
- Provides assistance on completing work plan activities, analyzes relevant data and information, and institutes and supports business solutions
- Provides analytical and program implementation support
- Completes assigned engagement tasks within the project scope and budget, while meeting deliverable requirements
- Serves as a key analytical resource on engagement team
- Assumes responsibility for conducting relevant research, distilling data, and creating reports
- Actively engages consulting tools and methodologies to meet project objectives and complete and program management activities
- Maintains responsibility for quality assurance practices and fostering completion and accuracy of system documentation
- Implements health information technology solutions and methodologies without oversight
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Implementation Mid Professional IV	Minimum of 2 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Proficiency in analysis and defining business needs, information technology implementation expertise, applying methodologies, support of program management, exposure to client issues, and development of project deliverables Health IT
- Provides assistance on completing work plan activities, analyzes relevant data and information, and institutes and supports business solutions
- Provides analytical and program implementation support
- Completes assigned engagement tasks within the project scope and budget, while meeting deliverable requirements
- Serves as an analytical resource on engagement team
- Conducts relevant research, distilling data, and creating reports

- Actively engages consulting tools and methodologies to meet project objectives and complete and program management activities
- Maintains responsibility for quality assurance practices and fostering completion and accuracy of system documentation
- Implements health information technology solutions and methodologies without oversight
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Implementation Mid Professional III	Minimum of 1 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Proficiency in analysis and defining business needs, information technology implementation expertise, applying methodologies, support of program management, exposure to client issues, and development of project deliverables Health IT
- Provides assistance on completing work plan activities, analyzes relevant data and information, and institutes and supports business solutions
- Provides analytical and program implementation support
- Completes assigned engagement tasks within the project scope and budget, while meeting deliverable requirements
- Conducts relevant research, distilling data, and assists with creating reports
- Actively engages consulting tools and methodologies to meet project objectives and complete and program management activities
- Provides assistance for quality assurance practices and fostering completion and accuracy of system documentation
- Implements health information technology solutions and methodologies without oversight
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Implementation Mid Professional II	Minimum of 2 years of information technology or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

Skills & Expertise:

- Proficiency in analysis and defining business needs, information technology implementation expertise, applying methodologies, support of program management, exposure to client issues, and development of project deliverables Health IT
- Provides assistance on completing work plan activities, analyzes relevant data and information, and institutes and supports business solutions
- Provides analytical and program implementation support
- Assists with the completion of engagement tasks within the project scope and budget, while meeting deliverable requirements
- Conducts relevant research, distilling data, and assists with creating reports
- Actively engages consulting tools and methodologies to meet project objectives and complete and program management activities
- Provides assistance for quality assurance practices and fostering completion and accuracy of system documentation
- Implements health information technology solutions and methodologies without oversight
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Implementation Mid Professional I	Minimum of 1 years of information technology or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

Skills & Expertise:

- Proficiency in analysis and defining business needs, information technology implementation expertise, applying methodologies, support of program management, exposure to client issues, and development of project deliverables Health IT
- Provides assistance on completing work plan activities, analyzes relevant data and information, and institutes and supports business solutions

- Provides analytical and program implementation support
- Assists with the completion of engagement tasks within the project scope and budget, while meeting deliverable requirements
- Actively engages consulting tools and methodologies to meet project objectives and complete and program management activities
- Implements health information technology solutions and methodologies without oversight
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Implementation Jr Professional V	Minimum of 2 years of information technology or directly relevant industry experience	Minimum Bachelor's or equivalent in a related field

Skills & Expertise:

- Experience in performing technical and non-technical analyses on Health IT project issues and helps to ensure technical implementations follow quality assurance metrics, health IT implementation expertise, has programming experience in one or more languages, and is versed in system testing
- Providing expertise in, but not limited to, configuration management, knowledge management, business analysis, and technical analysis
- Other experience includes data warehousing, information systems design, financial modeling, and business process improvement documentation
- Serves as an information technology resource on engagement team
- Analyzes data and systems architecture, creates designs, and implements information systems solutions
- Assists project team in meeting program objectives timely and effectively
- Assumes responsibility for process documentation and technical soundness
- Applies quality standards to work products
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Implementation Jr Professional IV	Minimum of 1 years of information technology or directly relevant industry experience	Minimum Bachelor's or equivalent in a related field

Skills & Expertise:

- Experience in performing technical and non-technical analyses on Health IT project issues and helps to ensure technical implementations follow quality assurance metrics, health IT implementation expertise, has programming experience in one or more languages, and is versed in system testing
- Providing expertise in, but not limited to, configuration management, knowledge management, business analysis, and technical analysis
- Other experience includes data warehousing, information systems design, financial modeling, and business process improvement documentation
- Serves as an information technology resource on engagement team
- Analyzes data and systems architecture, creates designs, and implements information systems solutions
- Assists project team in meeting program objectives timely and effectively
- Provides assistance for process documentation and technical soundness
- Applies quality standards to work products
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Implementation Jr Professional III	Minimum of 0 years of information technology or directly relevant industry experience	Minimum Bachelor's or equivalent in a related field

Skills & Expertise:

- Experience in performing technical and non-technical analyses on Health IT project issues and helps to ensure technical implementations follow quality assurance metrics, health IT implementation expertise, has programming experience in one or more languages, and is versed in system testing
- Providing expertise in, but not limited to, configuration management, knowledge management, business analysis, and technical analysis
- Other experience includes data warehousing, information systems design, financial modeling, and business process improvement documentation

- Serves as an information technology resource on engagement team
- Assists project team in meeting program objectives timely and effectively
- Provides assistance for process documentation and technical soundness
- Applies quality standards to work products
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Implementation Jr Professional II	Minimum of 2 years of information technology or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

Skills & Expertise:

- Experience in performing technical and non-technical analyses on Health IT project issues and helps to ensure technical implementations follow quality assurance metrics, health IT implementation expertise, has programming experience in one or more languages, and is versed in system testing
- Providing expertise in, but not limited to, configuration management, knowledge management, business analysis, and technical analysis
- Other experience includes data warehousing, information systems design, financial modeling, and business process improvement documentation
- Serves as an information technology resource on engagement team
- Assists project team in meeting program objectives timely and effectively
- Applies quality standards to work products
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Implementation Jr Professional I	Minimum of 1 years of information technology or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

Skills & Expertise:

- Experience in performing technical and non-technical analyses on Health IT project issues and helps to ensure technical implementations follow quality assurance metrics, health IT implementation expertise
- Providing expertise in, but not limited to, configuration management, knowledge management, business analysis, and technical analysis
- Other experience includes data warehousing, information systems design, financial modeling, and business process improvement documentation
- Serves as an information technology resource on engagement team
- Assists project team in meeting program objectives timely and effectively
- Applies quality standards to work products
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Implementation Jr Staff IV	Minimum of 0 years of information technology or directly relevant industry experience	Minimum Bachelor's or equivalent in a related field

Skills & Expertise:

- Experience in performing technical and non-technical analyses on Health IT project issues and helps to ensure technical implementations follow quality assurance metrics, health IT implementation expertise, has programming experience in one or more languages, and is versed in system testing
- Serves as an information technology resource on engagement team
- Analyzes data and systems architecture, creates designs, and implements information systems solutions
- Assists project team in meeting program objectives timely and effectively
- Responsible for process documentation and technical soundness
- Applies quality standards to work products
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Implementation Jr Staff III	Minimum of 3 years of information technology or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

Skills & Expertise:

- Experience performing technical and non-technical analyses on Health IT project issues and helps to ensure technical implementations follow quality assurance metrics, health IT implementation expertise, has programming experience in one or more languages, and is versed in system testing
- Serves as an information technology resource on engagement team
- Analyzes data and systems architecture, creates designs, and implements information systems solutions
- Assists project team in meeting program objectives timely and effectively
- Applies quality standards to work products
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Implementation Jr Staff II	Minimum of 2 years of information technology or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

Skills & Expertise:

- Experience in performing technical and non-technical analyses on Health IT project issues and helps to ensure technical implementations follow quality assurance metrics, health IT implementation expertise, has programming experience in one or more languages, and is versed in system testing
- Serves as an information technology resource on engagement team
- Assists with analyzing data and systems architecture, creates designs, and implements information systems solutions
- Assists project team in meeting program objectives timely and effectively
- Applies quality standards to work products
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Implementation Jr Staff I	Minimum of 1 years of information technology or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

Skills & Expertise:

- Experience in performing technical and non-technical analyses on Health IT project issues and helps to ensure technical implementations follow quality assurance metrics, health IT implementation expertise, has programming experience in one or more languages, and is versed in system testing
- Serves as an information technology resource on engagement team
- Assists with analyzing data and systems architecture, creates designs, and implements information systems solutions
- Applies quality standards to work products
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Operations Executive II	Minimum of 13 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Supports Health IT management across executive level management and direction on client engagements and operations, experience in project definition and systems analysis, creation of competitive strategies, and integration of global technical solutions
- Proficient in project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing
- Identifies themes capable of being developed into new IT strategy methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives
- Experienced in providing medical thought leadership for clinical information systems
- Other experience includes coordinating multiple projects and teams, and assisting clients in achieving desired program results
- Serves as a health information technology operations advisor to the client

- Assumes responsibility for client communications related to communicating technical concerns
- Is the contractor's point of contact with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for formulating work standards, creating strategic project objectives, and managing client issues and feedback
- Assumes accountability for supervising designated resources and enforcing quality control practices for each project
- Maintains responsibility for project reviews and overall contract progress and performance
- Manages senior-most client relationships and guides senior client leaders through program change
- Leads teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Operations Executive I	Minimum of 10 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Supports Health IT management across executive level management and direction on client engagements and operations, experience in project definition and systems analysis, creation of competitive strategies, and integration of global technical solutions
- Proficient in project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing
- Assists with identifying themes capable of being developed into new IT strategy methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives
- Experienced in providing medical thought leadership for clinical information systems
- Other experience includes coordinating single projects and teams, and assisting clients in achieving desired program results
- Serves as a health information technology operations advisor to the client
- Assumes responsibility for client communications related to communicating technical concerns
- Is the contractor's point of contact with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for formulating work standards, creating strategic project objectives, and managing client issues and feedback
- Assumes accountability for Supervises designated resources and enforcing quality control practices for each project
- Assist with project reviews and overall contract progress and performance
- Manages senior-most client relationships and guides senior client leaders through program changes
- Leads teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Operations Leader III	Minimum of 11 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Engagement experience in program scope and approach, health information technology operations expertise, focus on program delivery and technical integration, ability to drive Health IT Strategy and planning changes at the executive levels, oversight of key information technology enablers, and management of project resources
- Health IT experience through secure use and sharing of health information
- Maintains responsibility for managing the program team and daily operations of project development or serves in a role as a highly experienced Technical expert, and helps to ensure client comfort and feasibility with designed solution
- Other experience includes communication with client and project managers and management of multiple projects across various industry lines
- Understands the client's risk, business objectives, and quality goals
- Manages high complexity Health IT related program operations and is a key point of contact with client executives
- Assumes responsibility for program delivery, oversight of key technical enablers on projects, and identification of needs for new tools

- Conducts regular interaction and communications with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for managing technical solutions, delegating appropriate resources, and helping to ensure quality assurance principles are met across project operations and deliverables
- Facilitates client management teams through change processes and delivers presentations and leads client meetings
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Operations Leader II	Minimum of 9 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Engagement experience in program scope and approach, health information technology operations expertise, focus on program delivery and technical integration, ability to drive Health IT Strategy and planning changes at the executive levels, oversight of key information technology enablers, and management of project resources
- Health IT experience through secure use and sharing of health information
- Manages the program team and daily operations of project development or serves in a role as a highly experienced technical expert, and helps to ensure client comfort and feasibility with designed solution
- Other experience includes communication with client and project managers and management of multiple projects across various industry lines
- Understands the client's risk, business objectives, and quality goals
- Manages medium complexity Health IT related program operations and is a point of contact with client executives
- Responsible for program delivery, oversight of key technical enablers on projects, and identification of needs for new tools
- Communicates with the Contracting Officer's Technical and delegated government representatives
- Manages technical solutions, delegating appropriate resources, and helping to ensure quality assurance principles are met across project operations and deliverables
- Assists with client management teams through change processes and delivers presentations and leads client meetings
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Operations Leader I	Minimum of 8 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Engagement experience in program scope and approach, health information technology operations expertise, focus on program delivery and technical integration, ability to drive Health IT Strategy and planning changes at the executive levels, oversight of key information technology enablers, and management of project resources
- Health IT experience through secure use and sharing of health information
- Manages the program team and daily operations of project development or serves in a role as a highly experienced Technical expert, and helps to ensure client comfort and feasibility with designed solution
- Other experience includes communication with client and project managers and management of projects across various industry lines
- Understands the client's risk, business objectives, and quality goals
- Manages low complexity Health IT related program operations
- Responsible for program delivery, oversight of key technical enablers on projects, and identification of needs for new tools
- Communicates with the Contracting Officer's Technical and delegated government representatives
- Provides assistance with managing technical solutions, delegating appropriate resources, and helping to ensure quality assurance principles are met across project operations and deliverables
- Assists with client management teams through change processes
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Operations Lead IV	Minimum of 8 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in operations management and direction on Health IT projects, or extensive knowledge of and experience with Health IT systems development, implementation, operations, and maintenance
- Development of engagement work plans, deployment of program criterion, and related activities
- 8+ years' experience working with a managed care organization, health insurer, or consultant in a network management/contract management role, such as contracting, provider services
- Responsible for managing various sized technical health related projects and initiatives impacting multiple entities within the IT Health System
- Devises or modifies procedures to solve complex problems, provides guidance and experience on technical solution implementation, engages resources and/or serves as a team leader, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business needs
- Other experience includes implementing business process reengineering, developing financial models, orchestrating change management principles, and conducting performance measurements
- Serves in the role of project team leader over assigned support areas, often filling the position of project team lead and instructing, directing, and monitoring the work of other Health IT staff or serves in a role of an experienced technical expert
- Conducts analysis of work plan completeness, prepares status reports, and supports quality control practices
- Performs analyses of client issues, assesses appropriate alternatives, and recommends solutions
- Communicates client expectations to project team, and escalates appropriate issues to senior level project staff
- Maintains technical knowledge within industry and service line operations
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Operations Lead III	Minimum of 6 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in operations management and direction on Health IT projects, or extensive knowledge of and experience with Health IT systems development, implementation, operations, and maintenance
- Development of engagement work plans, deployment of program criterion, and related activities
- 6+ years' experience working with a managed care organization, health insurer, or consultant in a network management/contract management role, such as contracting, provider services
- Responsible for managing various sized technical health related projects and initiatives impacting multiple entities within the IT Health System
- Devises or modifies procedures to solve complex problems, provides guidance and experience on technical solution implementation, engages resources and/or serves as a team leader, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business needs
- Other experience includes implementing business process reengineering, developing financial models, orchestrating change management principles, and conducting performance measurements
- Serves in the role of project team leader over assigned support areas, often filling the position of project team lead and instructing, directing, and monitoring the work of other Health IT staff or serves in a role of an experienced technical expert
- Conducts analysis of work plan completeness, prepares status reports, and supports quality control practices
- Performs analyses of client issues and recommends solutions
- Communicates client expectations to project team
- Maintains technical knowledge within industry and service line operations
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Operations Lead II	Minimum of 5 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in operations management and direction on Health IT projects, or extensive knowledge of and experience with Health IT systems development, implementation, operations, and maintenance

- Development of engagement work plans, deployment of program criterion, and related activities
- 5+ years' experience working with a managed care organization, health insurer, or consultant in a network management/contract management role, such as contracting, provider services
- Responsible for managing various sized technical health related projects and initiatives impacting multiple entities within the IT Health System
- Devises or modifies procedures to solve complex problems, provides experience on technical solution implementation, engages resources, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business needs
- Other experience includes implementing business process reengineering, developing financial models, orchestrating change management principles, and conducting performance measurements
- Serves in the role of project team leader over assigned support areas, and instructing, directing, and monitoring the work of other Health IT staff or serves in a role of an experienced technical expert
- Conducts analysis of work plan completeness, prepares status reports, and supports quality control practices
- Performs analyses of client issues and recommends solutions
- Maintains technical knowledge within industry and service line operations
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Operations Lead I	Minimum of 4 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in operations management and direction on Health IT projects, or extensive knowledge of and experience with Health IT systems development, implementation, operations, and maintenance
- Development of engagement work plans, deployment of program criterion, and related activities
- 4+ years' experience working with a managed care organization, health insurer, or consultant in a network management/contract management role, such as contracting, provider services
- Responsible for managing various sized technical health related projects and initiatives impacting multiple entities within the IT Health System
- Devises or modifies procedures to solve complex problems, provides experience on technical solution implementation, engages resources, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business needs
- Other experience includes implementing business process reengineering, developing financial models, orchestrating change management principles, and conducting performance measurements
- Serves in the role of project team leader over assigned support areas, and instructing, directing, and monitoring the work of other Health IT staff or serves in a role of an experienced technical experts
- Conducts analysis of work plan completeness, prepares status reports, and supports quality control practices
- Performs analyses of client issues
- Maintains technical knowledge within industry and service line operations
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Operations Sr Professional V	Minimum of 5 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in management support, health information technology operations expertise, and familiarity with client issues, assistance with design issues, leading client teams, analysis of project data, and development of appropriate deliverables, as well as experience in the firm's health technology focused consulting offerings: enterprise health technology strategy development, future scenario analysis, policy analysis, and health technology strategy and design
- This role requires building strong working relationships with all levels of the organization, including executives, management, and line staff in order to coordinate the efforts of Health IT resources
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives
- Demonstrates these skills by performing status reports, verifying work plan completeness, and communicating with team members

- Provides senior-level analytical, program, and operational support, and is focused on providing high performance work
- Contributes to engagement work plan development and often leads less complex engagement tasks to completion within scope and budget
- Serves as a senior-level analytical correspondent within engagement team
- Assumes responsibility for contributing to work plan development, reaching engagement milestones, and may lead specific project tasks
- Applies business modeling, process modeling, and business design techniques
- Conducts analysis of appropriate consulting tools to satisfy program requirements, and creates project deliverables
- Formulates diagnoses through financial or statistical modeling, assesses appropriate alternatives, and offers conclusions to Project Manager
- This position performs analyses and makes diagnoses, as well as defines symptoms and problems, and develops conclusions
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Operations Sr Professional IV	Minimum of 4 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in program management support, health information technology operations expertise, and familiarity with client issues, assistance with design issues, leading client teams, analysis of project data, and development of appropriate deliverables, as well as experience in the firm's health technology focused consulting offerings: enterprise health technology strategy development, future scenario analysis, policy analysis, and health technology strategy and design
- This role requires building strong working relationships with all levels of the organization, including executives, management, and line staff in order to coordinate the efforts of Health IT resources
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives
- Demonstrates these skills by performing status reports, verifying work plan completeness, and communicating with team members
- Provides senior-level analytical, program, and operational support, and is focused on providing high performance work
- Contributes to engagement work plan development and assists with less complex engagement tasks to completion within scope and budget
- Serves as a senior-level analytical correspondent within engagement team
- Assumes responsibility for contributing to work plan development, reaching engagement milestones, and may assist with specific project tasks
- Applies business modeling, process modeling, and business design techniques
- Conducts analysis of appropriate consulting tools to satisfy program requirements, and creates project deliverables
- Assists with formulating diagnoses through financial or statistical modeling and assesses appropriate alternatives
- This position performs analyses and makes diagnoses, as well as defines symptoms and problems, and develops conclusions
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Operations Sr Professional III	Minimum of 3 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in management support, health information technology operations expertise, and familiarity with client issues, assistance with design issues, leading client teams, analysis of project data, and development of appropriate deliverables, as well as experience in the firm's health technology focused consulting offerings: enterprise health technology strategy development, future scenario analysis, policy analysis, and health technology strategy and design
- This role requires building strong working relationships with all levels of the organization, including executives, management, and line staff in order to coordinate the efforts of Health IT resources
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives

- Demonstrates these skills by performing status reports, verifying work plan completeness, and communicating with team members
- Provides senior-level analytical, program, and operational support, and is focused on providing high performance work
- Contributes to engagement work plan development and assists with less complex engagement tasks to completion within scope and budget
- Serves as a senior-level analytical correspondent within engagement team
- Contributes to work plan development, reaching engagement milestones, and may assist with specific project tasks
- Applies business modeling, process modeling, and business design techniques
- Conducts analysis of appropriate consulting tools to satisfy program requirements, and creates project deliverables
- Assists with formulating diagnoses through financial or statistical modeling, assesses appropriate alternatives
- This position performs analyses and makes diagnoses, as well as defines symptoms and problems
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Operations Sr Professional II	Minimum of 2 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in program management support, health information technology operations expertise, and familiarity with client issues, assistance with design issues, leading client teams, analysis of project data, and development of appropriate deliverables, as well as experience in the firm's health technology focused consulting offerings: enterprise health technology strategy development, future scenario analysis, policy analysis, and health technology strategy and design
- This role requires building strong working relationships with all levels of the organization, including executives, management, and line staff in order to coordinate the efforts of Health IT resources
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives
- Demonstrates these skills by performing status reports, verifying work plan completeness, and communicating with team members
- Provides senior-level analytical, program, and operational support, and is focused on providing high performance work
- Contributes to engagement work plan development and assists with less complex engagement tasks to completion within scope and budget
- Contributes to work plan development, reaching engagement milestones, and may assist with specific project tasks
- Applies business modeling, process modeling, and business design techniques
- Conducts analysis of appropriate consulting tools to satisfy program requirements, and creates project deliverables
- Assists with formulating diagnoses through financial or statistical modeling and assesses appropriate alternatives
- This position performs analyses and makes diagnoses, as well as defines symptoms and problems
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Operations Sr Professional I	Minimum of 1 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in program management support, health information technology operations expertise, and familiarity with client issues, assistance with design issues, leading client teams, analysis of project data, and development of appropriate deliverables, as well as experience in the firm's health technology focused consulting offerings: enterprise health technology strategy development, future scenario analysis, policy analysis, and health technology strategy and design
- This role requires building strong working relationships with all levels of the organization, including executives, management, and line staff in order to coordinate the efforts of Health IT resources
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives

- Demonstrates these skills by performing status reports, verifying work plan completeness, and communicating with team members
- Provides senior-level analytical, program, and operational support, and is focused on providing high performance work
- Contributes to engagement work plan development and assists with engagement tasks to completion within scope and budget
- Contributes to work plan development, reaching engagement milestones
- Applies business modeling, process modeling, and business design techniques
- Conducts analysis of appropriate consulting tools to satisfy program requirements, and creates project deliverables
- Assists with formulating diagnoses through financial or statistical modeling
- This position performs analyses and makes diagnoses, as well as defines symptoms and problems
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Operations Mid Professional V	Minimum of 3 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Proficiency in analysis and defining business needs, information technology operations expertise, applying methodologies, support of program management, exposure to client issues, and development of project deliverables Health IT
- Experience with data analysis and visualization to provide assistance on completing work plan activities, analyzes relevant data and information, and institutes and supports business solution
- Provides analytical and program operational support
- Completes assigned engagement tasks within the project scope and budget, while meeting deliverable requirements
- Serves as a key analytical resource on engagement team
- Assumes responsibility for conducting relevant research, distilling data, and creating reports
- Actively engages consulting tools and methodologies to meet project objectives and complete program management activities
- Maintains responsibility for quality assurance practices and fostering completion and accuracy of system documentations
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Operations Mid Professional IV	Minimum of 2 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Proficiency in analysis and defining business needs, information technology operations expertise, applying methodologies, support of program management, exposure to client issues, and development of project deliverables Health IT
- Experience with data analysis and visualization to provide assistance on completing work plan activities, analyzes relevant data and information, and institutes and supports business solution
- Provides analytical and program operational support
- Completes assigned engagement tasks within the project scope and budget, while meeting deliverable requirements
- Serves as an analytical resource on engagement team
- Conducts relevant research, distilling data, and creating reports
- Actively engages consulting tools and methodologies to meet project objectives and complete program management activities
- Maintains responsibility for quality assurance practices and fostering completion and accuracy of system documentation
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Operations Mid Professional III	Minimum of 1 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Proficiency in analysis and defining business needs, information technology operations expertise, applying methodologies, support of program management, exposure to client issues, and development of project deliverables Health IT
- Experience with data analysis and visualization to provide assistance on completing work plan activities, analyzes relevant data and information, and institutes and supports business solutions
- Provides analytical and program operational support
- Completes assigned engagement tasks within the project scope and budget, while meeting deliverable requirements
- Conducts relevant research, distilling data, and assists with creating reports
- Actively engages consulting tools and methodologies to meet project objectives and complete program management activities
- Provides assistance for quality assurance practices and fostering completion and accuracy of system documentation
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Operations Mid Professional II	Minimum of 2 years of information technology or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

Skills & Expertise:

- Proficiency in analysis and defining business needs, information technology operations expertise, applying methodologies, support of program management, exposure to client issues, and development of project deliverables Health IT
- Experience with data analysis and visualization to provide assistance on completing work plan activities, analyzes relevant data and information, and institutes and supports business solution
- Provides analytical and program operational support
- Assists with the completion of engagement tasks within the project scope and budget, while meeting deliverable requirements
- Conducts relevant research, distilling data, and assists with creating reports
- Actively engages consulting tools and methodologies to meet project objectives and complete program management activities
- Provides assistance for quality assurance practices and fostering completion and accuracy of system documentation
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Operations Mid Professional I	Minimum of 1 years of information technology or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

Skills & Expertise:

- Proficiency in analysis and defining business needs, information technology operations expertise, applying methodologies, support of program management, exposure to client issues, and development of project deliverables Health IT
- Experience with data analysis and visualization to provide assistance on completing work plan activities, analyzes relevant data and information, and institutes and supports business solution
- Provides analytical and program operational support
- Assists with the completion of engagement tasks within the project scope and budget, while meeting deliverable requirements
- Actively engages consulting tools and methodologies to meet project objectives and complete program management activities
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Operations Jr Professional V	Minimum of 2 years of information technology or directly relevant industry experience	Minimum Bachelor's or equivalent in a related field

Skills & Expertise:

- Experience in performing technical and non-technical analyses on Health IT project issues and helps to ensure technical implementations follow quality assurance metrics, health IT operations expertise, has programming experience in one or more languages, and is versed in system testing
- Specialized experience may include facilitation, advanced analysis, and/or modeling
- Other experience includes data warehousing, information systems design, financial modeling, and business process improvement documentation
- Serves as an information technology resource on engagement team
- Analyzes data and systems architecture, creates designs, and implements information systems solutions
- Assists project team in meeting program objectives timely and effectively
- Assumes responsibility for process documentation and technical soundness
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Operations Jr Professional IV	Minimum of 1 years of information technology or directly relevant industry experience	Minimum Bachelor's or equivalent in a related field

Skills & Expertise:

- Experience in performing technical and non-technical analyses on Health IT project issues and helps to ensure technical implementations follow quality assurance metrics, health IT operations expertise, has programming experience in one or more languages, and is versed in system testing
- Specialized experience may include facilitation, advanced analysis, and/or modeling
- Other experience includes data warehousing, information systems design, financial modeling, and business process improvement documentation
- Serves as an information technology resource on engagement team
- Analyzes data and systems architecture, creates designs, and implements information systems solutions
- Assists project team in meeting program objectives timely and effectively
- Provides assistance for process documentation and technical soundness
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Operations Jr Professional III	Minimum of 0 years of information technology or directly relevant industry experience	Minimum Bachelor's or equivalent in a related field

Skills & Expertise:

- Experience in performing technical and non-technical analyses on Health IT project issues and helps to ensure technical implementations follow quality assurance metrics, health IT operations expertise, has programming experience in one or more languages, and is versed in system testing
- Specialized experience may include facilitation, advanced analysis, and/or modeling
- Other experience includes data warehousing, information systems design, financial modeling, and business process improvement documentation
- Serves as an information technology resource on engagement team
- Assists project team in meeting program objectives timely and effectively
- Provides assistance for process documentation and technical soundness
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Operations Jr Professional II	Minimum of 2 years of information technology or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

Skills & Expertise:

- Experience in performing technical and non-technical analyses on Health IT project issues and helps to ensure technical implementations follow quality assurance metrics, health IT operations expertise, has programming experience in one or more languages, and is versed in system testing
- Specialized experience may include facilitation, advanced analysis, and/or modeling
- Other experience includes data warehousing, information systems design, financial modeling, and business process improvement documentation
- Serves as an information technology resource on engagement team
- Assists project team in meeting program objectives timely and effectively
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Operations Jr Professional I	Minimum of 1 years of information technology or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

Skills & Expertise:

- Experience in performing technical and non-technical analyses on Health IT project issues and helps to ensure technical implementations follow quality assurance metrics, health IT operations expertise
- Specialized experience may include facilitation, advanced analysis, and/or modeling
- Other experience includes data warehousing, information systems design, financial modeling, and business process improvement documentation
- Serves as an information technology resource on engagement team
- Assists project team in meeting program objectives timely and effectively
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Operations Jr Staff IV	Minimum of 0 years of information technology or directly relevant industry experience	Minimum Bachelor's or equivalent in a related field

Skills & Expertise:

- Experience in performing technical and non-technical analyses on Health IT project issues and helps to ensure technical implementations follow quality assurance metrics, health IT operations expertise, has programming experience in one or more languages, and is versed in system testing
- Serves as an information technology resource on engagement team
- Analyzes data and systems architecture, creates designs, and implements information systems solutions
- Assists project team in meeting program objectives timely and effectively
- Responsible for process documentation and technical soundness
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Operations Jr Staff III	Minimum of 3 years of information technology or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

Skills & Expertise:

- Experience performing technical and non-technical analyses on Health IT project issues and helps to ensure technical implementations follow quality assurance metrics, health IT operations expertise, has programming experience in one or more languages, and is versed in system testing
- Serves as an information technology resource on engagement team
- Analyzes data and systems architecture, creates designs, and implements information systems solutions
- Assists project team in meeting program objectives timely and effectively
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Operations Jr Staff II	Minimum of 2 years of information technology or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

Skills & Expertise:

- Experience in performing technical and non-technical analyses on Health IT project issues and helps to ensure technical implementations follow quality assurance metrics, health IT operations expertise, has programming experience in one or more languages, and is versed in system testing
- Serves as an information technology resource on engagement team
- Assists with analyzing data and systems architecture, creates designs, and implements information systems solutions
- Assists project team in meeting program objectives timely and effectively
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Health IT Operations Jr Staff I	Minimum of 1 years of information technology or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

Skills & Expertise:

- Experience in performing technical and non-technical analyses on Health IT project issues and helps to ensure technical implementations follow quality assurance metrics, health IT operations expertise, has programming experience in one or more languages, and is versed in system testing
- Serves as an information technology resource on engagement team
- Assists with analyzing data and systems architecture, creates designs, and implements information systems solutions
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

INFORMATION TECHNOLOGY PROFESSIONAL SERVICES

Applicable to SINs: 54151S, 54151S(STLOC), 54151S(RC)

Deloitte's SIN 54151S rate card is comprised of three service lines [(1) Advisory, (2) Implementation and (3) Operations] each with specific IT Professional Services labor categories and ceiling prices.

LABOR CATEGORY	YEARS OF EXPERIENCE	EDUCATION
Technology Advisory Executive III	Minimum of 15 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Executive level management experience, information technology advisory expertise, and experience in directing client engagements
- Experience in project definition and systems analysis, and integration of global technical solutions
- Proficient in advising on project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing
- Identifies themes capable of being developed into a new IT strategy methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives
- Coordinates and advises executive-level clients on information technology problem definition and solution design in order to achieve the desired program results
- Serves as an information technology advisor to the client
- Assumes responsibility for client communications relating to technical concerns
- Is the contractor's liaison and point of contact with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for supervising designated resources and enforcing quality control practices for each project
- Maintains responsibility for project reviews and overall contract progress and performance

- Leads teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Advisory Executive II	Minimum of 13 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Executive level management experience, information technology advisory expertise, and experience in directing client engagements
- Experience in project definition and systems analysis, and integration of global technical solutions
- Proficient in advising on project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing
- Identifies themes capable of being developed into new IT strategy methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives
- Coordinates and advises executive-level clients on information technology problem definition and solution design in order to achieve the desired program results
- Serves as an information technology advisor to the client
- Assumes responsibility for client communications relating to technical concerns
- Is the contractor's point of contact with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for formulating work standards, creating strategic project objectives, and managing client issues and feedback
- Provides assistance with supervising designated resources and enforcing quality control practices for each project
- Maintains responsibility for project reviews and overall contract progress and performance
- Leads teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Advisory Executive I	Minimum of 10 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Executive level management experience, information technology advisory expertise, and experience in directing client engagements
- Experience in project definition and systems analysis, and integration of global technical solutions
- Proficient in advising and assisting on project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing
- Assists with identifying themes capable of being developed into new IT strategy methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives
- Advises executive-level clients on information technology problem definition and solution design in order to achieve the desired program results
- Serves as an information technology advisor to the client
- Assumes responsibility for client communications relating to technical concerns
- Is the contractor's point of contact with the Contracting Officer's Technical and delegated government representatives
- Assists with formulating work standards, creating strategic project objectives, and assisting with client issues and feedback
- Assists with supervising designated resources and enforcing quality control practices for each project
- Provides assistance with project reviews and overall contract progress and performance
- Leads teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Advisory Lead III	Minimum of 15 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Executive level management experience, information technology advisory expertise, and experience in directing client engagements
- Experience in project definition and systems analysis, and integration of global technical solutions

- Proficient in advising on project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing
- Identifies themes capable of being developed into a new IT strategy methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives
- Coordinates and advises executive-level clients on information technology problem definition and solution design in order to achieve the desired program results
- Serves as an information technology advisor and subject matter expert to the client and guides day-to-day activities of project teams
- Assists in the responsibility for client communications relating to technical concerns
- Is the contractor's liaison and point of contact with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for formulating work standards, creating strategic project objectives, and managing client issues and feedback
- Assumes accountability for supervising designated resources and enforcing quality control practices for each project
- Maintains responsibility for project reviews and overall contract progress and performance
- Leads teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Advisory Lead II	Minimum of 13 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Executive level management experience, information technology advisory expertise, and experience in directing client engagements
- Experience in project definition and systems analysis, and integration of global technical solutions
- Proficient in advising on project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing
- Identifies themes capable of being developed into new IT strategy methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives
- Coordinates and advises executive-level clients on information technology problem definition and solution design in order to achieve the desired program results
- Serves as an information technology advisor and subject matter expert to the client and guides day-to-day activities of project teams
- Assists in the responsibility for client communications relating to technical concerns
- Is the contractor's point of contact with the Contracting Officer's Technical and delegated government representatives
- Formulates work standards, creating strategic project objectives, and managing client issues and feedback
- Assumes accountability for supervising designated resources and enforcing quality control practices for each project
- Assists with project reviews and overall contract progress and performance
- Leads teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Advisory Lead I	Minimum of 10 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Executive level management experience, information technology advisory expertise, and experience in directing client engagements
- Experience in project definition and systems analysis, and integration of global technical solutions
- Proficient in advising on project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing
- Identifies themes capable of being developed into new IT strategy methodology, and helps to ensure overall soundness of analytical approach
- Advises executive-level clients on information technology problem definition and solution design in order to achieve the desired program results

- Serves as an information technology advisor and subject matter expert to the client and helps with day-to-day activities of project teams
- Assists in the responsibility for client communications relating to technical concerns
- Is the contractor's point of contact with the Contracting Officer's Technical and delegated government representatives
- Formulates work standards, creating strategic project objectives, and managing client issues and feedback
- Provides assistance with supervising designated resources and enforcing quality control practices for each project
- Assists with project reviews and overall contract progress and performance
- Leads teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Advisory Engagement Leader III	Minimum of 11 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Engagement experience in large program scope and approach, information technology advisory experience
- Focuses on program delivery and technical integration, ability to drive IT Strategy and planning changes at the executive levels, oversight of key information technology enablers, and management of project resources
- Maintains responsibility for managing and advising the program team and daily operations of project development or serves in a role as a highly experienced technical expert, and helps to ensure client comfort and feasibility with designed solution
- Provides guidance and direction on a day-to-day basis for the implementation of all Information Technology efforts
- Communicates with client and project managers and management of multiple projects across various industry lines
- Understands the client's risk, business objectives, and quality goals
- Manages and advises program activities and is a key point of contact with client executives
- Assumes responsibility for program delivery and oversight of key technical enablers on projects and identification of needs for new tools
- Conducts regular interaction and communications with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for managing technical solutions, delegating appropriate resources, and helping to ensure quality assurance principles are met across projects and deliverables
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Advisory Engagement Leader II	Minimum of 9 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Engagement experience in medium sized program scope and approach, information technology advisory experience
- Focuses on program delivery and technical integration, ability to drive IT Strategy and planning changes at the executive levels, oversight of key information technology enablers, and management of project resources
- Maintains responsibility for managing and advising the program team and daily operations of project development or serves in a role as a highly experienced technical expert, and helps to ensure client comfort and feasibility with designed solution
- Provides direction on a day-to-day basis for the implementation of all Information Technology efforts
- Communicates with client and project managers and management of multiple projects across various industry lines
- Understands the client's risk, business objectives, and quality goals
- Manages and advises program activities and is a point of contact with client executives
- Responsible for program delivery and oversight of key technical enablers on projects and identification of needs for new tools
- Conducts regular interaction and communications with the Contracting Officer's Technical and delegated government representatives
- Provides assistance with Managing technical solutions, delegating appropriate resources, and helping to ensure quality assurance principles are met across projects and deliverables

- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Advisory Engagement Leader I	Minimum of 8 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Engagement experience in small program scope and approach, information technology advisory experience, focus on program delivery and technical integration, ability to drive IT Strategy and planning changes at the executive levels, oversight of key information technology enablers, and management of project resources
- Manages and advises the program team and daily operations of project development or serves in a role as a highly experienced technical expert, and helps to ensure client comfort and feasibility with designed solution
- Provides assistance on a day-to-day basis for the implementation of all Information Technology efforts
- Other experience includes communication with client and project managers and management of projects across various industry lines
- Understands the client's risk, business objectives, and quality goals
- Manages and advises program activities and is a point of contact with client executives
- Assists with program delivery and oversight of key technical enablers on projects and identification of needs for new tools
- Communicates with the Contracting Officer's Technical and delegated government representatives
- Provides assistance with Managing technical solutions, delegating appropriate resources, and helping to ensure quality assurance principles are met across projects and deliverables
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Solution Architect II	Minimum of 14 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Engagement experience in large program scope and approach, information technology advisory expert experience
- Focuses on program delivery and technical integration, ability to drive IT Strategy and planning changes at the executive levels, oversight of key information technology enablers, and management of project resources
- Maintains responsibility for leading and advising the program team and daily operations of project development or serves in a role as a highly experienced technical subject matter expert, and helps to ensure client comfort and feasibility with designed solution
- Provides guidance and direction on a day-to-day basis for the implementation of all Information Technology efforts
- Other experience includes communication with client and project managers and management of multiple projects across various industry lines
- Understands the client's risk, business objectives, and quality goals
- Leads and advises program activities and is a key point of contact with client executives
- Assumes responsibility for program delivery and oversight of key technical enablers on projects and identification of needs for new tools
- Conducts regular interaction and communications with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for managing technical solutions, delegating appropriate resources, and helping to ensure quality assurance principles are met across projects and deliverables
- Resolves problems and suggests creative solutions for all information technology efforts
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Solution Architect I	Minimum of 12 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Engagement experience in small to medium sized program scope and approach, information technology advisory expert experience

- Focuses on program delivery and technical integration, ability to drive IT Strategy and planning changes at the executive levels, oversight of key information technology enablers, and management of project resources
- Maintains responsibility for advising the program team and daily operations of project development or serves in a role as a highly experienced technical subject matter expert, and helps to ensure client comfort and feasibility with designed solution
- Provides guidance on a day-to-day basis for the implementation of all Information Technology efforts
- Communicates with client and project managers and management of multiple projects across various industry lines
- Understands the client's risk, business objectives, and quality goals
- Leads and advises program activities and is a point of contact with client executives
- Assumes responsibility for program delivery and oversight of key technical enablers on projects and identification of needs for new tools
- Communicates with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for managing technical solutions, delegating appropriate resources, and helping to ensure quality assurance principles are met across projects and deliverables
- Suggests creative solutions for all information technology efforts
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Advisory Project Lead III	Minimum of 8 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Manages and directs on client engagements and advises on enterprise technology strategy development, system development and implementation, development of engagement work plans, deployment of program criterion, and related activities
- Devises or modifies procedures to solve complex problems, provides guidance and experience on technical solution implementation, engages resources and/or serves as a team leader, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business needs
- Implements business process reengineering, developing financial models, orchestrating change management principles, and conducting performance measurements
- Serves in the role of advisory project team leader over assigned support areas, often filling the position of project team lead and instructing, directing, advising, and monitoring the work of other IT staff or serves in a role of an experienced technical expert
- Conducts analysis of work plan completeness, prepares status reports, and supports quality control practices
- Performs analyses of client issues, assesses appropriate alternatives, and recommends solutions
- Communicates client expectations to project team, and escalates issues to senior level project staff as needed
- Communicates recommendation to clients, builds alignment, and manages client relationships
- Maintains technical knowledge within industry and service line
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Advisory Project Lead II	Minimum of 6 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Manages and directs on client engagements and advises on enterprise technology strategy development, system development and implementation, development of engagement work plans, deployment of program criterion, and related activities
- Devises or modifies procedures to solve complex problems, provides guidance and experience on technical solution implementation, engages resources and/or serves as a team leader, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business needs
- Implements business process reengineering, developing financial models, orchestrating change management principles, and conducting performance measurements
- Serves in the role of advisory project team leader over assigned support areas, often filling the position of project team lead and instructing, directing, advising, and monitoring the work of other IT staff or serves in a role of an experienced technical expert
- Conducts analysis of work plan completeness, prepares status reports, and supports quality control practices

- Performs analyses of client issues, assesses appropriate alternatives
- Communicates client expectations to project team
- Communicates recommendation to clients, builds alignment, and manages client relationships
- Maintains technical knowledge within industry and service line
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Advisory Project Lead I	Minimum of 5 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Manages and directs on client engagements and advises on enterprise technology strategy development, system development and implementation, development of engagement work plans, deployment of program criterion, and related activities
- Devises or modifies procedures to solve complex problems, provides experience on technical solution implementation, engages resources, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business needs
- Implements business process reengineering, developing financial models, orchestrating change management principles, and conducting performance measurements
- Serves in the role of advisory project team leader over assigned support areas and instructing, directing, advising, and monitoring the work of other IT staff or serves in a role of an experienced technical expert
- Conducts analysis of work plan completeness, prepares status reports, and supports quality control practices
- Communicates client expectations to project team
- Communicates recommendation to clients, builds alignment, and manages client relationships
- Maintains technical knowledge within industry and service line
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Solution Lead II	Minimum of 10 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Manages and directs on client engagements and advises on enterprise technology strategy development, system development and implementation, development of engagement work plans, deployment of program criterion, and related activities
- Devises or modifies procedures to solve complex problems, provides guidance and experience on technical solution implementation, engages resources and/or serves as an information technology subject matter expert and team leader, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business needs
- Implements business process reengineering, developing financial models, orchestrating change management principles, and conducting performance measurements
- Serves in the role of advisory project team leader over assigned support areas, often filling the position of project team lead and instructing, directing, advising, and monitoring the work of other IT staff or serves in a role of an experienced technical subject matter expert
- Conducts analysis of work plan completeness, prepares status reports, and supports quality control practices
- Performs analyses of client issues, assesses appropriate alternatives, and recommends solutions
- Communicates client expectations to project team, and escalates issues to senior level project staff as needed
- Communicates recommendation to clients, builds alignment, and manages client relationships
- Delivers presentations of information including, but not limited to, new commitments in the status of work products, and problems encountered, and leads client meetings
- Maintains technical knowledge within industry and service line
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Solution Lead I	Minimum of 8 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Manages and directs on client engagements and advises on enterprise technology strategy development, system development and implementation, development of engagement work plans, deployment of program criterion, and related activities
- Modifies procedures to solve complex problems, provides guidance and experience on technical solution implementation, engages resources and/or serves as an information technology subject matter expert and team leader, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business needs
- Implements business process reengineering, developing financial models, orchestrating change management principles, and conducting performance measurements
- Serves in the role of advisory project team leader over assigned support areas, and instructing, directing, advising, and monitoring the work of other IT staff or serves in a role of an experienced technical subject matter expert
- Conducts analysis of work plan completeness, prepares status reports, and supports quality control practices
- Performs analyses of client issues, assesses appropriate alternatives, and recommends solutions
- Communicates client expectations to project team
- Communicates recommendation to clients, builds alignment, and manages client relationships
- Assists with client meetings and presentations including, but not limited to, new commitments in the status of work products, and problems encountered
- Maintains technical knowledge within industry and service line
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Advisory Sr Professional III	Minimum of 6 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Program management support experience, information technology advisory experience, and familiarity with client issues, assistance with design issues, leading and advising client teams, analysis of project data, and development of appropriate deliverables
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives
- Demonstrates skills by performing status reports, verifying work plan completeness, and communicating with team members
- Provides senior-level analytical, program, and advisory support, and is focused on providing high performance work
- Contributes to engagement work plan development and often leads less complex engagement tasks to completion within scope and budget
- Serves as a senior-level analytical correspondent within engagement team
- Assumes responsibility for contributing to work plan development, reaching engagement milestones, and may lead specific project tasks
- Advises on and guiding sub-tasks of an information technology related business and technical needs
- Applies business modeling, process modeling, and business design techniques
- Conducts analysis of appropriate consulting tools to satisfy program requirements, and creates project deliverables
- Formulates diagnoses through financial or statistical modeling, assesses appropriate alternatives, and offers conclusions to Project Manager
- Performs analyses and makes diagnoses, as well as defines symptoms and problems, and develops conclusions
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Advisory Sr Professional II	Minimum of 5 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Program management support experience, information technology advisory experience, and familiarity with client issues, assistance with design issues, leading and advising client teams, analysis of project data, and development of appropriate deliverables

- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives
- Demonstrates these skills by performing status reports, verifying work plan completeness, and communicating with team members
- Provides senior-level analytical, program, and advisory support, and is focused on providing high performance work
- Contributes to engagement work plan development and assists with less complex engagement tasks to completion within scope and budget
- Serves as a senior-level analytical correspondent within engagement team
- Assumes responsibility for contributing to work plan development, reaching engagement milestones, and may lead specific project tasks
- Advises on sub-tasks of an information technology related business and technical needs
- Applies business modeling, process modeling, and business design techniques
- Conducts analysis of appropriate consulting tools to satisfy program requirements, and creates project deliverables
- Assists with Formulating diagnoses through financial or statistical modeling and assesses appropriate alternatives
- Performs analyses and makes diagnoses, as well as defines symptoms and problems, and develops conclusions
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Advisory Sr Professional I	Minimum of 4 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Program management support experience, information technology advisory experience, and familiarity with client issues, assistance with design issues, leading and advising client teams, analysis of project data, and development of appropriate deliverables
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives
- Demonstrates these skills by performing status reports, verifying work plan completeness, and communicating with team members
- Provides senior-level analytical, program, and advisory support, and is focused on providing high performance work
- Contributes to engagement work plan development and assists with less complex engagement tasks to completion within scope and budget
- Serves as a senior-level analytical correspondent within engagement team
- Contributes to work plan development, reaching engagement milestones, and may assist with specific project tasks
- Advises on sub-tasks of an information technology related business and technical needs
- Applies business modeling, process modeling, and business design techniques
- Conducts analysis of appropriate consulting tools to satisfy program requirements, and creates project deliverables
- Assists with Formulating diagnoses through financial or statistical modeling and assesses appropriate alternatives
- Performs analyses and makes diagnoses, as well as defines symptoms and problems
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Advisory Mid Professional III	Minimum of 4 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Proficiency in analysis and defining business needs, information technology advisory expertise, applying methodologies, support of program management, exposure to client issues, and development of project deliverables
- Provides assistance on completing work plan activities, analyzes relevant data and information, and advises, institutes, and supports business solutions
- Provides analytical, advisory, and program support
- Analyzes business requirements impacted by information technology, and defining applicable tools and innovative solutions including technology, methodology, and solution components

- Completes assigned information technology engagement tasks within the project scope and budget with no oversight, while meeting deliverable requirements
- Serves as a key analytical resource on engagement team
- Assumes responsibility for conducting relevant research, distilling data, and creating reports
- Actively engages consulting tools and methodologies to meet project objectives and complete program management activities
- Maintains responsibility for quality assurance practices and fostering completion and accuracy of system documentation
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Advisory Mid Professional II	Minimum of 3 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Proficiency in analysis and defining business needs, information technology advisory expertise, applying methodologies, support of program management, exposure to client issues, and development of project deliverables
- Provides assistance on completing work plan activities, analyzes relevant data and information, and advises, institutes, and supports business solutions
- Provides analytical, advisory, and program support
- Analyzes business requirements impacted by information technology, and defining applicable tools and innovative solutions including technology, methodology, and solution components
- Completes assigned information technology engagement tasks within the project scope and budget with little oversight, while meeting deliverable requirements
- Serves as an analytical resource on engagement team
- Conducts relevant research, distilling data, and creating reports
- Actively engages consulting tools and methodologies to meet project objectives and complete program management activities
- Maintains responsibility for quality assurance practices and fostering completion and accuracy of system documentation
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Advisory Mid Professional I	Minimum of 2 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Proficiency in analysis and defining business needs, information technology advisory expertise, applying methodologies, support of program management, exposure to client issues, and development of project deliverables
- Provides assistance on completing work plan activities, analyzes relevant data and information, and advises, institutes, and supports business solutions
- Provides analytical, advisory, and program support
- Analyzes business requirements impacted by information technology, and defining applicable tools and innovative solutions including technology, methodology, and solution components
- Completes assigned information technology engagement tasks within the project scope and budget, while meeting deliverable requirements
- Serves as an analytical resource on engagement team
- Conducts relevant research, distilling data, and creating reports
- Actively engages consulting tools and methodologies to meet project objectives and complete program management activities
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Advisory Jr Professional III	Minimum of 2 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Performs technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, information technology advisory expertise, and has programming experience in one or more languages, and is versed in system testing
- Experience in the following: data warehousing, information systems design, financial modeling, and business process improvement documentation
- Serves as an information technology resource on engagement team
- Analyzes data and systems architecture, creates designs, and implements information systems solutions
- Completes assigned information technology tasks for deliverable requirements with minimal oversight
- Assists project team in meeting program objectives timely and effectively, and contributes to obtaining data and reports for presentations and client meetings
- Assumes responsibility for process documentation and technical soundness
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Advisory Jr Professional II	Minimum of 1 year of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Performs technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, information technology advisory expertise, and has programming experience in one or more languages, and is versed in system testing
- Experience in the following: data warehousing, information systems design, financial modeling, and business process improvement documentation
- Serves as an information technology resource on engagement team
- Analyzes data and systems architecture, creates designs, and implements information systems solutions
- Completes assigned information technology tasks for deliverable requirements with minimal oversight
- Assists project team in meeting program objectives timely and effectively, and contributes to obtaining data and reports for presentations and client meetings
- Assists with process documentation and technical soundness
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Advisory Jr Professional I	Minimum of 0 year of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Performs technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, information technology advisory expertise, and has programming experience in one or more languages, and is versed in system testing
- Experience in the following: data warehousing, information systems design, financial modeling, and business process improvement documentation
- Serves as an information technology resource on engagement team
- Analyzes data and systems architecture, creates designs, and implements information systems solutions
- Completes assigned information technology tasks for deliverable requirements with minimal oversight
- Assists project team in meeting program objectives timely and effectively, and contributes to obtaining data and reports for presentations and client meetings
- Assists with process documentation and technical soundness
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Implementation Executive III	Minimum of 15 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Executive level management experience, information technology implementation expertise, and experience in directing client engagements
- Experience in project definition and systems analysis, creation of competitive strategies, and integration of global technical solutions
- Proficient in project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing
- Identifies themes capable of being developed into new IT strategy methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives
- Guide's information technology project planning, including the delivery of the vision and mission, work plans, staffing, and financials
- Coordinates the design and roll out of information technology implementation and operation strategy to provide solutions to client issues including, but not limited to, finance, scheduling, technology, methodology, tools, and solution components
- Serves as information technology implementations advisor to the client
- Assumes responsibility for client communications relating to technical concerns
- Is the contractor's liaison and point of contact with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for formulating work standards, creating strategic project objectives, and managing client issues and feedback
- Assumes accountability for supervising designated resources and implementing quality control practices for each project
- Maintains responsibility for project reviews and overall contract progress and performance
- Leads teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Implementation Executive II	Minimum of 13 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Executive level management experience, information technology implementation expertise, and experience in directing client engagements
- Experience in project definition and systems analysis, creation of competitive strategies, and integration of global technical solutions
- Proficient in project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing
- Identifies themes capable of being developed into new IT strategy methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives
- Assists information technology project planning including the delivery of the vision and mission, work plans, staffing, and financials
- Coordinates the design and roll out of information technology implementation and operation strategy to provide solutions to client issues including, but not limited to, finance, scheduling, technology, methodology, tools, and solution components
- Serves as information technology implementations advisor to the client
- Assumes responsibility for client communications relating to technical concerns
- Is the contractor's point of contact with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for formulating work standards, creating strategic project objectives, and managing client issues and feedback
- Provides assistance with supervising designated resources and implementing quality control practices for each project
- Maintains responsibility for project reviews and overall contract progress and performance
- Leads teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Implementation Executive I	Minimum of 10 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Executive level management experience, information technology implementation expertise, and experience in directing client engagements
- Experience in project definition and systems analysis, creation of competitive strategies, and integration of global technical solutions
- Proficient in project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing
- Assists with implementing themes capable of being developed into new IT strategy methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives
- Assists information technology project planning including the delivery of the vision and mission, work plans, staffing, and financials
- Coordinates the design and roll out of information technology implementation and operation strategy to provide solutions to client issues including, but not limited to, finance, scheduling, technology, methodology, tools, and solution components
- Serves as information technology implementations advisor to the client
- Assumes responsibility for client communications relating to technical concerns
- Is the contractor's point of contact with the Contracting Officer's Technical and delegated government representatives
- Assists with formulating work standards, creating strategic project objectives, and managing client issues and feedback
- Provides assistance with supervising designated resources and implementing quality control practices for each project
- Assists with project reviews and overall contract progress and performance
- Leads teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Implementation Lead II	Minimum of 13 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Executive level management, information technology implementation expertise, direction on client engagements
- Experience in project definition and systems analysis, creation of competitive strategies, and integration of global technical solutions
- Proficient in project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing
- Identifies themes capable of being developed into new IT strategy methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives
- Leads information technology project planning including the delivery of the vision and mission, work plans, staffing, and financials
- Other experience includes coordinating and leading the design and roll out of information technology implementation and operation strategy to provide solutions to client issues including, but not limited to, finance, scheduling, technology, methodology, tools, and solution components
- Serves as information technology implementations advisor and subject matter expert to the client and guides day-to-day activities of project teams
- Assumes responsibility for client communications relating to technical concerns
- Is the contractor's liaison and point of contact with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for formulating work standards, creating strategic project objectives, and managing client issues and feedback
- Assumes accountability for supervising designated resources and implementing quality control practices for each project
- Assists with project reviews and overall contract progress and performance
- Leads teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Implementation Lead I	Minimum of 10 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Executive level management experience, information technology implementation expertise, direction on client engagements, experience in project definition and systems analysis, creation of competitive strategies, and integration of global technical solutions
- Proficient in project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing
- Identifies themes capable of being developed into new IT strategy methodology, and helps to ensure overall soundness of analytical approach
- Helps coordinate information technology project planning including the delivery of the vision and mission, work plans, staffing, and financials
- Other experience includes coordinating the design and roll out of information technology implementation and operation strategy to provide solutions to client issues including, but not limited to, finance, scheduling, technology, methodology, tools, and solution components
- Serves as information technology implementations advisor and subject matter expert to the client and helps with day-to-day activities of project teams
- Assumes responsibility for client communications relating to technical concerns
- Is the contractor's point of contact with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for formulating work standards, creating strategic project objectives, and managing client issues and feedback
- Provides assistance with supervising designated resources and implementing quality control practices for each project
- Assists with project reviews and overall contract progress and performance
- Leads teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Engagement Implementation Leader III	Minimum of 11 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Engagement experience in large program scope and approach, information technology implementation experience, focus on program delivery and technical integration, ability to drive IT Strategy and planning changes at the executive levels, oversight of key information technology enablers, and management of project resources
- Maintains responsibility for managing the program team and daily operations of project implementation or serves in a role as a highly experienced Technical expert, and helps to ensure client comfort and feasibility with designed solution
- Other experience includes communication with client and project managers and management of multiple projects across various industry lines
- Understands the client's risk, business objectives, and quality goals
- Manages and implements program activities and is a key point of contact with client executives
- Assumes responsibility for program delivery and oversight of key technical enablers on projects and identification of needs for new tools
- Conducts regular interaction and communications with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for managing and implementing solutions to information technology problems, validating innovative solutions with subject matter experts, and helps to ensure quality assurance principles are met across projects and deliverables
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Engagement Implementation Leader II	Minimum of 9 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Engagement experience in medium sized program scope and approach, information technology implementation experience, focus on program delivery and technical integration, ability to drive IT Strategy and planning changes at the executive levels, oversight of key information technology enablers, and management of project resources
- Maintains responsibility for managing the program team and daily operations of project implementation or serves in a role as a highly experienced Technical expert, and helps to ensure client comfort and feasibility with designed solution
- Other experience includes communication with client and project managers and management of multiple projects across various industry lines
- Understands the client's risk, business objectives, and quality goals
- Manages and implements program activities and is a key point of contact with client executives
- Responsible for program delivery and oversight of key technical enablers on projects and identification of needs for new tools
- Conducts regular interaction and communications with the Contracting Officer's Technical and delegated government representatives
- Manages and implements solutions to information technology problems, validating innovative solutions with subject matter experts, and helps to ensure quality assurance principles are met across projects and deliverables
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Engagement Implementation Leader I	Minimum of 8 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Engagement experience in small size program scope and approach, information technology implementation experience, focus on program delivery and technical integration, ability to drive IT Strategy and planning changes at the executive levels, oversight of key information technology enablers, and management of project resources
- Manages the program team and daily operations of project implementation or serves in a role as a highly experienced Technical expert, and helps to ensure client comfort and feasibility with designed solution
- Other experience includes communication with client and project managers and management of multiple projects across various industry lines
- Understands the client's risk, business objectives, and quality goals
- Manages and implements program activities and is a point of contact with client executives
- Assists with program delivery and oversight of key technical enablers on projects and identification of needs for new tools
- Communicates with the Contracting Officer's Technical and delegated government representatives
- Manages and implements solutions to information technology problems, validating innovative solutions with subject matter experts, and helps to ensure quality assurance principles are met across projects and deliverables
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Implementation Architect II	Minimum of 14 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Engagement experience in large program scope and approach, information technology implementation expert experience, focus on program delivery and technical integration, ability to drive IT Strategy and planning changes at the executive levels, oversight of key information technology enablers, and management of project resources
- Maintains responsibility for managing the program team and daily operations of project implementation or serves in a role as a highly experienced Technical subject matter expert, and helps to ensure client comfort and feasibility with designed solution
- Other experience includes communication with client and project managers and management of multiple projects across various industry lines
- Understands the client's risk, business objectives, and quality goals
- Manages and implements program activities and is a key point of contact with client executives
- Assumes responsibility for program delivery and oversight of key technical enablers on projects and identification of needs for new tools
- Conducts regular interaction and communications with the Contracting Officer's Technical and delegated government representatives

- Oversees completion of information technology implementation related tasks within the estimated time frames
- Maintains responsibility for managing and implementing solutions to information technology problems, validating innovative solutions with subject matter experts, and helps to ensure quality assurance principles are met across projects and deliverables
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Implementation Architect I	Minimum of 12 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Engagement experience in small to medium sized program scope and approach, information technology implementation expert experience, focus on program delivery and technical integration, ability to drive IT Strategy and planning changes at the executive levels, oversight of key information technology enablers, and management of project resources
- Maintains responsibility for managing the program team and daily operations of project implementation or serves in a role as a highly experienced Technical subject matter expert, and helps to ensure client comfort and feasibility with designed solution
- Other experience includes communication with client and project managers and management of multiple projects across various industry lines
- Understands the client's risk, business objectives, and quality goals
- Manages and implements program activities and is a key point of contact with client executives
- Assumes responsibility for program delivery and oversight of key technical enablers on projects and identification of needs for new tools
- Communicates with the Contracting Officer's Technical and delegated government representatives
- Assists with the completion of information technology implementation related tasks within the estimated time frames
- Maintains responsibility for managing and implementing solutions to information technology problems and helps to ensure quality assurance principles are met across projects and deliverables
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Implementation Project Lead III	Minimum of 8 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Manages and directs on client engagements or extensive knowledge of and experience with system development and implementation, development of engagement work plans, deployment of program criterion, and related activities
- Devises or modifies procedures to solve complex problems, provides guidance and experience on technical solution implementation, engages resources and/or serves as a team leader, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business needs
- Advises on information technology implementation problems using analysis, experience, and judgment
- Other experience includes implementing business process reengineering, developing financial models, orchestrating change management principles, and conducting performance measurements
- Serves in the role of project team leader over assigned support areas, often filling the position of project team lead and instructing, directing, and monitoring the work of other IT staff or serves in a role of an experienced technical expert
- Conducts analysis of work plan completeness, prepares status reports, and supports quality control practices
- Performs analyses of client issues, assesses appropriate alternatives, and recommends solutions to be implemented
- Communicates client expectations to project team, and escalates issues to senior level project staff as needed
- Maintains technical knowledge within industry and service line
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Implementation Project Lead II	Minimum of 6 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Manages and directs on client engagements or extensive knowledge of and experience with system development and implementation, development of engagement work plans, deployment of program criterion, and related activities
- Devises or modifies procedures to solve complex problems, provides guidance and experience on technical solution implementation, engages resources and/or serves as a team leader, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business needs
- Advises on information technology implementation problems using analysis, experience, and judgment
- Other experience includes implementing business process reengineering, developing financial models, orchestrating change management principles, and conducting performance measurements
- Serves in the role of project team leader over assigned support areas, often filling the position of project team lead and instructing, directing, and monitoring the work of other IT staff or serves in a role of an experienced technical expert
- Conducts analysis of work plan completeness, prepares status reports, and supports quality control practices
- Performs analyses of client issues and recommends solutions to be implemented
- Communicates client expectations to project team
- Maintains technical knowledge within industry and service line
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Implementation Project Lead I	Minimum of 5 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Manages and directs on client engagements and advises on enterprise technology strategy development, system development and implementation, development of engagement work plans, deployment of program criterion, and related activities
- Experience typically includes management and direction on client engagements or extensive knowledge of and experience with system development and implementation, development of engagement work plans, deployment of program criterion, and related activities
- Devises or modifies procedures to solve complex problems, provides experience on technical solution implementation, engages resources, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business needs
- Advises on information technology implementation problems using analysis, experience, and judgment
- Other experience includes implementing business process reengineering, developing financial models, orchestrating change management principles, and conducting performance measurements
- Serves in the role of project team leader over assigned support areas and instructing, directing, and monitoring the work of other IT staff or serves in a role of an experienced technical expert
- Conducts analysis of work plan completeness, prepares status reports, and supports quality control practices
- Performs analyses of client issues and recommends solutions to be implemented
- Maintains technical knowledge within industry and service line
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Implementation Solution Lead II	Minimum of 10 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Manages and directs on client engagements or extensive knowledge of and experience with system development and implementation, development of engagement work plans, deployment of program criterion, and related activities
- Devises or modifies procedures to solve complex problems, provides guidance and experience on technical solution implementation, engages resources and/or serves as an information technology subject matter expert and team leader, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business needs
- Advises on information technology implementation problems using analysis, experience, and judgment
- Other experience includes implementing business process reengineering, developing financial models, orchestrating change management principles, and conducting performance measurements

- Serves in the role of project team leader over assigned support areas, often filling the position of project team lead and instructing, directing, and monitoring the work of other IT staff or serves in a role of an experienced technical subject matter expert
- Conducts analysis of work plan completeness, prepares status reports, and supports quality control practices
- Selects the most relevant tools and techniques to meet specific information technology requirements
- Performs analyses of client issues, assesses appropriate alternatives, and recommends solutions to be implemented
- Communicates client expectations to project team, and escalates issues to senior level project staff as needed
- Maintains technical knowledge within industry and service line

Technology Implementation Solution Lead I	Minimum of 8 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Manages and directs on client engagements on client engagements or extensive knowledge of and experience with system development and implementation, development of engagement work plans, deployment of program criterion, and related activities
- Modifies procedures to solve complex problems, provides guidance and experience on technical solution implementation, engages resources and/or serves as an information technology subject matter expert and team leader, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business needs
- Advises on information technology implementation problems using analysis, experience, and judgment
- Other experience includes implementing business process reengineering, developing financial models, orchestrating change management principles, and conducting performance measurements
- Serves in the role of project team leader over assigned support areas, and instructing, directing, and monitoring the work of other IT staff or serves in a role of an experienced technical subject matter expert
- Conducts analysis of work plan completeness, prepares status reports, and supports quality control practices
- Selects the most relevant tools and techniques to meet specific information technology requirements
- Performs analyses of client issues, assesses appropriate alternatives, and recommends solutions to be implemented
- Communicates client expectations to project team
- Maintains technical knowledge within industry and service line
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Implementation Sr Professional V	Minimum of 5 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in program management support, information technology implementation experience, and familiarity with client issues, assistance with design issues, leading client teams, analysis of project data, and development of appropriate deliverables
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives
- Demonstrates these skills by performing status reports, verifying work plan completeness, and communicating with team members
- Implements information operational systems, processes, and policies
- Provides senior-level analytical, program, and implementation support, and is focused on providing high performance work
- Contributes to engagement work plan development and often leads less complex engagement tasks to implement within scope and budget
- Serves as a senior-level analytical correspondent within engagement team
- Assumes responsibility for contributing to work plan development, reaching engagement milestones, and may lead specific project tasks
- Implements business modeling, process modeling, and business design techniques
- Conducts analysis of appropriate consulting tools to satisfy program requirements and creates project deliverables
- Formulates diagnoses through financial or statistical modeling, assesses appropriate alternatives, and offers conclusions to Project Manager
- This position performs analyses and makes diagnoses, as well as defines symptoms and problems, and develops conclusions for implementation

- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Implementation Sr Professional IV	Minimum of 4 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in program management support, information technology implementation experience, and familiarity with client issues, assistance with design issues, leading client teams, analysis of project data, and development of appropriate deliverables
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives
- Demonstrates these skills by performing status reports, verifying work plan completeness, and communicating with team members
- Implements information operational systems, processes, and policies
- Provides senior-level analytical, program, and implementation support, and is focused on providing high performance work
- Contributes to engagement work plan development and assists with less complex engagement tasks to implement within scope and budget
- Serves as a senior-level analytical correspondent within engagement team
- Assumes responsibility for contributing to work plan development, reaching engagement milestones, and may lead specific project tasks
- Implements business modeling, process modeling, and business design techniques
- Conducts analysis of appropriate consulting tools to satisfy program requirements and creates project deliverables
- Assists with formulating diagnoses through financial or statistical modeling and assesses appropriate alternatives
- This position performs analyses and makes diagnoses, as well as defines symptoms and problems, and develops conclusions for implementation
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Implementation Sr Professional III	Minimum of 3 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in program management support, information technology implementation experience, and familiarity with client issues, assistance with design issues, leading client teams, analysis of project data, and development of appropriate deliverables
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives
- Demonstrates these skills by performing status reports, verifying work plan completeness, and communicating with team members
- Implements information operational systems, processes, and policies
- Provides senior-level analytical, program, and implementation support, and is focused on providing high performance work
- Contributes to engagement work plan development and assists with less complex engagement tasks to implement within scope and budget
- Serves as a senior-level analytical correspondent within engagement team
- Contributes to work plan development, reaching engagement milestones, and may assist with specific project tasks
- Implements business modeling, process modeling, and business design techniques
- Conducts analysis of appropriate consulting tools to satisfy program requirements, and creates project deliverables
- Assists with formulating diagnoses through financial or statistical modeling and assesses appropriate alternatives
- This position performs analyses and makes diagnoses, as well as defines symptoms and implementation problems
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Implementation Sr Professional II	Minimum of 2 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in program management support, information technology implementation experience, and familiarity with client issues, assistance with design issues, leading client teams, analysis of project data, and development of appropriate deliverables
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives
- Demonstrates these skills by performing status reports, verifying work plan completeness, and communicating with team members
- Implements information operational systems, processes, and policies
- Provides senior-level analytical, program, and implementation support, and is focused on providing high performance work
- Contributes to engagement work plan development and assists with less complex engagement tasks to implement within scope and budget
- Contributes to work plan development, reaching engagement milestones, and may assist with specific project tasks
- Implements business modeling, process modeling, and business design techniques
- Conducts analysis of appropriate consulting tools to satisfy program requirements and creates project deliverables
- Assists with Formulating diagnoses through financial or statistical modeling and assesses appropriate alternatives
- This position performs analyses and makes diagnoses, as well as defines symptoms and problems
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Implementation Sr Professional I	Minimum of 1 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in program management support, information technology implementation experience, and familiarity with client issues, assistance with design issues, leading client teams, analysis of project data, and development of appropriate deliverables
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives
- Demonstrates these skills by performing status reports, verifying work plan completeness, and communicating with team members
- Implements information operational systems, processes, and policies
- Provides senior-level analytical, program, and implementation support, and is focused on providing high performance work
- Contributes to engagement work plan development and assists with engagement tasks to implement within scope and budget
- Contributes to work plan development, reaching engagement milestones
- Implements business modeling, process modeling, and business design techniques
- Conducts analysis of appropriate consulting tools to satisfy program requirements and creates project deliverables
- Assists with formulating diagnoses through financial or statistical modeling
- This position performs analyses and makes diagnoses, as well as defines symptoms and implementation problems
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Implementation Mid Professional V	Minimum of 3 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Proficiency in analysis and defining business needs, information technology implementation expertise, applying methodologies, support of program management, exposure to client issues, and development of project deliverables
- Provides assistance on completing work plan activities, analyzes relevant data and information, and implements, institutes, and supports business solutions

- Provides analytical, implementation and program support, and expertise in, but not limited to, configuration management, knowledge management, business analysis, and technical analysis
- Completes assigned engagement tasks within the project scope and budget, while meeting deliverable requirements
- Serves as a key analytical resource on engagement team
- Assumes responsibility for conducting relevant research, distilling data, and creating reports
- Actively engages consulting tools and methodologies to meet project objectives and complete program management activities
- Maintains responsibility for quality assurance practices and fostering completion and accuracy of system documentation
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Implementation Mid Professional IV	Minimum of 2 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Proficiency in analysis and defining business needs, information technology implementation expertise, applying methodologies, support of program management, exposure to client issues, and development of project deliverables
- Provides assistance on completing work plan activities, analyzes relevant data and information, and implements, institutes, and supports business solutions
- Provides analytical, implementation and program support, and expertise in, but not limited to, configuration management, knowledge management, business analysis, and technical analysis
- Completes assigned engagement tasks within the project scope and budget, while meeting deliverable requirements
- Serves as an analytical resource on engagement team
- Conducts relevant research, distilling data, and creating reports
- Actively engages consulting tools and methodologies to meet project objectives and complete program management activities
- Maintains responsibility for quality assurance practices and fostering completion and accuracy of system documentation
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Implementation Mid Professional III	Minimum of 1 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Proficiency in analysis and defining business needs, information technology implementation expertise, applying methodologies, support of program management, exposure to client issues, and development of project deliverables
- Provides assistance on completing work plan activities, analyzes relevant data and information, and implements, institutes, and supports business solutions
- Provides analytical, implementation and program support, and expertise in, but not limited to, configuration management, knowledge management, business analysis, and technical analysis
- Completes assigned engagement tasks within the project scope and budget, while meeting deliverable requirements
- Conducts relevant research, distilling data, and assists with creating reports
- Actively engages consulting tools and methodologies to meet project objectives and complete program management activities
- Provides assistance for quality assurance practices and fostering completion and accuracy of system documentation
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Implementation Mid Professional II	Minimum of 2 years of information technology or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

Skills & Expertise:

- Proficiency in analysis and defining business needs, information technology implementation expertise, applying methodologies, support of program management, exposure to client issues, and development of project deliverables
- Provides assistance on completing work plan activities, analyzes relevant data and information, and implements, institutes, and supports business solutions
- Provides analytical, implementation and program support, and expertise in, but not limited to, configuration management, knowledge management, business analysis, and technical analysis
- Assists with the completion of engagement tasks within the project scope and budget, while meeting deliverable requirements
- Conducts relevant research, distilling data, and assists with creating reports
- Actively engages consulting tools and methodologies to meet project objectives and complete program management activities
- Provides assistance for quality assurance practices and fostering completion and accuracy of system documentation
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Implementation Mid Professional I	Minimum of 1 year of information technology or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

Skills & Expertise:

- Proficiency in analysis and defining business needs, information technology implementation expertise, applying methodologies, support of program management, exposure to client issues, and development of project deliverables
- Provides assistance on completing work plan activities, analyzes relevant data and information, and implements, institutes, and supports business solutions
- Provides analytical, implementation and program support, and expertise in, but not limited to, configuration management, knowledge management, business analysis, and technical analysis
- Assists with the completion of engagement tasks within the project scope and budget, while meeting deliverable requirements
- Actively engages consulting tools and methodologies to meet project objectives and complete program management activities
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Implementation Jr Professional V	Minimum of 2 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Performs technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, information technology implementation expertise, has programming experience in one or more languages, and is versed in system testing
- Other experience includes data warehousing, information systems design, financial modeling, and business process improvement documentation
- Serves as an information technology resource on engagement team
- Analyzes data and systems architecture, creates designs, and implements information systems solutions
- Assists project team in meeting program objectives timely and effectively
- Assumes responsibility for process documentation and technical soundness
- Implementing practical and innovative solutions and methodologies as it relates to information technology
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Implementation Jr Professional IV	Minimum of 1 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Performs technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, information technology implementation expertise, has programming experience in one or more languages, and is versed in system testing
- Other experience includes data warehousing, information systems design, financial modeling, and business process improvement documentation
- Serves as an information technology resource on engagement team
- Analyzes data and systems architecture, creates designs, and implements information systems solutions
- Assists project team in meeting program objectives timely and effectively
- Assists with process documentation and technical soundness
- Implementing practical and innovative solutions and methodologies as it relates to information technology
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Implementation Jr Professional III	Minimum of 0 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Performs technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, information technology implementation expertise, has programming experience in one or more languages, and is versed in system testing
- Other experience includes data warehousing, information systems design, financial modeling, and business process improvement documentation
- Serves as an information technology resource on engagement team
- Assists project team in meeting program objectives timely and effectively
- Assists with process documentation and technical soundness
- Implementing practical and innovative solutions and methodologies as it relates to information technology
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Implementation Jr Professional II	Minimum of 2 years of information technology or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

Skills & Expertise:

- Performs technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, information technology implementation expertise, has programming experience in one or more languages, and is versed in system testing
- Other experience includes data warehousing, information systems design, financial modeling, and business process improvement documentation
- Serves as an information technology resource on engagement team
- Assists project team in meeting program objectives timely and effectively
- Implementing practical and innovative solutions and methodologies as it relates to information technology
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Implementation Jr Professional I	Minimum of 1 years of information technology or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

Skills & Expertise:

- Performs technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, information technology implementation expertise
- Other experience includes data warehousing, information systems design, financial modeling, and business process improvement documentation
- Serves as an information technology resource on engagement team
- Assists project team in meeting program objectives timely and effectively
- Implementing practical and innovative solutions and methodologies as it relates to information technology
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Implementation Jr Staff IV	Minimum of 0 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Performs technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, information technology implementation expertise, has programming experience in one or more languages, and is versed in system testing
- Serves as an information technology resource on engagement team
- Analyzes data and systems architecture, creates designs, and implements information systems solutions
- Assists project team in meeting program objectives timely and effectively
- Responsible for process documentation and technical soundness
- Implementing practical and innovative solutions and methodologies as it relates to information technology
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Implementation Jr Staff III	Minimum of 3 years of information technology or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

Skills & Expertise:

- Performs technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, information technology implementation expertise, has programming experience in one or more languages, and is versed in system testing
- Serves as an information technology resource on engagement team
- Analyzes data and systems architecture, creates designs, and implements information systems solutions
- Assists project team in meeting program objectives timely and effectively
- Implementing practical and innovative solutions and methodologies as it relates to information technology
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Implementation Jr Staff II	Minimum of 2 years of information technology or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

Skills & Expertise:

- Performs technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, information technology implementation expertise, has programming experience in one or more languages, and is versed in system testing
- Serves as an information technology resource on engagement team
- Assists with analyzing data and systems architecture, creates designs, and implements information systems solutions
- Assists project team in meeting program objectives timely and effectively
- Implementing practical and innovative solutions and methodologies as it relates to information technology
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Implementation Jr Staff I	Minimum of 1 years of information technology or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

Skills & Expertise:

- Performs technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, information technology implementation expertise, has programming experience in one or more languages, and is versed in system testing
- Serves as an information technology resource on engagement team
- Assists with analyzing data and systems architecture, creates designs, and implements information systems solutions
- Implementing practical and innovative solutions and methodologies as it relates to information technology
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Operations Executive II	Minimum of 13 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Executive level management experience, information technology operations expertise, and experience in directing client engagements
- Experience in project definition and systems analysis, and integration of global technical solutions
- Proficient in project estimation and resource planning and in resolving project issues, such as technical compatibility, client expectations, and timing
- Identifies themes capable of being developed into new IT strategy methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives
- Coordinates multiple projects and teams and assisting clients in desired information technology operations relating to, but not limited to, finance, scheduling, technology, methodology, tools, and solution components
- Serves as information technology operations advisor to the client
- Assumes responsibility for client communications relating to technical concerns
- Is the contractor's point of contact with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for formulating work standards, creating strategic project objectives, and managing client issues and feedback
- Assumes accountability for supervising designated resources and quality control practices for each project
- Provides contract and engagement oversight, including managing budget, risk, quality, and personnel
- Leads teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Operations Executive I	Minimum of 10 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Executive level management experience, information technology operations expertise, and experience in directing client engagements
- Experience in project definition and systems analysis, and integration of global technical solutions
- Proficient in project estimation and resource planning and in resolving project issues, such as technical compatibility, client expectations, and timing
- Assists with identifying themes capable of being developed into new IT strategy methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives
- Coordinates single projects and teams and assisting clients in desired information technology operations relating to, but not limited to, finance, scheduling, technology, methodology, tools, and solution components
- Serves as information technology operations advisor to the client
- Assumes responsibility for client communications relating to technical concerns
- Is the contractor's point of contact with the Contracting Officer's Technical and delegated government representatives
- Assists with formulating work standards, creating strategic project objectives, and managing client issues and feedback
- Supervises designated resources and quality control practices for each project
- Provides contract and engagement oversight, including managing budget, risk, quality, and personnel
- Leads teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Operations Engagement Leader III	Minimum of 11 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Engagement experience in program scope and approach, information technology operations experience, focus on program delivery and technical integration, ability to drive IT Strategy and planning changes at the executive levels, oversight of key information technology enablers, and management of project resources
- Maintains responsibility for managing the program team and daily operations of project operations or serves in a role as a highly experienced Technical expert, and helps to ensure client comfort and feasibility with designed solution

- Other experience includes communication with client and project managers and management of multiple projects across various industry lines
- Understands the client's risk, business objectives, and quality goals
- Manages program activities and is a key point of contact with client executives
- Assumes responsibility for program delivery and oversight of key technical enablers on project operations and identification of needs for new tools
- Facilitates client management teams through change processes and delivers presentations
- Conducts regular interaction and communications with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for managing technical solutions, delegating appropriate resources, and helping to ensure quality assurance principles are met across project operations and deliverables
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Operations Engagement Leader II	Minimum of 9 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Engagement experience in program scope and approach, information technology operations experience, focus on program delivery and technical integration, ability to drive IT Strategy and planning changes at the executive levels, oversight of key information technology enablers, and management of project resources
- Maintains responsibility for managing the program team and daily operations of project operations or serves in a role as a highly experienced Technical expert, and helps to ensure client comfort and feasibility with designed solution
- Other experience includes communication with client and project managers and management of multiple projects across various industry lines
- Understands the client's risk, business objectives, and quality goals
- Manages program activities and is a point of contact with client executives
- Responsible for program delivery and oversight of key technical enablers on project operations and identification of needs for new tools
- Facilitates client management teams through change processes and delivers presentations
- Communicates with the Contracting Officer's Technical and delegated government representatives
- Manages technical solutions, delegating appropriate resources, and helping to ensure quality assurance principles are met across project operations and deliverables
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Operations Engagement Leader I	Minimum of 8 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Engagement experience in program scope and approach, information technology operations experience, focus on program delivery and technical integration, ability to drive IT Strategy and planning changes at the executive levels, oversight of key information technology enablers, and management of project resources
- Manages the program team and daily operations of project operations or serves in a role as a highly experienced Technical expert, and helps to ensure client comfort and feasibility with designed solution
- Other experience includes communication with client and project managers and management of multiple projects across various industry lines
- Understands the client's risk, business objectives, and quality goals
- Manages program activities and is responsible for program delivery and oversight of key technical enablers on project operations and identification of needs for new tools
- Assists with facilitation of client management teams through change processes and delivers presentations
- Communicates with the Contracting Officer's Technical and delegated government representatives
- Manages technical solutions, delegating appropriate resources, and helping to ensure quality assurance principles are met across project operations and deliverables
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Operations Lead IV	Minimum of 8 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in information technology operations management and direction on client engagements or extensive knowledge of and experience with systems development, implementation, operations, and maintenance
- Development of engagement work plans, deployment of program criterion, and related activities
- Devises or modifies operations procedures to solve complex problems, provides guidance and experience on technical solution implementation, engages resources and/or serves as a team leader, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business operations
- Other experience includes implementing business process reengineering, developing financial models, orchestrating change management principles, and conducting performance measurements
- Serves in the role of project team leader over assigned support areas, often filling the position of project team lead and instructing, directing, and monitoring the work of other IT staff or serves in a role of an experienced technical expert
- Conducts analysis of work plan completeness, prepares status reports, and supports quality control practices
- Performs analyses of client issues, assesses appropriate alternatives, and recommends solutions
- Communicates client expectations to project team, and escalates appropriate issues to senior level project staff
- Maintains technical knowledge within industry and service line operations
- Manages and leads projects teams and ensures deliverables are presented to clients in a timely manner
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Operations Lead III	Minimum of 6 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in information technology operations management and direction on client engagements or extensive knowledge of and experience with systems development, implementation, operations, and maintenance
- Development of engagement work plans, deployment of program criterion, and related activities
- Devises or modifies operations procedures to solve complex problems, provides guidance and experience on technical solution implementation, engages resources and/or serves as a team leader, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business operations
- Other experience includes implementing business process reengineering, developing financial models, orchestrating change management principles, and conducting performance measurements
- Serves in the role of project team leader over assigned support areas, often filling the position of project team lead and instructing, directing, and monitoring the work of other IT staff or serves in a role of an experienced technical expert
- Conducts analysis of work plan completeness, prepares status reports, and supports quality control practices
- Performs analyses of client issues and recommends solutions
- Communicates client expectations to project team, and escalates appropriate issues to senior level project staff
- Maintains technical knowledge within industry and service line operations
- Manages projects teams and ensures deliverables are presented to clients in a timely manner
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Operations Lead II	Minimum of 5 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in information technology operations management and direction on client engagements or extensive knowledge of and experience with systems development, implementation, operations, and maintenance
- Development of engagement work plans, deployment of program criterion, and related activities
- Devises or modifies operations procedures to solve complex problems, provides experience on technical solution implementation, engages resources, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business operations
- Other experience includes implementing business process reengineering, developing financial models, orchestrating change management principles, and conducting performance measurements

- Serves in the role of project team leader over assigned support areas and instructing, directing, and monitoring the work of other IT staff or serves in a role of an experienced technical expert
- Conducts analysis of work plan completeness, prepares status reports, and supports quality control practices
- Performs analyses of client issues and recommends solutions
- Maintains technical knowledge within industry and service line operations
- Manages and leads small projects teams and ensures deliverables are presented to clients in a timely manner
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Operations Lead I	Minimum of 4 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in information technology operations management and direction on client engagements or extensive knowledge of and experience with systems development, implementation, operations, and maintenance
- Development of engagement work plans, deployment of program criterion, and related activities
- Devises or modifies operations procedures to solve complex problems, provides experience on technical solution implementation, engages resources, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business operations
- Other experience includes implementing business process reengineering, developing financial models, orchestrating change management principles, and conducting performance measurements
- Serves in the role of project team leader over assigned support areas, and instructing, directing, and monitoring the work of other IT staff
- Conducts analysis of work plan completeness, prepares status reports, and supports quality control practices
- Maintains technical knowledge within industry and service line operations
- Manages small projects teams and ensures deliverables are presented to clients in a timely manner
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Operations Sr Professional V	Minimum of 5 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in program management support, information technology operations experience, and familiarity with client issues, assistance with design issues, leading client teams, analysis of project data, and development of appropriate deliverables
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives and operations
- Demonstrates these skills by performing status reports, verifying work plan completeness, and communicating with team members
- Provides senior-level analytical, program, and operational support, and is focused on providing high performance work
- Contributes to engagement work plan development and often leads less complex engagement tasks to completion within scope and budget
- Serves as a senior-level analytical correspondent within engagement team
- Assumes responsibility for contributing to work plan development, reaching engagement milestones, and may lead specific project tasks
- Applies business modeling, process modeling, and business design techniques
- Conducts analysis of appropriate consulting tools to satisfy program requirements, and manages development of multiple deliverables
- Formulates diagnoses through financial or statistical modeling, assesses appropriate alternatives, and offers conclusions to Project Manager
- This position performs analyses and makes diagnoses, as well as defines symptoms and problems, and develops conclusions
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Operations Sr Professional IV	Minimum of 4 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in program management support, information technology operations experience, and familiarity with client issues, assistance with design issues, leading client teams, analysis of project data, and development of appropriate deliverables
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives and operations
- Demonstrates these skills by performing status reports, verifying work plan completeness, and communicating with team members
- Provides senior-level analytical, program, and operational support, and is focused on providing high performance work
- Contributes to engagement work plan development and assists with less complex engagement tasks to completion within scope and budget
- Serves as a senior-level analytical correspondent within engagement team
- Assumes responsibility for contributing to work plan development, reaching engagement milestones, and may lead specific project tasks
- Applies business modeling, process modeling, and business design techniques
- Conducts analysis of appropriate consulting tools to satisfy program requirements, and manages development of multiple deliverables
- Assists with formulating diagnoses through financial or statistical modeling and assesses appropriate alternatives
- This position performs analyses and makes diagnoses, as well as defines symptoms and problems, and develops conclusions
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Operations Sr Professional III	Minimum of 3 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in program management support, information technology operations experience, and familiarity with client issues, assistance with design issues, leading client teams, analysis of project data, and development of appropriate deliverables
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives and operations
- Demonstrates these skills by performing status reports, verifying work plan completeness, and communicating with team members
- Provides senior-level analytical, program, and operational support, and is focused on providing high performance work
- Contributes to engagement work plan development and often assists with less complex engagement tasks to completion within scope and budget
- Serves as a senior-level analytical correspondent within engagement team
- Assumes responsibility for contributing Contributes to work plan development, reaching engagement milestones, and may lead assist with specific project tasks
- Applies business modeling, process modeling, and business design techniques
- Conducts analysis of appropriate consulting tools to satisfy program requirements, and manages development of multiple deliverables
- Assists with formulating diagnoses through financial or statistical modeling and assesses appropriate alternatives
- This position performs analyses and makes diagnoses, as well as defines symptoms and problems, and develops conclusions
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Operations Sr Professional II	Minimum of 2 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in program management support, information technology operations experience, and familiarity with client issues, assistance with design issues, leading client teams, analysis of project data, and development of appropriate deliverables
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives and operations
- Demonstrates these skills by performing status reports, verifying work plan completeness, and communicating with team members
- Provides senior-level analytical, program, and operational support, and is focused on providing high performance work
- Contributes to engagement work plan development and assists with less complex engagement tasks to completion within scope and budget
- Contributes to work plan development, reaching engagement milestones, and may assist with specific project tasks
- Applies business modeling, process modeling, and business design techniques
- Conducts analysis of appropriate consulting tools to satisfy program requirements, and manages development of multiple deliverables
- Assists with formulating diagnoses through financial or statistical modeling and assesses appropriate alternatives
- This position performs analyses and makes diagnoses, as well as defines symptoms and problems
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Operations Sr Professional I	Minimum of 1 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in program management support, information technology operations experience, and familiarity with client issues, assistance with design issues, leading client teams, analysis of project data, and development of appropriate deliverables
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives and operations
- Demonstrates these skills by performing status reports, verifying work plan completeness, and communicating with team members
- Provides senior-level analytical, program, and operational support, and is focused on providing high performance work
- Contributes to engagement work plan development and assists with engagement tasks to completion within scope and budget
- Contributes to work plan development, reaching engagement milestones
- Applies business modeling, process modeling, and business design techniques
- Conducts analysis of appropriate consulting tools to satisfy program requirements, and manages development of multiple deliverables
- Assists with Formulating diagnoses through financial or statistical modeling
- This position performs analyses and makes diagnoses, as well as defines symptoms and problems
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Operations Mid Professional V	Minimum of 3 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Proficiency in analysis and defining business needs, information technology operations expertise, applying methodologies, support of program management, exposure to client issues, and development of project deliverables
- Provides assistance on completing work plan activities, analyzes relevant data and information, and institutes and supports business solutions
- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Provides analytical and program support
- Completes assigned engagement tasks within the project scope and budget, while meeting deliverable requirements

- Serves as a key analytical resource on engagement team
- Assumes responsibility for conducting relevant research, distilling data, and creating reports
- Develops and manages analysis plans
- Actively engages consulting tools and methodologies to meet project objectives and complete program management activities
- Maintains responsibility for quality assurance practices and fostering completion and accuracy of system documentation
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Operations Mid Professional IV	Minimum of 2 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Proficiency in analysis and defining business needs, information technology operations expertise, applying methodologies, support of program management, exposure to client issues, and development of project deliverables
- Provides assistance on completing work plan activities, analyzes relevant data and information, and institutes and supports business solutions
- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Provides analytical and program support
- Completes assigned engagement tasks within the project scope and budget, while meeting deliverable requirements
- Serves as an analytical resource on engagement team
- Conducts relevant research, distilling data, and creating reports
- Manages analysis plans
- Actively engages consulting tools and methodologies to meet project objectives and complete program management activities
- Maintains responsibility for quality assurance practices and fostering completion and accuracy of system documentation
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Operations Mid Professional III	Minimum of 1 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Proficiency in analysis and defining business needs, information technology operations expertise, applying methodologies, support of program management, exposure to client issues, and development of project deliverables
- Provides assistance on completing work plan activities, analyzes relevant data and information, and institutes and supports business solutions
- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Provides analytical and program support
- Completes assigned engagement tasks within the project scope and budget, while meeting deliverable requirements
- Conducts relevant research, distilling data, and assists with creating reports
- Manages analysis plans
- Actively engages consulting tools and methodologies to meet project objectives and complete program management activities
- Provides assistance for quality assurance practices and fostering completion and accuracy of system documentation
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Operations Mid Professional II	Minimum of 2 years of information technology or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

Skills & Expertise:

- Proficiency in analysis and defining business needs, information technology operations expertise, applying methodologies, support of program management, exposure to client issues, and development of project deliverables
- Provides assistance on completing work plan activities, analyzes relevant data and information, and institutes and supports business solutions
- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Provides analytical and program support
- Assists with the completion of engagement tasks within the project scope and budget, while meeting deliverable requirements
- Conducts relevant research, distilling data, and assists with creating reports
- Manages analysis plan
- Actively engages consulting tools and methodologies to meet project objectives and complete program management activities
- Provides assistance for quality assurance practices and fostering completion and accuracy of system documentation
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Operations Mid Professional I	Minimum of 1 year of information technology or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

Skills & Expertise:

- Proficiency in analysis and defining business needs, information technology operations expertise, applying methodologies, support of program management, exposure to client issues, and development of project deliverables
- Provides assistance on completing work plan activities, analyzes relevant data and information, and institutes and supports business solutions
- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Provides analytical and program support
- Assists with the completion of engagement tasks within the project scope and budget, while meeting deliverable requirements
- Manages analysis plans
- Actively engages consulting tools and methodologies to meet project objectives and complete program management activities
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Operations Jr Professional V	Minimum of 2 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Performs technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, information technology operations expertise, has programming experience in one or more languages, and is versed in system testing
- Specialized experience may include facilitation, advanced analysis, and/or modeling
- Other experience includes data warehousing, information systems design, financial modeling, and business process improvement documentation
- Serves as an information technology resource on engagement team
- Analyzes data and systems architecture, creates designs, and implements information systems solutions
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists project team in meeting program objectives timely and effectively
- Assumes responsibility for process documentation and technical soundness
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Operations Jr Professional IV	Minimum of 1 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Performs technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, information technology operations expertise, has programming experience in one or more languages, and is versed in system testing
- Specialized experience may include facilitation, advanced analysis, and/or modeling
- Other experience includes data warehousing, information systems design, financial modeling, and business process improvement documentation
- Serves as an information technology resource on engagement team
- Analyzes data and systems architecture, creates designs, and implements information systems solutions
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists project team in meeting program objectives timely and effectively
- Assists with process documentation and technical soundness
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Operations Jr Professional III	Minimum of 0 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Performs technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, information technology operations expertise, has programming experience in one or more languages, and is versed in system testing
- Specialized experience may include facilitation, advanced analysis, and/or modeling
- Other experience includes data warehousing, information systems design, financial modeling, and business process improvement documentation
- Serves as an information technology resource on engagement team
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists project team in meeting program objectives timely and effectively
- Assists with process documentation and technical soundness
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Operations Jr Professional II	Minimum of 2 years of information technology or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

Skills & Expertise:

- Performs technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, information technology operations expertise, has programming experience in one or more languages, and is versed in system testing
- Specialized experience may include facilitation, advanced analysis, and/or modeling
- Other experience includes data warehousing, information systems design, financial modeling, and business process improvement documentation
- Serves as an information technology resource on engagement team
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists project team in meeting program objectives timely and effectively
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Operations Jr Professional I	Minimum of 1 years of information technology or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

Skills & Expertise:

- Performs technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, information technology operations expertise

- Specialized experience may include facilitation, advanced analysis, and/or modeling
- Other experience includes data warehousing, information systems design, financial modeling, and business process improvement documentation
- Serves as an information technology resource on engagement team
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists project team in meeting program objectives timely and effectively
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Operations Jr Staff IV	Minimum of 0 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Performs technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, information technology operations expertise, has programming experience in one or more languages, and is versed in system testing
- Serves as an information technology resource on engagement team
- Analyzes data and systems architecture, creates designs, and implements information systems solutions
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists project team in meeting program objectives timely and effectively
- Responsible for process documentation and technical soundness
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Operations Jr Staff III	Minimum of 3 years of information technology or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

Skills & Expertise:

- Performs technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, information technology operations expertise, has programming experience in one or more languages, and is versed in system testing
- Serves as an information technology resource on engagement team
- Analyzes data and systems architecture, creates designs, and implements information systems solutions
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists project team in meeting program objectives timely and effectively
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Operations Jr Staff II	Minimum of 2 years of information technology or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

Skills & Expertise:

- Performs technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, information technology operations expertise, has programming experience in one or more languages, and is versed in system testing
- Serves as an information technology resource on engagement team
- Assists with analyzing data and systems architecture, creates designs, and implements information systems solutions
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists project team in meeting program objectives timely and effectively
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

Technology Operations Jr Staff I	Minimum of 1 years of information technology or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

Skills & Expertise:

- Performs technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, information technology operations expertise, has programming experience in one or more languages, and is versed in system testing
- Serves as an information technology resource on engagement team
- Assists with analyzing data and systems architecture, creates designs, and implements information systems solutions
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT PROFESSIONAL SERVICES

Applicable to SINs: 541519PIV, 541519PIV(STLOC), 541519PIV(RC)

Deloitte's SIN 541519PIV rate card is comprised of three service lines [(1) Advisory, (2) Implementation and (3) Operations] each with specific HSPD-12 labor categories and ceiling prices.

LABOR CATEGORY	YEARS OF EXPERIENCE	EDUCATION
HSPD-12 IT Advisory Executive III	Minimum of 15 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Executive level management experience, information technology advisory expertise as it relates to identity, credentials, and access management, and direction on client engagements
- Experience in project definition and systems analysis, creation of competitive strategies, and integration of global technical solutions
- Proficient in advising on project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing
- Identifies themes capable of being developed into new IT strategy methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives
- Coordinates multiple projects and teams and assisting clients in achieving desired program results
- Advises on the development and implementation of the technology strategy to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Serves as an HSPD-12 information technology advisor to the client
- Assumes responsibility for client communications relating to technical concerns
- Is the contractor's liaison and point of contact with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for formulating work standards, creating strategic project objectives, and managing client issues and feedback
- Assumes accountability for supervising designated resources and enforcing quality control practices for each project
- Maintains responsibility for project reviews and overall contract progress and performance
- Leads teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Advisory Executive II	Minimum of 13 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Executive level management experience, information technology advisory expertise as it relates to identity, credentials, and access management, and direction on client engagements
- Experience in project definition and systems analysis, creation of competitive strategies, and integration of global technical solutions

- Proficient in advising on project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing
- Identifies themes capable of being developed into new IT strategy methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives
- Coordinates multiple projects and teams and assisting clients in achieving desired program results
- Advises on the development and implementation of the technology strategy to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Serves as an HSPD-12 information technology advisor to the client
- Assumes responsibility for client communications relating to technical concerns
- Is the contractor's point of contact with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for formulating work standards, creating strategic project objectives, and managing client issues and feedback
- Provides assistance with supervising designated resources and enforcing quality control practices for each project
- Maintains responsibility for project reviews and overall contract progress and performance
- Leads teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Advisory Executive I	Minimum of 10 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Executive level management experience, information technology advisory expertise as it relates to identity, credentials, and access management, and direction on client engagements
- Experience in project definition and systems analysis, creation of competitive strategies, and integration of global technical solutions
- Proficient in advising on project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing
- Assists with identifying themes capable of being developed into new IT strategy methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives
- Coordinates multiple projects and teams and assisting clients in achieving desired program results
- Advises on the development and implementation of the technology strategy to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Serves as an HSPD-12 information technology advisor to the client
- Assumes responsibility for client communications relating to technical concerns
- Is the contractor's point of contact with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for formulating work standards, creating strategic project objectives, and managing client issues and feedback
- Provides assistance with supervising designated resources and enforcing quality control practices for each project
- Assists with project reviews and overall contract progress and performance
- Leads teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Advisory Lead III	Minimum of 15 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Executive level management experience, information technology advisory expertise as it relates to identity, credentials, and access management, and direction on client engagements
- Experience in project definition and systems analysis, creation of competitive strategies, and integration of global technical solutions
- Proficient in advising on project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing

- Identifies themes capable of being developed into new IT strategy methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives
- Coordinates multiple projects and teams and assisting clients in achieving desired program results
- Advises on the development and implementation of the technology strategy to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Serves as an HSPD-12 information technology advisor and subject matter expert to the client and guides day-to-day activities of project teams
- Assumes responsibility for client communications relating to technical concerns
- Is the contractor's liaison and point of contact with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for formulating work standards, creating strategic project objectives, and managing client issues and feedback
- Assumes accountability for supervising designated resources and enforcing quality control practices for each project
- Maintains responsibility for project reviews and overall contract progress and performance
- Leads teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Advisory Lead II	Minimum of 13 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Executive level management experience, information technology advisory expertise as it relates to identity, credentials, and access management, and direction on client engagements
- Experience in project definition and systems analysis, creation of competitive strategies, and integration of global technical solutions
- Proficient in advising on project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing
- Assists with identifying themes capable of being developed into new IT strategy methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives
- Coordinates multiple projects and teams and assisting clients in achieving desired program results
- Advises on the development and implementation of the technology strategy to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Serves as an HSPD-12 information technology advisor and subject matter expert to the client and guides day-to-day activities of project teams
- Assumes responsibility for client communications relating to technical concerns
- Is the contractor's point of contact with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for formulating work standards, creating strategic project objectives, and managing client issues and feedback
- Assumes accountability for supervising designated resources and enforcing quality control practices for each project
- Assists with project reviews and overall contract progress and performance
- Leads teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Advisory Lead I	Minimum of 10 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Executive level management experience, information technology advisory expertise as it relates to identity, credentials, and access management, and direction on client engagements
- Experience in project definition and systems analysis, creation of competitive strategies, and integration of global technical solutions
- Proficient in advising on project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing

- Assists with identifying themes capable of being developed into new IT strategy methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives
- Coordinates multiple projects and teams and assisting clients in achieving desired program results
- Advises on the development and implementation of the technology strategy to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Serves as an HSPD-12 information technology advisor and subject matter expert to the client and helps with day-to-day activities of project teams
- Assumes responsibility for client communications relating to technical concerns
- Is the contractor's point of contact with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for formulating work standards, creating strategic project objectives, and managing client issues and feedback
- Provides assistance with supervising designated resources and enforcing quality control practices for each project
- Assists with project reviews and overall contract progress and performance
- Leads teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Advisory Engagement Leader III	Minimum of 11 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Engagement experience in program scope and approach, information technology advisory experience, focus on program delivery and technical integration
- Ability to drive IT Strategy and planning changes at the executive levels, oversight of key information technology enablers, and identity, credentials, and access management expertise
- Maintains responsibility for managing and advising the program team and daily operations of project development or serves in a role as a highly experienced technical expert, and helps to ensure client comfort and feasibility with designed solution
- Communicates with client and project managers and management of multiple projects across various industry lines
- Understands the client's risk, business objectives, and quality goals
- Manages and advises program activities and is a key point of contact with client executives
- Assumes responsibility for program delivery and oversight of key technical enablers on projects and identification of needs for new tools
- Conducts regular interaction and communications with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for managing technical solutions, delegating appropriate resources, and helping to ensure quality assurance principles are met across projects and deliverables
- Resolving problems and suggesting creative solutions, including but not limited to, finance, scheduling, technology, methodology, tools, solution components, and recommendations
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Advisory Engagement Leader II	Minimum of 9 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Engagement experience in program scope and approach, information technology advisory experience, focus on program delivery and technical integration
- Ability to drive IT Strategy and planning changes at the executive levels, oversight of key information technology enablers, and identity, credentials, and access management expertise
- Maintains responsibility for managing and advising the program team and daily operations of project development or serves in a role as a highly experienced technical expert, and helps to ensure client comfort and feasibility with designed solution
- Communicates with client and project managers and management of multiple projects across various industry lines

- Understands the client's risk, business objectives, and quality goals
- Manages and advises program activities and is a point of contact with client executives
- Responsible for program delivery and oversight of key technical enablers on projects and identification of needs for new tools
- Communications with the Contracting Officer's Technical and delegated government representatives
- Manages technical solutions, delegates appropriate resources, and helping to ensure quality assurance principles are met across projects and deliverables
- Resolves problems, including but not limited to, finance, scheduling, technology, methodology, tools, solution components, and recommendations
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Advisory Engagement Leader I	Minimum of 8 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Engagement experience in program scope and approach, information technology advisory experience, focus on program delivery and technical integration
- Ability to drive IT Strategy and planning changes at the executive levels, oversight of key information technology enablers, and identity, credentials, and access management expertise
- Maintains responsibility for managing and advising the program team and daily operations of project development or serves in a role as a highly experienced technical expert, and helps to ensure client comfort and feasibility with designed solution
- Communicates with client and project managers and management of multiple projects across various industry lines
- Understands the client's risk, business objectives, and quality goals
- Manages and advises program activities and is a point of contact with client executives
- Responsible for program delivery and oversight of key technical enablers on projects and identification of needs for new tools
- Communicates with the Contracting Officer's Technical and delegated government representatives
- Manages technical solutions, delegates appropriate resources, and helping to ensure quality assurance principles are met across projects and deliverables
- Provides assistance with resolving problems, including but not limited to, finance, scheduling, technology, methodology, tools, solution components, and recommendation
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Solution Architect II	Minimum of 14 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Engagement experience in program scope and approach, information technology advisory expert experience, focus on program delivery and technical integration
- Ability to drive IT Strategy and planning changes at the executive levels, oversight of key information technology enablers, and identity, credentials, and access management expertise
- Maintains responsibility for managing and advising the program team and daily operations of project development or serves in a role as a highly experienced technical subject matter expert, and helps to ensure client comfort and feasibility with designed solution
- Communicates with client and project managers and management of multiple projects across various industry lines
- Understands the client's risk, business objectives, and quality goals as it relates to information technology identity, credentials, and access management
- Manages and advises program activities and is a key point of contact with client executives
- Assumes responsibility for program delivery and oversight of key technical enablers on projects and identification of needs for new tools
- Conducts regular interaction and communications with the Contracting Officer's Technical and delegated government representatives

- Maintains responsibility for managing technical solutions, delegating appropriate resources, and helping to ensure quality assurance principles are met across projects and deliverables
- Resolving problems and suggesting creative solutions, including but not limited to, finance, scheduling, technology, methodology, tools, solution components, and recommendations
- Leads the completion of information technology advisory specific tasks within estimated time frames and budget constraints
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Solution Architect I	Minimum of 12 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Engagement experience in program scope and approach, information technology advisory expert experience, focus on program delivery and technical integration
- Ability to drive IT Strategy and planning changes at the executive levels, oversight of key information technology enablers, and identity, credentials, and access management expertise
- Maintains responsibility for managing and advising the program team and daily operations of project development or serves in a role as a highly experienced technical subject matter expert, and helps to ensure client comfort and feasibility with designed solution
- Communicates with client and project managers and management of multiple projects across various industry lines
- Understands the client's risk, business objectives, and quality goals as it relates to information technology identity, credentials, and access management
- Manages and advises program activities and is a point of contact with client executives
- Assumes responsibility for program delivery of key technical enablers on projects and identification of needs for new tools
- Communicates with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for managing technical solutions, delegating appropriate resources, and helping to ensure quality assurance principles are met across projects and deliverables
- Suggests creative solutions, including but not limited to, finance, scheduling, technology, methodology, tools, solution components, and recommendations
- Assists with the completion of information technology advisory specific tasks within estimated time frames and budget constraints
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Advisory Project Lead III	Minimum of 8 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in advising on identity, credentials, and access management on client engagements, or extensive knowledge of and experience with HSPD-12 related systems development and implementation, development of engagement work plans, deployment of program criterion, and related activities
- Devises or modifies procedures to solve complex problems, provides guidance and experience on technical solution implementation, engages resources and/or serves as a team leader, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business needs
- Implementing business process reengineering, developing financial models, orchestrating change management principles, and conducting performance measurements
- Serves in the role of project team leader over assigned support areas, often filling the position of project team lead and instructing, directing, advising, and monitoring the work of other IT staff or serves in a role of an experienced technical expert
- Conducts analysis of work plan completeness, prepares status reports, and supports quality control practices
- Performs analyses of client issues, assesses appropriate alternatives, and recommends solutions
- Communicates client expectations to project team, and escalates appropriate issues to senior level project staff
- Maintains technical knowledge within industry and service line
- Delivers presentations of information including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings

- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Advisory Project Lead II	Minimum of 6 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in advising on identity, credentials, and access management on client engagements, or extensive knowledge of and experience with HSPD-12 related systems development and implementation, development of engagement work plans, deployment of program criterion, and related activities
- Devises or modifies procedures to solve complex problems, provides guidance and experience on technical solution implementation, engages resources and/or serves as a team leader, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business needs
- Implementing business process reengineering, developing financial models, orchestrating change management principles, and conducting performance measurements
- Serves in the role of project team leader over assigned support areas, often filling the position of project team lead and instructing, directing, advising, and monitoring the work of other IT staff or serves in a role of an experienced technical expert
- Conducts analysis of work plan completeness, prepares status reports, and supports quality control practices
- Performs analyses of client issues and recommends solutions
- Communicates client expectations to project team
- Maintains technical knowledge within industry and service line
- Assists with client meetings and presentations of information including, but not limited to, new commitments in the status of work in progress, and problems encountered
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Advisory Project Lead I	Minimum of 5 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in advising on identity, credentials, and access management on client engagements, or extensive knowledge of and experience with HSPD-12 related systems development and implementation, development of engagement work plans, deployment of program criterion, and related activities
- Devises or modifies procedures to solve complex problems, provides experience on technical solution implementation, engages resources, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business needs
- Implementing business process reengineering, developing financial models, orchestrating change management principles, and conducting performance measurements
- Serves in the role of project team leader over assigned support areas, and instructing, directing, advising, and monitoring the work of other IT staff or serves in a role of an experienced technical expert
- Conducts analysis of work plan completeness, prepares status reports, and supports quality control practices
- Communicates client expectations to project team
- Maintains technical knowledge within industry and service line
- Gathers information for client meetings and presentations including, but not limited to, new commitments in the status of work in progress, and problems encountered
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Solution Lead II	Minimum of 10 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience includes advising on identity, credentials, and access management on client engagements, or extensive knowledge of and experience with HSPD-12 related systems development and implementation, development of engagement work plans, deployment of program criterion, and related activities
- Devises or modifies procedures to solve complex problems, provides guidance and experience on technical solution implementation, engages resources and/or serves as an information technology subject matter expert and

team leader, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business needs
- Implementing business process reengineering, developing financial models, orchestrating change management principles, and conducting performance measurements
- Serves in the role of project team leader over assigned support areas, often filling the position of project team lead and instructing, directing, advising, and monitoring the work of other IT staff or serves in a role of an experienced technical subject matter expert
- Conducts analysis of work plan completeness, prepares status reports, and supports quality control practices
- Performs analyses of client issues, assesses appropriate alternatives, and recommends solutions
- Communicates client expectations to project team, and escalates appropriate issues to senior level project staff
- Maintains technical knowledge within industry and service line
- Delivers presentations of information including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Solution Lead I	Minimum of 8 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:
- Experience includes advising on identity, credentials, and access management on client engagements, or extensive knowledge of and experience with HSPD-12 related systems development and implementation, development of engagement work plans, deployment of program criterion, and related activities
- Modifies procedures to solve complex problems, provides guidance and experience on technical solution implementation, engages resources and/or serves as an information technology subject matter expert and team leader, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business needs
- Implementing business process reengineering, developing financial models, orchestrating change management principles, and conducting performance measurements
- Serves in the role of project team leader over assigned support areas, and instructing, directing, advising, and monitoring the work of other IT staff or serves in a role of an experienced technical subject matter expert
- Conducts analysis of work plan completeness, prepares status reports, and supports quality control practices
- Performs analyses of client issues, assesses appropriate alternatives, and recommends solutions
- Communicates client expectations to project team
- Maintains technical knowledge within industry and service line
- Assists with client meetings and presentations of information including, but not limited to, new commitments in the status of work in progress, and problems encountered
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Advisory Sr Professional III	Minimum of 6 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:
- Experience in Identity, Credentials, and Access Management advisory support and familiarity with client issues, assistance with design issues, leading and advising client teams, analysis of project data, and development of appropriate deliverables
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives
- Demonstrates these skills by performing status reports, verifying work plan completeness, and communicating with team members
- Provides senior-level analytical, program, and advisory support, and is focused on providing high performance work
- Contributes to engagement work plan development and often leads less complex engagement tasks to completion within scope and budget
- Serves as a senior-level analytical correspondent within engagement team
- Assumes responsibility for contributing to work plan development, reaching engagement milestones, and may lead specific project tasks

- Advises on and guiding sub-tasks of an information technology related business and technical needs
- Applies business modeling, process modeling, and business design techniques
- Conducts analysis of appropriate consulting tools to satisfy program requirements, and creates project deliverables
- Formulates diagnoses through financial or statistical modeling, assesses appropriate alternatives, and offers conclusions to Project Manager
- Performs analyses and makes diagnoses, as well as defines symptoms and problems, and develops conclusions
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Advisory Sr Professional II	Minimum of 5 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in Identity, Credentials, and Access Management advisory support and familiarity with client issues, assistance with design issues, leading and advising client teams, analysis of project data, and development of appropriate deliverables
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives
- Demonstrates these skills by performing status reports, verifying work plan completeness, and communicating with team members
- Provides senior-level analytical, program, and advisory support, and is focused on providing high performance work
- Contributes to engagement work plan development and assists with less complex engagement tasks to completion within scope and budget
- Serves as a senior-level analytical correspondent within engagement team
- Assumes responsibility for contributing to work plan development, reaching engagement milestones, and may lead specific project tasks
- Advises on sub-tasks of an information technology related business and technical needs
- Applies business modeling, process modeling, and business design techniques
- Conducts analysis of appropriate consulting tools to satisfy program requirements, and creates project deliverables
- Assists with Formulating diagnoses through financial or statistical modeling and assesses appropriate alternatives
- Performs analyses and makes diagnoses, as well as defines symptoms and problems, and develops conclusions
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Advisory Sr Professional I	Minimum of 4 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in Identity, Credentials, and Access Management advisory support and familiarity with client issues, assistance with design issues, leading and advising client teams, analysis of project data, and development of appropriate deliverables
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives
- Demonstrates these skills by performing status reports, verifying work plan completeness, and communicating with team members
- Provides senior-level analytical, program, and advisory support, and is focused on providing high performance work
- Contributes to engagement work plan development and assists with less complex engagement tasks to completion within scope and budget
- Serves as a senior-level analytical correspondent within engagement team
- Contributes to work plan development, reaching engagement milestones, and may lead specific project tasks
- Advises on and guiding sub-tasks of an information technology related business and technical needs
- Applies business modeling, process modeling, and business design techniques
- Conducts analysis of appropriate consulting tools to satisfy program requirements, and creates project deliverables
- Assists with Formulating diagnoses through financial or statistical modeling and assesses appropriate alternatives
- Performs analyses and makes diagnoses, as well as defines symptoms and problems

- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Advisory Mid Professional III	Minimum of 4 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Proficiency in analysis and defining business needs, information technology advisory expertise, applying methodologies, support of program management, exposure to client issues, and development of project deliverables
- Provides assistance on completing work plan activities, analyzes relevant data and information, and advises, institutes, and supports business solutions
- Analyzing Identity, Credentials, and Access Management business requirements impacted by information technology, and defining applicable tools and innovative solutions including technology, methodology, and solution components
- Provides analytical, advisory, and program support
- Completes assigned engagement tasks within the project scope and budget, while meeting deliverable requirements with no oversight
- Serves as a key analytical resource on engagement team
- Assumes responsibility for conducting relevant research, distilling data, and creating reports
- Actively engages consulting tools and methodologies to meet project objectives and complete program management activities
- Maintains responsibility for quality assurance practices and fostering completion and accuracy of system documentation
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Advisory Mid Professional II	Minimum of 3 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Proficiency in analysis and defining business needs, information technology advisory expertise, applying methodologies, support of program management, exposure to client issues, and development of project deliverables
- Provides assistance on completing work plan activities, analyzes relevant data and information, and advises, institutes, and supports business solutions
- Analyzing Identity, Credentials, and Access Management business requirements impacted by information technology, and defining applicable tools and innovative solutions including technology, methodology, and solution components
- Provides analytical, advisory, and program support
- Completes assigned engagement tasks within the project scope and budget, while meeting deliverable requirements with little oversight
- Serves as an analytical resource on engagement team
- Conducts relevant research, distilling data, and creating reports
- Actively engages consulting tools and methodologies to meet project objectives and complete program management activities
- Maintains responsibility for quality assurance practices and fostering completion and accuracy of system documentation
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Advisory Mid Professional I	Minimum of 2 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Proficiency in analysis and defining business needs, information technology advisory expertise, applying methodologies, support of program management, exposure to client issues, and development of project deliverables

- Provides assistance on completing work plan activities, analyzes relevant data and information, and advises, institutes, and supports business solutions
- Analyzing Identity, Credentials, and Access Management business requirements impacted by information technology, and defining applicable tools and innovative solutions including technology, methodology, and solution components
- Provides analytical, advisory, and program support
- Completes assigned engagement tasks within the project scope and budget, while meeting deliverable requirements
- Serves as an analytical resource on engagement team
- Conducts relevant research, distilling data, and creating reports
- Actively engages consulting tools and methodologies to meet project objectives and complete program management activities
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Advisory Jr Professional III	Minimum of 2 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Performs technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, information technology advisory expertise, has programming experience in one or more languages, and is versed in system testing
- Other experience includes data warehousing, information systems design, financial modeling, and business advisory process improvement documentation
- Completing assigned information technology tasks for deliverable requirements with minimal oversight
- Serves as an information technology resource on engagement team
- Analyzes data and systems architecture, creates designs, and implements information systems solutions
- Assists project team in meeting program objectives timely and effectively
- Assumes responsibility for process documentation and technical soundness
- This role is for a specific Identity, Credentials, and Access Management client engagements
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Advisory Jr Professional II	Minimum of 1 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Performs technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, information technology advisory expertise, has programming experience in one or more languages, and is versed in system testing
- Other experience includes data warehousing, information systems design, financial modeling, and business advisory process improvement documentation
- Completing assigned information technology tasks for deliverable requirements with minimal oversight
- Serves as an information technology resource on engagement team
- Analyzes data and systems architecture, creates designs, and implements information systems solutions
- Assists project team in meeting program objectives timely and effectively
- Assists with process documentation and technical soundness
- This role is for a specific Identity, Credentials, and Access Management client engagements
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Advisory Jr Professional I	Minimum of 0 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Performs technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, information technology advisory expertise, has programming experience in one or more languages, and is versed in system testing

- Other experience includes data warehousing, information systems design, financial modeling, and business advisory process improvement documentation
- Completing assigned information technology tasks for deliverable requirements with minimal oversight
- Serves as an information technology resource on engagement team
- Assists project team in meeting program objectives timely and effectively
- Assists with process documentation and technical soundness
- This role is for a specific Identity, Credentials, and Access Management client engagements
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Implementation Executive III	Minimum of 15 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Executive level management experience, information technology implementation expertise as it relates to identity, credentials, and access management, and direction on client engagements
- Experience in project definition and systems analysis, creation of competitive strategies, and integration of global technical solutions
- Proficient in project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing
- Implements themes capable of being developed into new IT strategy methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives
- Other experience includes coordinating multiple projects and team and assisting clients in implementing desired program outcomes
- Serves as HSPD-12 information technology implementations advisor to the client
- Assumes responsibility for client communications relating to technical concerns
- Is the contractor's liaison and point of contact with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for formulating work standards, creating strategic project objectives, and managing client issues and feedback and guides the overall goals of the engagement to the project staff
- Assumes accountability for supervising designated resources and implementing quality control practices for each project
- Maintains responsibility for project reviews and overall contract progress and performance
- Leads teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Implementation Executive II	Minimum of 13 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Executive level management experience, information technology implementation expertise as it relates to identity, credentials, and access management, and direction on client engagements
- Experience in project definition and systems analysis, creation of competitive strategies, and integration of global technical solutions
- Proficient in project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing
- Implements themes capable of being developed into new IT strategy methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives
- Other experience includes coordinating multiple projects and team and assisting clients in implementing desired program outcomes
- Serves as HSPD-12 information technology implementations advisor to the client
- Assumes responsibility for client communications relating to technical concerns
- Is the contractor's point of contact with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for formulating work standards, creating strategic project objectives, and managing client issues and feedback and guides the overall goals of the engagement to the project staff
- Provides assistance with supervising designated resources and implementing quality control practices for each project

- Maintains responsibility for project reviews and overall contract progress and performance
- Leads teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Implementation Executive I	Minimum of 10 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Executive level management experience, information technology implementation expertise as it relates to identity, credentials, and access management, and direction on client engagements
- Experience in project definition and systems analysis, creation of competitive strategies, and integration of global technical solutions
- Proficient in project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing
- Assists with implementing themes capable of being developed into new IT strategy methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives
- Other experience includes coordinating single projects and team and assisting clients in implementing desired program outcomes
- Serves as HSPD-12 information technology implementations advisor to the client
- Assumes responsibility for client communications relating to technical concerns
- Is the contractor's point of contact with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for formulating work standards, creating strategic project objectives, and managing client issues and feedback and guides the overall goals of the engagement to the project staff
- Provides assistance with supervising designated resources and implementing quality control practices for each project
- Assists with project reviews and overall contract progress and performance
- Leads teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Implementation Lead II	Minimum of 13 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Executive level management experience, information technology implementation expertise as it relates to identity, credentials, and access management, and direction on client engagements
- Experience in project definition and systems analysis, creation of competitive strategies, and integration of global technical solutions
- Proficient in project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing
- Assists with implementing themes capable of being developed into new IT strategy methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives
- Other experience includes coordinating multiple projects and team and assisting clients in implementing desired program outcomes
- Serves as HSPD-12 information technology implementations advisor and subject matter expert to the client and guides day-to-day activities of project teams
- Assumes responsibility for client communications relating to technical concerns
- Is the contractor's liaison and point of contact with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for formulating work standards, creating strategic project objectives, and managing client issues and feedback and guides the overall goals of the engagement to the project staff
- Assumes accountability for supervising designated resources and implementing quality control practices for each project
- Assists with project reviews and overall contract progress and performance
- Leads teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Implementation Lead I	Minimum of 10 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Executive level management experience, information technology implementation expertise as it relates to identity, credentials, and access management, and direction on client engagements
- Experience in project definition and systems analysis, creation of competitive strategies, and integration of global technical solutions
- Proficient in project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing
- Assists with implementing themes capable of being developed into new IT strategy methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives
- Other experience includes coordinating single projects and team and assisting clients in implementing desired program outcomes
- Serves as HSPD-12 information technology implementations advisor and subject matter expert to the client and helps with day-to-day activities of project teams
- Assumes responsibility for client communications relating to technical concerns
- Is the contractor's point of contact with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for formulating work standards, creating strategic project objectives, and managing client issues and feedback and guides the overall goals of the engagement to the project staff
- Provides assistance with supervising designated resources and implementing quality control practices for each project
- Assists with project reviews and overall contract progress and performance
- Leads teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Engagement Implementation Leader III	Minimum of 11 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Engagement experience in program scope and approach, information technology implementation experience, focus on program delivery and technical integration, ability to drive IT Strategy and planning changes at the executive levels, oversight of key information technology enablers, and identity, credentials, and access management expertise
- Maintains responsibility for managing the program team and daily operations of project implementation or serves in a role as a highly experienced Technical expert, and helps to ensure client comfort and feasibility with designed solution
- Other experience includes communication with client and project managers and management of multiple projects across various industry lines
- Understands the client's risk, business objectives, and quality goals as it relates to information technology identity, credentials, and access management
- Manages and implements program activities and is a key point of contact with client executives
- Assumes responsibility for program delivery and oversight of key technical enablers on projects and identification of needs for new tools
- Conducts regular interaction and communications with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for managing and implementing technical solutions, delegating appropriate resources, and helping to ensure quality assurance principles are met across projects and deliverables
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Engagement Implementation Leader II	Minimum of 9 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Engagement experience in program scope and approach, information technology implementation experience, focus on program delivery and technical integration, ability to drive IT Strategy and planning changes at the executive levels, oversight of key information technology enablers, and identity, credentials, and access management expertise
- Manages the program team and daily operations of project implementation or serves in a role as a highly experienced Technical expert, and helps to ensure client comfort and feasibility with designed solution
- Other experience includes communication with client and project managers and management of multiple projects across various industry lines
- Understands the client's risk, business objectives, and quality goals as it relates to information technology identity, credentials, and access management
- Manages and implements program activities and is a point of contact with client executives
- Responsible for program delivery and oversight of key technical enablers on projects and identification of needs for new tools
- Communicates with the Contracting Officer's Technical and delegated government representatives
- Manages and implements technical solutions, delegating appropriate resources, and helping to ensure quality assurance principles are met across projects and deliverables
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Engagement Implementation Leader I	Minimum of 8 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Engagement experience in program scope and approach, information technology implementation experience, focus on program delivery and technical integration, ability to drive IT Strategy and planning changes at the executive levels, oversight of key information technology enablers, and identity, credentials, and access management expertise
- Manages the program team and daily operations of project implementation or serves in a role as a highly experienced Technical expert, and helps to ensure client comfort and feasibility with designed solution
- Other experience includes communication with client and project managers and management of multiple projects across various industry lines
- Understands the client's risk, business objectives, and quality goals as it relates to information technology identity, credentials, and access management
- Manages and implements program activities
- Responsible for program delivery and oversight of key technical enablers on projects and identification of needs for new tools
- Communicates with the Contracting Officer's Technical and delegated government representatives
- Manages and implements technical solutions and helping to ensure quality assurance principles are met across projects and deliverables
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Implementation Architect II	Minimum of 14 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Engagement experience in program scope and approach, information technology implementation expert experience, focus on program delivery and technical integration, ability to drive IT Strategy and planning changes at the executive levels, oversight of key information technology enablers, and identity, credentials, and access management expertise
- Maintains responsibility for managing the program team and daily operations of project implementation or serves in a role as a highly experienced Technical subject matter expert, and helps to ensure client comfort and feasibility with designed solution
- Other experience includes communication with client and project managers and management of multiple projects across various industry lines
- Understands the client's risk, business objectives, and quality goals as it relates to information technology identity, credentials, and access management
- Manages and implements program activities and is a key point of contact with client executives

- Assumes responsibility for program delivery and oversight of key technical enablers on projects and identification of needs for new tools
- Conducts regular interaction and communications with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for managing and implementing technical solutions and validating innovative solutions with subject matter experts, delegating appropriate resources, and helping to ensure quality assurance principles are met across projects and deliverables
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Implementation Architect I	Minimum of 12 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Engagement experience in program scope and approach, information technology implementation expert experience, focus on program delivery and technical integration, ability to drive IT Strategy and planning changes at the executive levels, oversight of key information technology enablers, and identity, credentials, and access management expertise
- Maintains responsibility for managing the program team and daily operations of project implementation or serves in a role as a highly experienced Technical subject matter expert, and helps to ensure client comfort and feasibility with designed solution
- Other experience includes communication with client and project managers and management of multiple projects across various industry lines
- Understands the client's risk, business objectives, and quality goals as it relates to information technology identity, credentials, and access management
- Manages and implements program activities and is a point of contact with client executives
- Assumes responsibility for program delivery and oversight of key technical enablers on projects and identification of needs for new tools
- Communicates with the Contracting Officer's Technical and delegated government representatives
- Assists with managing and implementing technical solutions and validating innovative solutions with subject matter experts, delegating appropriate resources, and helping to ensure quality assurance principles are met across projects and deliverables
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Implementation Project Lead III	Minimum of 8 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in implementing identity, credentials, and access management, or extensive knowledge of and experience with HSPD-12 systems development and implementation, development of engagement work plans, deployment of program criterion, and related activities
- Devises or modifies procedures to solve complex problems, provides guidance and experience on technical solution implementation, engages resources and/or serves as a team leader, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business needs
- Other experience includes implementing business process reengineering, developing financial models, orchestrating change management principles, and conducting performance measurements
- Serves in the role of project team leader over assigned support areas, often filling the position of project team lead and instructing, directing, and monitoring the work of other IT staff or serves in a role of an experienced technical expert
- Implements operational systems, processes, and policies as it relates to information technology
- Conducts analysis of work plan completeness, prepares status reports, and supports quality control practices
- Performs analyses of client issues, assesses appropriate alternatives, and recommends solutions to be implemented
- Communicates client expectations to project team, and escalates appropriate issues to senior level project staff
- Maintains technical knowledge within industry and service line
- Develops innovation and efficiency in order to increase identity, credentials, and access management and information technology performance
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Implementation Project Lead II	Minimum of 6 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in implementing identity, credentials, and access management, or extensive knowledge of and experience with HSPD-12 systems development and implementation, development of engagement work plans, deployment of program criterion, and related activities
- Devises or modifies procedures to solve complex problems, provides guidance and experience on technical solution implementation, engages resources and/or serves as a team leader, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business needs
- Other experience includes implementing business process reengineering, developing financial models, orchestrating change management principles, and conducting performance measurements
- Serves in the role of project team leader over assigned support areas, often filling the position of project team lead and instructing, directing, and monitoring the work of other IT staff or serves in a role of an experienced technical expert
- Implements operational systems, processes, and policies as it relates to information technology
- Conducts analysis of work plan completeness, prepares status reports, and supports quality control practices
- Performs analyses of client issues and recommends solutions to be implemented
- Communicates client expectations to project team
- Maintains technical knowledge within industry and service line
- Develops innovation and efficiency in order to increase identity, credentials, and access management and information technology performance
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Implementation Project Lead I	Minimum of 5 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in implementing identity, credentials, and access management, or extensive knowledge of and experience with HSPD-12 systems development and implementation, development of engagement work plans, deployment of program criterion, and related activities
- Devises or modifies procedures to solve complex problems, provides experience on technical solution implementation, engages resources, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business needs
- Other experience includes implementing business process reengineering, developing financial models, orchestrating change management principles, and conducting performance measurements
- Serves in the role of project team leader over assigned support areas, and instructing, directing, and monitoring the work of other IT staff or serves in a role of an experienced technical expert
- Implements operational systems, processes, and policies as it relates to information technology
- Conducts analysis of work plan completeness, prepares status reports, and supports quality control practices
- Performs analyses of client issues and recommends solutions to be implemented
- Maintains technical knowledge within industry and service line
- Assists with Developing innovation and efficiency in order to increase identity, credentials, and access management and information technology performance
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Implementation Solution Lead II	Minimum of 10 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in implementing identity, credentials, and access management, or extensive knowledge of and experience with HSPD-12 systems development and implementation, development of engagement work plans, deployment of program criterion, and related activities
- Devises or modifies procedures to solve complex problems, provides guidance and experience on technical solution implementation, engages resources and/or serves as an information technology subject matter expert and

team leader, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business needs
- Other experience includes implementing business process reengineering, developing financial models, orchestrating change management principles, and conducting performance measurements
- Serves in the role of project team leader over assigned support areas, often filling the position of project team lead and instructing, directing, and monitoring the work of other IT staff or serves in a role of an experienced technical subject matter expert
- Implements operational systems, processes, and policies as it relates to information technology
- Selects the most relevant tools and techniques to meet specific information technology requirements
- Conducts analysis of work plan completeness, prepares status reports, and supports quality control practices
- Performs analyses of client issues, assesses appropriate alternatives, and recommends solutions to be implemented
- Communicates client expectations to project team, and escalates appropriate issues to senior level project staff
- Maintains technical knowledge within industry and service line
- Develops innovation and efficiency in order to increase identity, credentials, and access management and information technology performance
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Implementation Solution Lead I	Minimum of 8 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:
- Experience in implementing identity, credentials, and access management, or extensive knowledge of and experience with HSPD-12 systems development and implementation, development of engagement work plans, deployment of program criterion, and related activities
- Modifies procedures to solve complex problems, provides guidance and experience on technical solution implementation, engages resources and/or serves as an information technology subject matter expert and team leader, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business needs
- Other experience includes implementing business process reengineering, developing financial models, orchestrating change management principles, and conducting performance measurements
- Serves in the role of project team leader over assigned support areas, and instructing, directing, and monitoring the work of other IT staff or serves in a role of an experienced technical subject matter expert
- Implements operational systems, processes, and policies as it relates to information technology
- Selects the most relevant tools and techniques to meet specific information technology requirements
- Conducts analysis of work plan completeness, prepares status reports, and supports quality control practices
- Performs analyses of client issues, assesses appropriate alternatives, and recommends solutions to be implemented
- Communicates client expectations to project team
- Maintains technical knowledge within industry and service line
- Assists with developing innovation and efficiency in order to increase identity, credentials, and access management and information technology performance
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Implementation Sr Professional V	Minimum of 5 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:
- Experience in Identity, Credentials, and Access Management implementation support and familiarity with client issues, assistance with design issues, leading client teams, analysis of project data, and development of appropriate deliverables
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives
- Demonstrates these skills by performing status reports, verifying work plan completeness, and communicating with team members
- Provides expertise in, but not limited to, configuration management, knowledge management, business analysis, and technical analysis

- Provides senior-level analytical, program, and implementation support, and is focused on providing high performance work
- Contributes to engagement work plan development and often leads less complex engagement tasks to implement within scope and budget
- Serves as a senior-level analytical correspondent within engagement team
- Assumes responsibility for contributing to work plan development, reaching engagement milestones, and may lead specific project tasks
- Implements business modeling, process modeling, and business design techniques
- Conducts analysis of appropriate consulting tools to satisfy program requirements, and creates project deliverables
- Formulates diagnoses through financial or statistical modeling, assesses appropriate alternatives, and offers conclusions to Project Manager
- This position performs analyses and makes diagnoses, as well as defines symptoms and problems and develops conclusions for implementation
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Implementation Sr Professional IV	Minimum of 4 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in Identity, Credentials, and Access Management implementation support and familiarity with client issues, assistance with design issues, leading client teams, analysis of project data, and development of appropriate deliverables
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives
- Demonstrates these skills by performing status reports, verifying work plan completeness, and communicating with team members
- Provides expertise in, but not limited to, configuration management, knowledge management, business analysis, and technical analysis
- Provides senior-level analytical, program, and implementation support, and is focused on providing high performance work
- Contributes to engagement work plan development and assists with less complex engagement tasks to implement within scope and budget
- Serves as a senior-level analytical correspondent within engagement team
- Assumes responsibility for contributing to work plan development, reaching engagement milestones, and may lead specific project tasks
- Implements business modeling, process modeling, and business design techniques
- Conducts analysis of appropriate consulting tools to satisfy program requirements and creates project deliverables
- Assists with formulating diagnoses through financial or statistical modeling and assesses appropriate alternatives
- This position performs analyses and makes diagnoses, as well as defines symptoms and problems, and develops conclusions for implementation
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Implementation Sr Professional III	Minimum of 3 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in Identity, Credentials, and Access Management implementation support and familiarity with client issues, assistance with design issues, leading client teams, analysis of project data, and development of appropriate deliverables
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives
- Demonstrates these skills by performing status reports, verifying work plan completeness, and communicating with team members
- Provides expertise in, but not limited to, configuration management, knowledge management, business analysis, and technical analysis

- Provides senior-level analytical, program, and implementation support, and is focused on providing high performance work
- Contributes to engagement work plan development and assists with less complex engagement tasks to implement within scope and budget
- Serves as a senior-level analytical correspondent within engagement team
- Contributes to work plan development, reaching engagement milestones, and may assist with specific project tasks
- Implements business modeling, process modeling, and business design techniques
- Conducts analysis of appropriate consulting tools to satisfy program requirements and creates project deliverables
- Assists with Formulating diagnoses through financial or statistical modeling and assesses appropriate alternatives
- This position performs analyses and makes diagnoses, as well as defines symptoms and implementation problems
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Implementation Sr Professional II	Minimum of 2 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in Identity, Credentials, and Access Management implementation support and familiarity with client issues, assistance with design issues, leading client teams, analysis of project data, and development of appropriate deliverables
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives
- Demonstrates these skills by performing status reports, verifying work plan completeness, and communicating with team members
- Provides expertise in, but not limited to, configuration management, knowledge management, business analysis, and technical analysis
- Provides senior-level analytical, program, and implementation support, and is focused on providing high performance work
- Contributes to engagement work plan development and assists with less complex engagement tasks to implement within scope and budget
- Serves as a senior-level analytical correspondent within engagement team
- Contributes to work plan development, reaching engagement milestones, and may assist with specific project tasks
- Implements business modeling, process modeling, and business design techniques
- Conducts analysis of appropriate consulting tools to satisfy program requirements and creates project deliverables
- Assists with formulating diagnoses through financial or statistical modeling and assesses appropriate alternatives
- This position performs analyses and makes diagnoses, as well as defines symptoms and implementation problems
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Implementation Sr Professional I	Minimum of 1 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in Identity, Credentials, and Access Management implementation support and familiarity with client issues, assistance with design issues, leading client teams, analysis of project data, and development of appropriate deliverables
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives
- Demonstrates these skills by performing status reports, verifying work plan completeness, and communicating with team members
- Provides expertise in, but not limited to, configuration management, knowledge management, business analysis, and technical analysis
- Provides senior-level analytical, program, and implementation support, and is focused on providing high performance work
- Contributes to engagement work plan development and assists with engagement tasks to implement within scope and budget

- Contributes to work plan development, reaching engagement milestones
- Implements business modeling, process modeling, and business design techniques
- Conducts analysis of appropriate consulting tools to satisfy program requirements and creates project deliverables
- Assists with formulating diagnoses through financial or statistical modeling
- This position performs analyses and makes diagnoses, as well as defines symptoms and implementation problems
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Implementation Mid Professional V	Minimum of 3 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Proficiency in analysis and defining business needs, information technology implementation expertise, applying methodologies, support of program management, exposure to client issues, and development of project deliverables
- Provides assistance on completing work plan activities, analyzes relevant data and information, and institutes, and supports business solutions
- Providing expertise in, but not limited to, Identity, Credentials, and Access Management, configuration management, knowledge management, business analysis, and technical analysis
- Provides analytical, implementation, and program support
- Completes assigned engagement tasks within the project scope and budget, while meeting deliverable requirements
- Serves as a key analytical resource on engagement team
- Assumes responsibility for conducting relevant research, distilling data, and creating reports
- Actively engages consulting tools and methodologies to meet project objectives and complete program management activities
- Maintains responsibility for quality assurance practices and fostering completion and accuracy of system documentation
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Implementation Mid Professional IV	Minimum of 2 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Proficiency in analysis and defining business needs, information technology implementation expertise, applying methodologies, support of program management, exposure to client issues, and development of project deliverables
- Provides assistance on completing work plan activities, analyzes relevant data and information, and institutes, and supports business solutions
- Providing expertise in, but not limited to, Identity, Credentials, and Access Management, configuration management, knowledge management, business analysis, and technical analysis
- Provides analytical, implementation, and program support
- Completes assigned engagement tasks within the project scope and budget, while meeting deliverable requirements
- Serves as an analytical resource on engagement team
- Conducts relevant research, distilling data, and creating reports
- Actively engages consulting tools and methodologies to meet project objectives and complete program management activities
- Maintains responsibility for quality assurance practices and fostering completion and accuracy of system documentation
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Implementation Mid Professional III	Minimum of 1 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Proficiency in analysis and defining business needs, information technology implementation expertise, applying methodologies, support of program management, exposure to client issues, and development of project deliverables
- Provides assistance on completing work plan activities, analyzes relevant data and information, and institutes, and supports business solutions
- Providing expertise in, but not limited to, Identity, Credentials, and Access Management, configuration management, knowledge management, business analysis, and technical analysis
- Provides analytical, implementation, and program support
- Completes assigned engagement tasks within the project scope and budget, while meeting deliverable requirements
- Conducts relevant research, distilling data, and assists with creating reports
- Actively engages consulting tools and methodologies to meet project objectives and complete program management activities
- Provides assistance for quality assurance practices and fostering completion and accuracy of system documentation
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Implementation Mid Professional II	Minimum of 2 years of information technology or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

Skills & Expertise:

- Proficiency in analysis and defining business needs, information technology implementation expertise, applying methodologies, support of program management, exposure to client issues, and development of project deliverables
- Provides assistance on completing work plan activities, analyzes relevant data and information, and institutes, and supports business solutions
- Providing expertise in, but not limited to, Identity, Credentials, and Access Management, configuration management, knowledge management, business analysis, and technical analysis
- Provides analytical, implementation, and program support
- Assists with the completion of engagement tasks within the project scope and budget, while meeting deliverable requirements
- Conducts relevant research, distilling data, and assists with creating reports
- Actively engages consulting tools and methodologies to meet project objectives and complete program management activities
- Provides assistance for quality assurance practices and fostering completion and accuracy of system documentation
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Implementation Mid Professional I	Minimum of 1 years of information technology or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

Skills & Expertise:

- Proficiency in analysis and defining business needs, information technology implementation expertise, applying methodologies, support of program management, exposure to client issues, and development of project deliverables
- Provides assistance on completing work plan activities, analyzes relevant data and information, and institutes, and supports business solutions
- Providing expertise in, but not limited to, Identity, Credentials, and Access Management, configuration management, knowledge management, business analysis, and technical analysis
- Provides analytical, implementation, and program support
- Assists with the completion of engagement tasks within the project scope and budget, while meeting deliverable requirements
- Actively engages consulting tools and methodologies to meet project objectives and complete program management activities
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Implementation Jr Professional V	Minimum of 2 years of information technology or directly relevant industry experience	Minimum Bachelor's or equivalent in a related field

Skills & Expertise:

- Experience in performing technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, information technology advisory expertise, has programming experience in one or more languages, and is versed in system testing
- Other experience includes data warehousing, information systems design, financial modeling, and business process improvement documentation
- Serves as an information technology resource on engagement team
- Analyzes data and systems architecture, creates designs, and implements information systems solutions
- Supports planning and project management for tasks
- Assists project team in meeting program objectives timely and effectively
- Assumes responsibility for process documentation and technical soundness
- Applies quality standards to work products
- The role is for a specific Identity, Credentials, and Access Management client engagements
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Implementation Jr Professional IV	Minimum of 1 years of information technology or directly relevant industry experience	Minimum Bachelor's or equivalent in a related field

Skills & Expertise:

- Experience in performing technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, information technology advisory expertise, has programming experience in one or more languages, and is versed in system testing
- Other experience includes data warehousing, information systems design, financial modeling, and business process improvement documentation
- Serves as an information technology resource on engagement team
- Analyzes data and systems architecture, creates designs, and implements information systems solutions
- Supports planning and project management for tasks
- Assists project team in meeting program objectives timely and effectively
- Provides assistance for process documentation and technical soundness
- Applies quality standards to work products
- The role is for a specific Identity, Credentials, and Access Management client engagements
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Implementation Jr Professional III	Minimum of 0 years of information technology or directly relevant industry experience	Minimum Bachelor's or equivalent in a related field

Skills & Expertise:

- Experience in performing technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, information technology advisory expertise, has programming experience in one or more languages, and is versed in system testing
- Other experience includes data warehousing, information systems design, financial modeling, and business process improvement documentation
- Serves as an information technology resource on engagement team
- Supports planning and project management for tasks
- Assists project team in meeting program objectives timely and effectively
- Provides assistance for process documentation and technical soundness
- Applies quality standards to work products
- The role is for a specific Identity, Credentials, and Access Management client engagements
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Implementation Jr Professional II	Minimum of 2 years of information technology or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

Skills & Expertise:

- Experience in performing technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, information technology advisory expertise, has programming experience in one or more languages, and is versed in system testing
- Other experience includes data warehousing, information systems design, financial modeling, and business process improvement documentation
- Serves as an information technology resource on engagement team
- Supports planning and project management for tasks
- Assists project team in meeting program objectives timely and effectively
- Applies quality standards to work products
- The role is for a specific Identity, Credentials, and Access Management client engagements
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Implementation Jr Professional I	Minimum of 1 years of information technology or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

Skills & Expertise:

- Experience in performing technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, information technology advisory expertise
- Other experience includes data warehousing, information systems design, financial modeling, and business process improvement documentation
- Serves as an information technology resource on engagement team
- Supports planning and project management for tasks
- Assists project team in meeting program objectives timely and effectively
- Applies quality standards to work products
- The role is for a specific Identity, Credentials, and Access Management client engagements
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Implementation Jr Staff IV	Minimum of 0 years of information technology or directly relevant industry experience	Minimum Bachelor's or equivalent in a related field

Skills & Expertise:

- Experience in performing technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, information technology advisory expertise, has programming experience in one or more languages, and is versed in system testing
- Serves as an information technology resource on engagement team
- Analyzes data and systems architecture, creates designs, and implements information systems solutions
- Supports planning and project management for tasks
- Assists project team in meeting program objectives timely and effectively
- Responsible for process documentation and technical soundness
- Applies quality standards to work products
- The role is for a specific Identity, Credentials, and Access Management client engagements
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Implementation Jr Staff III	Minimum of 3 years of information technology or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

Skills & Expertise:

- Experience in performing technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, information technology advisory expertise, has programming experience in one or more languages, and is versed in system testing
- Serves as an information technology resource on engagement team

- Analyzes data and systems architecture, creates designs, and implements information systems solutions
- Supports planning and project management for tasks
- Assists project team in meeting program objectives timely and effectively
- Applies quality standards to work products
- The role is for a specific Identity, Credentials, and Access Management client engagements
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Implementation Jr Staff II	Minimum of 2 years of information technology or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

Skills & Expertise:

- Experience in performing technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, information technology advisory expertise, has programming experience in one or more languages, and is versed in system testing
- Serves as an information technology resource on engagement team
- Assists with data and systems architecture, creates designs, and implements information systems solutions
- Supports planning and project management for tasks
- Assists project team in meeting program objectives timely and effectively
- Applies quality standards to work products
- The role is for a specific Identity, Credentials, and Access Management client engagements
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Implementation Jr Staff I	Minimum of 1 years of information technology or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

Skills & Expertise:

- Experience in performing technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, information technology advisory expertise, has programming experience in one or more languages, and is versed in system testing
- Serves as an information technology resource on engagement team
- Assists with data and systems architecture, creates designs, and implements information systems solutions
- Supports planning and project management for tasks
- Applies quality standards to work products
- The role is for a specific Identity, Credentials, and Access Management client engagements
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Operations Executive II	Minimum of 13 years of information technology or directly relevant industry experience	Minimum Bachelor’s Degree or equivalent in a related field

Skills & Expertise:

- Executive level management experience, information technology operational expertise as it relates to identity, credentials, and access management, and direction on client engagements, experience in project definition and systems analysis, creation of competitive strategies, and integration of global technical solutions
- Proficient in project estimation and resource planning and in resolving project issues, such as technical compatibility, client expectations, and timing
- Identifies themes capable of being developed into new IT strategy methodology, helps to ensure overall soundness of operational and analytical approach, and is able to suggest alternatives
- Other experience includes coordinating multiple projects and team and assisting clients in desired operational program outcomes
- Serves as an HSPD-12 information technology operations advisor to the client
- Assumes responsibility for client communications related to communicating technical concerns
- Is the contractor's point of contact with the Contracting Officer’s Technical and delegated government representatives
- Maintains responsibility for formulating work standards, creating strategic project objectives, and managing client issues and feedback

- Assumes accountability for supervising designated resources and quality control practices for each project
- Maintains responsibility for project reviews and overall contract progress, performance, and operations
- Leads teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Operations Executive I	Minimum of 10 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Executive level management experience, information technology operational expertise as it relates to identity, credentials, and access management, and direction on client engagements, experience in project definition and systems analysis, creation of competitive strategies, and integration of global technical solutions
- Proficient in project estimation and resource planning and in resolving project issues, such as technical compatibility, client expectations, and timing
- Assists with identifying themes capable of being developed into new IT strategy methodology, helps to ensure overall soundness of operational and analytical approach, and is able to suggest alternatives
- Other experience includes coordinating single projects and team and assisting clients in desired operational program outcomes
- Serves as an HSPD-12 information technology operations advisor to the client
- Assumes responsibility for client communications related to communicating technical concerns
- Is the contractor's point of contact with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for formulating work standards, creating strategic project objectives, and managing client issues and feedback
- Supervises designated resources and quality control practices for each project
- Assists with project reviews and overall contract progress, performance, and operations
- Leads teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Operations Leader III	Minimum of 11 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Engagement experience in program scope and approach, information technology operations experience, focus on program delivery and technical integration, ability to drive IT Strategy and planning changes at the executive levels, oversight of key information technology enablers, and identity, credentials, and access management expertise
- Maintains responsibility for managing the program team and daily operations of project operations or serves in a role as a highly experienced Technical expert, and helps to ensure client comfort and feasibility with designed solution
- Other experience includes communication with client and project managers and management of multiple projects across various industry lines
- Understands the client's risk, business objectives, and quality goals
- Manages highly complex program activities and is a key point of contact with client executives
- Assumes responsibility for program delivery and oversight of key technical enablers on project operations and identification of needs for new tools
- Conducts regular interaction and communications with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for managing technical solutions, delegating appropriate resources, and helping to ensure alignment of scope, work product with client deliverables, and quality assurance principles are met across project operations
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Operations Leader II	Minimum of 9 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Engagement experience in program scope and approach, information technology operations experience, focus on program delivery and technical integration, ability to drive IT Strategy and planning changes at the executive levels, oversight of key information technology enablers, and identity, credentials, and access management expertise
- Manages the program team and daily operations of project operations or serves in a role as a highly experienced Technical expert, and helps to ensure client comfort and feasibility with designed solution
- Other experience includes communication with client and project managers and management of multiple projects across various industry lines
- Understands the client's risk, business objectives, and quality goals
- Manages highly medium complexity program activities and is a point of contact with client executives
- Responsible for program delivery and oversight of key technical enablers on project operations and identification of needs for new tools
- Communicates with the Contracting Officer's Technical and delegated government representatives
- Manages technical solutions, delegating appropriate resources, and helping to ensure alignment of scope, work product with client deliverables, and quality assurance principles are met across project operations
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Operations Leader I	Minimum of 8 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Engagement experience in program scope and approach, information technology operations experience, focus on program delivery and technical integration, ability to drive IT Strategy and planning changes at the executive levels, oversight of key information technology enablers, and identity, credentials, and access management expertise
- Manages the program team and daily operations of project operations or serves in a role as a highly experienced Technical expert, and helps to ensure client comfort and feasibility with designed solution
- Other experience includes communication with client and project managers and management of multiple projects across various industry lines
- Understands the client's risk, business objectives, and quality goals
- Manages low complexity program activities
- Responsible for program delivery and oversight of key technical enablers on project operations and identification of needs for new tools
- Communicates with the Contracting Officer's Technical and delegated government representatives
- Manages technical solutions, delegating appropriate resources, and helping to ensure alignment of scope, work product with client deliverables, and quality assurance principles are met across project operations
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Operations Lead IV	Minimum of 8 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Engagement experience in identity, credentials, and access management and operations, or extensive knowledge of and experience with HSPD-12 systems development, implementation, operations, and maintenance
- Development of engagement work plans, deployment of program criterion, and related operational activities
- Devises or modifies procedures to solve complex problems, provides guidance and experience on technical solution implementation, engages resources and/or serves as a team leader, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business operations
- Other experience includes implementing business process reengineering, developing financial models, orchestrating change management principles, and conducting performance measurements
- Serves in the role of project team leader over assigned support areas, often filling the position of project team lead and instructing, directing, and monitoring the work of other IT staff or serves in a role of an experienced technical expert
- Conducts analysis of work plan completeness, prepares status reports, and supports quality control practices
- Performs analyses of client issues, assesses appropriate alternatives, and recommends solutions

- Communicates client expectations to project team, and escalates appropriate issues to senior level project staff, as well as communicating recommendation to clients and managing client relationships
- Maintains technical knowledge within industry and service line operations
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Operations Lead III	Minimum of 6 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in identity, credentials, and access management and operations, or extensive knowledge of and experience with HSPD-12 systems development, implementation, operations, and maintenance
- Development of engagement work plans, deployment of program criterion, and related operational activities
- Devises or modifies procedures to solve complex problems, provides guidance and experience on technical solution implementation, engages resources and/or serves as a team leader, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business operations
- Other experience includes implementing business process reengineering, developing financial models, orchestrating change management principles, and conducting performance measurements
- Serves in the role of project team leader over assigned support areas, often filling the position of project team lead and instructing, directing, and monitoring the work of other IT staff or serves in a role of an experienced technical expert
- Conducts analysis of work plan completeness, prepares status reports, and supports quality control practices
- Performs analyses of client issues and recommends solutions
- Communicates client expectations to project team, as well as communicating recommendation to clients and managing client relationships
- Maintains technical knowledge within industry and service line operations
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Operations Lead II	Minimum of 5 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in identity, credentials, and access management and operations, or extensive knowledge of and experience with HSPD-12 systems development, implementation, operations, and maintenance
- Development of engagement work plans, deployment of program criterion, and related operational activities
- Devises or modifies procedures to solve complex problems, provides experience on technical solution implementation, engages resources, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business operations
- Other experience includes implementing business process reengineering, developing financial models, orchestrating change management principles, and conducting performance measurements
- Serves in the role of project team leader over assigned support areas, and instructing, directing, and monitoring the work of other IT staff or serves in a role of an experienced technical expert
- Conducts analysis of work plan completeness, prepares status reports, and supports quality control practices
- Performs analyses of client issues and recommends solutions
- Communicates recommendations to clients and managing client relationships
- Maintains technical knowledge within industry and service line operations
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Operations Lead I	Minimum of 4 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in identity, credentials, and access management and operations, or extensive knowledge of and experience with HSPD-12 systems development, implementation, operations, and maintenance
- Development of engagement work plans, deployment of program criterion, and related operational activities

- Devises or modifies procedures to solve complex problems, provides experience on technical solution implementation, engages resources, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business operations
- Other experience includes implementing business process reengineering, developing financial models, orchestrating change management principles, and conducting performance measurements
- Serves in the role of project team leader over assigned support areas, and instructing, directing, and monitoring the work of other IT staff or serves in a role of an experienced technical expert
- Conducts analysis of work plan completeness, prepares status reports, and supports quality control practices
- Performs analyses of client issues
- Maintains technical knowledge within industry and service line operations
- Manages teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Operations Sr Professional V	Minimum of 5 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in Identity, Credentials, and Access management support and familiarity with client issues, assistance with design issues, leading client teams, analysis of project data, and development of appropriate deliverables, as well as the firm's technology focused consulting offerings: enterprise technology strategy development, future scenario analysis, policy analysis, customer/stakeholder insight and strategy development, innovation strategy, and technology strategy
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives and operations
- Demonstrates these skills by performing status reports, verifying work plan completeness, and communicating with team members
- Provides senior-level analytical, program, and operational support, and is focused on providing high performance work
- Contributes to engagement work plan development and often leads less complex engagement tasks to completion within scope and budget
- Serves as a senior-level analytical correspondent within engagement team
- Assumes responsibility for contributing to work plan development, reaching engagement milestones, and may lead specific project tasks
- Operates and applies business modeling, process modeling, and business design techniques
- Conducts analysis of appropriate consulting tools to satisfy program requirements, and creates project deliverables
- Formulates diagnoses through financial or statistical modeling, assesses appropriate alternatives, and offers conclusions to Project Manager
- This position performs analyses and makes diagnoses, as well as defines symptoms and problems, and develops conclusions
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Operations Sr Professional IV	Minimum of 4 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in Identity, Credentials, and Access management support and familiarity with client issues, assistance with design issues, leading client teams, analysis of project data, and development of appropriate deliverables, as well as the firm's technology focused consulting offerings: enterprise technology strategy development, future scenario analysis, policy analysis, customer/stakeholder insight and strategy development, innovation strategy, and technology strategy
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives and operations
- Demonstrates these skills by performing status reports, verifying work plan completeness, and communicating with team members
- Provides senior-level analytical, program, and operational support, and is focused on providing high performance work
- Contributes to engagement work plan development and assists with less complex engagement tasks to completion within scope and budget

- Serves as a senior-level analytical correspondent within engagement team
- Assumes responsibility for contributing to work plan development, reaching engagement milestones, and may lead specific project tasks
- Operates and applies business modeling, process modeling, and business design techniques
- Conducts analysis of appropriate consulting tools to satisfy program requirements, and creates project deliverables
- Formulates diagnoses through financial or statistical modeling and assesses appropriate alternatives
- This position performs analyses and makes diagnoses, as well as defines symptoms and problems, and develops conclusions
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Operations Sr Professional III	Minimum of 3 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in Identity, Credentials, and Access management support and familiarity with client issues, assistance with design issues, leading client teams, analysis of project data, and development of appropriate deliverables, as well as the firm's technology focused consulting offerings: enterprise technology strategy development, future scenario analysis, policy analysis, customer/stakeholder insight and strategy development, innovation strategy, and technology strategy
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives and operations
- Demonstrates these skills by performing status reports, verifying work plan completeness, and communicating with team members
- Provides senior-level analytical, program, and operational support, and is focused on providing high performance work
- Contributes to engagement work plan development and assists with less complex engagement tasks to completion within scope and budget
- Serves as a senior-level analytical correspondent within engagement team
- Contributes to work plan development, reaching engagement milestones, and may assist with specific project tasks
- Operates and applies business modeling, process modeling, and business design techniques
- Conducts analysis of appropriate consulting tools to satisfy program requirements, and creates project deliverables
- Formulates diagnoses through financial or statistical modeling and assesses appropriate alternatives
- This position performs analyses and makes diagnoses, as well as defines symptoms and problems
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Operations Sr Professional II	Minimum of 2 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in Identity, Credentials, and Access management support and familiarity with client issues, assistance with design issues, leading client teams, analysis of project data, and development of appropriate deliverables, as well as the firm's technology focused consulting offerings: enterprise technology strategy development, future scenario analysis, policy analysis, customer/stakeholder insight and strategy development, innovation strategy, and technology strategy
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives and operations
- Demonstrates these skills by performing status reports, verifying work plan completeness, and communicating with team members
- Provides senior-level analytical, program, and operational support, and is focused on providing high performance work
- Contributes to engagement work plan development and assists with less complex engagement tasks to completion within scope and budget
- Contributes to work plan development, reaching engagement milestones, and may assist with specific project tasks
- Operates and applies business modeling, process modeling, and business design techniques

- Conducts analysis of appropriate consulting tools to satisfy program requirements, and creates project deliverables
- Formulates diagnoses through financial or statistical modeling and assesses appropriate alternatives
- This position performs analyses and makes diagnoses, as well as defines symptoms and problems
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Operations Sr Professional I	Minimum of 1 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in Identity, Credentials, and Access management support and familiarity with client issues, assistance with design issues, leading client teams, analysis of project data, and development of appropriate deliverables, as well as the firm's technology focused consulting offerings: enterprise technology strategy development, future scenario analysis, policy analysis, customer/stakeholder insight and strategy development, innovation strategy, and technology strategy
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives and operations
- Demonstrates these skills by performing status reports, verifying work plan completeness, and communicating with team members
- Provides senior-level analytical, program, and operational support, and is focused on providing high performance work
- Contributes to engagement work plan development and assists with engagement tasks to completion within scope and budget
- Contributes to work plan development, reaching engagement milestones
- Operates and applies business modeling, process modeling, and business design techniques
- Conducts analysis of appropriate consulting tools to satisfy program requirements, and creates project deliverables
- Formulates diagnoses through financial or statistical modeling
- This position performs analyses and makes diagnoses, as well as defines symptoms and problems
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Operations Mid Professional V	Minimum of 3 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Proficiency in analysis and defining business needs, information technology operations expertise, applying methodologies, support of program management, exposure to client issues, and development of project deliverables
- Experienced in the firm's technology strategy consulting offerings: Identity, Credentials, and Access Management, enterprise technology strategy development, future scenario analysis, policy analysis, customer/stakeholder insight and technology strategy development, and innovation strategy
- Provides assistance on completing work plan activities, analyzes relevant data and information, and institutes and supports business solutions
- Provides analytical and program operational support
- Completes assigned engagement tasks within the project scope and budget, while meeting deliverable requirements
- Serves as a key analytical resource on engagement team
- Assumes responsibility for conducting relevant research, distilling data, and creating reports and presents findings to client teams
- Actively engages consulting tools and methodologies to meet project objectives and complete program management activities
- Maintains responsibility for quality assurance practices and fostering completion and accuracy of system documentation
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Operations Mid Professional IV	Minimum of 2 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Proficiency in analysis and defining business needs, information technology operations expertise, applying methodologies, support of program management, exposure to client issues, and development of project deliverables
- Experienced in the firm's technology strategy consulting offerings: Identity, Credentials, and Access Management, enterprise technology strategy development, future scenario analysis, policy analysis, customer/stakeholder insight and technology strategy development, and innovation strategy
- Provides assistance on completing work plan activities, analyzes relevant data and information, and institutes and supports business solutions
- Provides analytical and program operational support
- Completes assigned engagement tasks within the project scope and budget, while meeting deliverable requirements
- Serves as an analytical resource on engagement team
- Conducts relevant research, distilling data, and creating reports and presents findings to client teams
- Actively engages consulting tools and methodologies to meet project objectives and complete program management activities
- Maintains responsibility for quality assurance practices and fostering completion and accuracy of system documentation
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Operations Mid Professional III	Minimum of 1 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Proficiency in analysis and defining business needs, information technology operations expertise, applying methodologies, support of program management, exposure to client issues, and development of project deliverables
- Experienced in the firm's technology strategy consulting offerings: Identity, Credentials, and Access Management, enterprise technology strategy development, future scenario analysis, policy analysis, customer/stakeholder insight and technology strategy development, and innovation strategy
- Provides assistance on completing work plan activities, analyzes relevant data and information, and institutes and supports business solutions
- Provides analytical and program operational support
- Completes assigned engagement tasks within the project scope and budget, while meeting deliverable requirements
- Conducts relevant research, distilling data, and assists with creating reports and presents findings to client teams
- Actively engages consulting tools and methodologies to meet project objectives and complete program management activities
- Provides assistance for quality assurance practices and fostering completion and accuracy of system documentation
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Operations Mid Professional II	Minimum of 2 years of information technology or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

Skills & Expertise:

- Experience in performing technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, information technology operations expertise, has programming experience in one or more languages, and is versed in system testing
- Other experience includes data warehousing, information systems design, financial modeling, and business process improvement documentation
- Experienced oral and written communication, and operation of specific tools such as Microsoft Office products, and Tableau

- Serves as an information technology resource on engagement team
- Assists project team in meeting program objectives timely and effectively
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics
- The role is for a specific Identity, Credentials, and Access Management client engagements
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Operations Mid Professional I	Minimum of 2 years of information technology or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

Skills & Expertise:

- Experience in performing technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, information technology operations expertise
- Other experience includes data warehousing, information systems design, financial modeling, and business process improvement documentation
- Experienced oral and written communication, and operation of specific tools such as Microsoft Office products, and Tableau
- Serves as an information technology resource on engagement team
- Assists project team in meeting program objectives timely and effectively
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics
- The role is for a specific Identity, Credentials, and Access Management client engagements
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Operations Jr Professional V	Minimum of 2 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in performing technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, information technology operations expertise, has programming experience in one or more languages, and is versed in system testing
- Other experience includes data warehousing, information systems design, financial modeling, and business process improvement documentation
- Experienced oral and written communication, and operation of specific tools such as Microsoft Office products, and Tableau
- Serves as an information technology resource on engagement team
- Analyzes data and systems architecture, creates designs, and implements information systems solutions
- Assists project team in meeting program objectives timely and effectively
- Assumes responsibility for process documentation and technical soundness
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics
- The role is for a specific Identity, Credentials, and Access Management client engagements
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Operations Jr Professional IV	Minimum of 1 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in performing technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, information technology operations expertise, has programming experience in one or more languages, and is versed in system testing
- Other experience includes data warehousing, information systems design, financial modeling, and business process improvement documentation

- Experienced oral and written communication, and operation of specific tools such as Microsoft Office products, and Tableau
- Serves as an information technology resource on engagement team
- Analyzes data and systems architecture, creates designs, and implements information systems solutions
- Assists project team in meeting program objectives timely and effectively
- Provides assistance for process documentation and technical soundness
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics
- The role is for a specific Identity, Credentials, and Access Management client engagements
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Operations Jr Professional III	Minimum of 0 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in performing technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, information technology operations expertise, has programming experience in one or more languages, and is versed in system testing
- Other experience includes data warehousing, information systems design, financial modeling, and business process improvement documentation
- Experienced oral and written communication, and operation of specific tools such as Microsoft Office products, and Tableau
- Serves as an information technology resource on engagement team
- Assists project team in meeting program objectives timely and effectively
- Provides assistance for process documentation and technical soundness
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics
- The role is for a specific Identity, Credentials, and Access Management client engagements
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Operations Jr Professional II	Minimum of 2 years of information technology or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

Skills & Expertise:

- Experience in performing technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, information technology operations expertise, has programming experience in one or more languages, and is versed in system testing
- Other experience includes data warehousing, information systems design, financial modeling, and business process improvement documentation
- Experienced oral and written communication, and operation of specific tools such as Microsoft Office products, and Tableau
- Serves as an information technology resource on engagement team
- Assists project team in meeting program objectives timely and effectively
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics
- The role is for a specific Identity, Credentials, and Access Management client engagements
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Operations Jr Professional I	Minimum of 1 years of information technology or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

Skills & Expertise:

- Experience in performing technical and non-technical analyses on project issues and helps to ensure technical

implementations follow quality assurance metrics, information technology operations expertise
- Other experience includes data warehousing, information systems design, financial modeling, and business process improvement documentation
- Experienced oral and written communication, and operation of specific tools such as Microsoft Office products, and Tableau
- Serves as an information technology resource on engagement team
- Assists project team in meeting program objectives timely and effectively
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics
- The role is for a specific Identity, Credentials, and Access Management client engagements
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Operations Jr Staff IV	Minimum of 0 years of information technology or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experience in performing technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, information technology operations expertise, has programming experience in one or more languages, and is versed in system testing
- Serves as an information technology resource on engagement team
- Analyzes data and systems architecture, creates designs, and implements information systems solutions
- Assists project team in meeting program objectives timely and effectively
- Responsible for process documentation and technical soundness
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics
- The role is for a specific Identity, Credentials, and Access Management client engagements
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Operations Jr Staff III	Minimum of 3 years of information technology or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

Skills & Expertise:

- Experience in performing technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, information technology operations expertise, has programming experience in one or more languages, and is versed in system testing
- Serves as an information technology resource on engagement team
- Analyzes data and systems architecture, creates designs, and implements information systems solutions
- Assists project team in meeting program objectives timely and effectively
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics
- The role is for a specific Identity, Credentials, and Access Management client engagements
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Operations Jr Staff II	Minimum of 2 years of information technology or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

Skills & Expertise:

- Experience in performing technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, information technology operations expertise, has programming experience in one or more languages, and is versed in system testing
- Serves as an information technology resource on engagement team
- Assists with analyzing data and systems architecture, creates designs, and implements information systems solutions
- Assists project team in meeting program objectives timely and effectively

- Other responsibilities include assistance with developing task plans and understanding best practice frameworks, and key performance metrics
- The role is for a specific Identity, Credentials, and Access Management client engagements
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

HSPD-12 IT Operations Jr Staff I	Minimum of 1 year of information technology or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

Skills & Expertise:

- Experience in performing technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, information technology operations expertise, has programming experience in one or more languages, and is versed in system testing
- Serves as an information technology resource on engagement team
- Assists with analyzing data and systems architecture, creates designs, and implements information systems solutions
- Other responsibilities include assistance with developing task plans and understanding best practice frameworks, and key performance metrics
- The role is for a specific Identity, Credentials, and Access Management client engagements
- Supports teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, process, and technology

CLOUD COMPUTING AND CLOUD RELATED IT PROFESSIONAL SERVICES

Applicable to SINs: 518210C, 518210C(STLOC), 518210C(RC)

Deloitte's SIN 518210C rate card is comprised of three service lines [(1) Advisory, (2) Implementation and (3) Operations] each with specific Cloud related labor categories and ceiling prices.

1. Cloud Information Technology Advisory Services

LABOR CATEGORY	EXPERIENCE	EDUCATION
Cloud Advisory Executive III	Minimum 16 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Executive level management, direction on client engagement, cloud information technology advisory expertise, experience in project definition and systems analysis, creation of competitive strategies, and integration of global technical solutions
- Proficient in project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectation, and timing
- Identifies and advises on themes capable of being developed into new cloud strategy and methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives
- Other experience includes coordinating and advising on multiple projects and teams, and assisting clients in achieving desired program results
- Serves as a cloud information technology advisor to the client
- Assumes responsibility for client communications related to communicating technical concerns
- May serve as the contractor's liaison and point of contact with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for formulating work standards, creating strategic project objectives, and managing client issues and feedback
- Provides quality assurance on cloud technology strategies
- Assumes accountability for supervising designated resources and enforcing quality control practices for each cloud project
- Maintains responsibility for project reviews and overall contract progress and performance

- Leads teams providing all components of cloud information technology services including, but not limited to, advise, implement, and operate services of people, process, and technology
- Expert knowledge relating to cloud information technology projects or related disciplines such as: strategy development, cloud suitability assessment, application development, application rationalization, configuration management, business process analysis, DevSecOps pipeline establishment, information assurance, quality assurance, solutions architecture, systems analysis and engineering, system administration, application and data migration, cybersecurity, test and evaluation, system cutover, organizational modeling, workforce development, resources and facilities management, database planning and design, network services, programming, conversion support, network services project management, and data/records management or a related field

Cloud Advisory Executive II	Minimum 14 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Executive level management, direction on client engagement, cloud information technology advisory expertise, experience in project definition and systems analysis, creation of competitive strategies, and integration of global technical solutions
- Proficient in project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectation, and timing
- Identifies and advises on themes capable of being developed into new cloud strategy and methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives
- Other experience includes coordinating and advising on multiple projects and teams, and assisting clients in achieving desired program results
- Serves as a cloud information technology advisor to the client
- Assumes responsibility for client communications related to communicating technical concerns
- May serve as the contractor's liaison and point of contact with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for formulating work standards, creating strategic project objectives, and managing client issues and feedback
- Provides quality assurance on cloud technology strategies
- Provides assistance with supervising designated resources and enforcing quality control practices for each cloud project
- Maintains responsibility for project reviews and overall contract progress and performance
- Leads teams providing all components of cloud information technology services including, but not limited to, advise, implement, and operate services of people, process, and technology
- Expert knowledge relating to cloud information technology projects or related disciplines such as: strategy development, cloud suitability assessment, application development, application rationalization, configuration management, business process analysis, DevSecOps pipeline establishment, information assurance, quality assurance, solutions architecture, systems analysis and engineering, system administration, application and data migration, cybersecurity, test and evaluation, system cutover, organizational modeling, workforce development, resources and facilities management, database planning and design, network services, programming, conversion support, network services project management, and data/records management or a related field

Cloud Advisory Executive I	Minimum 11 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Executive level management, direction on client engagement, cloud information technology advisory expertise, experience in project definition and systems analysis, creation of competitive strategies, and integration of global technical solutions
- Proficient in project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectation, and timing
- Identifies and advises on themes capable of being developed into new cloud strategy and methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives

- Other experience includes coordinating and advising on multiple projects and teams, and assisting clients in achieving desired program results
- Serves as a cloud information technology advisor to the client
- Assumes responsibility for client communications related to communicating technical concerns
- May serve as the contractor's liaison and point of contact with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for formulating work standards, creating strategic project objectives, and managing client issues and feedback
- Provides quality assurance on cloud technology strategies
- Advises on enforcement of quality control practices for each cloud project
- Provides guidance to project reviews and overall contract progress and performance
- Leads teams providing all components of cloud information technology services including, but not limited to, advise, implement, and operate services of people, process, and technology
- Expert knowledge relating to cloud information technology projects or related disciplines such as: strategy development, cloud suitability assessment, application development, application rationalization, configuration management, business process analysis, DevSecOps pipeline establishment, information assurance, quality assurance, solutions architecture, systems analysis and engineering, system administration, application and data migration, cybersecurity, test and evaluation, system cutover, organizational modeling, workforce development, resources and facilities management, database planning and design, network services, programming, conversion support, network services project management, and data/records management or a related field

Cloud Advisory Leader IV	Minimum 10 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Executive level management, direction on client engagement, cloud information technology advisory expertise, experience in project definition and systems analysis, creation of competitive strategies, and integration of global technical solutions
- Proficient in project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectation, and timing
- Oversees identifying and advising on themes capable of being developed into new cloud information technology strategy and methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives
- Other experience includes coordinating and advising on multiple projects and teams, and assisting clients in achieving desired program results
- Serves as a cloud information technology advisor and subject matter expert to the client and guides day-to-day activities of project teams
- Assumes responsibility for client communications related to communicating technical concerns
- May serve as the contractor's liaison and point of contact with the Contracting Officer's Technical Representative and delegated government representatives
- Formulates work standards, creating strategic project objectives, and managing client issues and feedback
- Provides quality assurance on cloud technology strategies
- Assists with project reviews and overall contract progress and performance
- Leads teams providing all components of cloud information technology services including, but not limited to, advise, implement, and operate services of people, process, and technology
- Experienced in to cloud information technology projects or related disciplines such as: strategy development, cloud suitability assessment, application development, application rationalization, configuration management, business process analysis, DevSecOps pipeline establishment, information assurance, quality assurance, solutions architecture, systems analysis and engineering, system administration, application and data migration, cybersecurity, test and evaluation, system cutover, organizational modeling, workforce development, resources and facilities management, database planning and design, network services, programming, conversion support, network services project management, and data/records management or a related field

Cloud Advisory Leader III	Minimum 8 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Executive level management experience, cloud information technology advisory expertise, and experience in directing client engagements
- Experience in project definition and systems analysis, and integration of global technical solutions
- Proficient in advising on project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing
- Identifies themes capable of being developed into new cloud information technology and helps to ensure overall soundness of analytical approach
- Advises executive-level clients on cloud information technology problem definition and solution design in order to achieve the desired program results
- Serves as a cloud information technology advisor and subject matter expert to the client and helps with day-to-day activities of project teams
- Assists in overseeing client communications relating to technical concerns
- May serve as the contractor's point of contact with the Contracting Officer's Technical Representative and delegated government representatives
- Formulates work standards, creating strategic project objectives, and managing client issues and feedback
- Provides assistance with supervising designated resources and enforcing quality control practices for each project
- Assists with project reviews and overall contract progress and performance
- Leads teams providing all components of technology services including, but not limited to, advise, implement, and operate services of people, processes, and technology
- Experienced in to cloud information technology projects or related disciplines such as: strategy development, cloud suitability assessment, application development, application rationalization, configuration management, business process analysis, DevSecOps pipeline establishment, information assurance, quality assurance, solutions architecture, systems analysis and engineering, system administration, application and data migration, cybersecurity, test and evaluation, system cutover, organizational modeling, workforce development, resources and facilities management, database planning and design, network services, programming, conversion support, network services project management, and data/records management or a related field

Cloud Advisory Leader II	Minimum 6 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Manages and directs on client engagement and advises on cloud information technology strategy development, system development, and development of engagement work plans, deployment of program criterion, and related activities
- Devises or modifies procedures to solve complex problems, provides guidance and experience on cloud solution implementation, engages resources and/or serves as a team leader, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business needs
- Implements business process reengineering, developing financial models, orchestrating change management principles, and conducting performance measurements
- Serves in the role of advisory project team leader over assigned support areas, often filling the position of project team lead and instructing, directing, advising, and monitoring the work of other cloud information technology staff or serves in a role of an experience technical expert
- Conducts analysis of work plan completeness, prepares status reports, and support quality control practices
- Performs analyses of client issues, assesses appropriate alternatives, and recommends solutions
- Communicates client expectations to project team, and escalates issues to senior level project staff as needed
- Communicates recommendations to clients, builds alignment, and manages client relationships
- Maintains technical knowledge within industry and service line
- Manages teams providing all components of cloud technology services including, but not limited to, advise, implement, and operate services of people processes, and technology
- Skilled in cloud information technology projects or related disciplines such as: strategy development, cloud suitability assessment, application development, application rationalization, configuration management, business

process analysis, DevSecOps pipeline establishment, information assurance, quality assurance, solutions architecture, systems analysis and engineering, system administration, application and data migration, cybersecurity, test and evaluation, system cutover, organizational modeling, workforce development, resources and facilities management, database planning and design, network services, programming, conversion support, network services project management, and data/records management or a related field

Cloud Advisory Leader I	Minimum 5 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Manages and directs on client engagement and advises on cloud information technology strategy development, system development, and development of engagement work plans, deployment of program criterion, and related activities
- Devises or modifies procedures to solve complex problems, provides guidance and experience on cloud solution implementation, engages resources and/or serves as a team leader, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business needs
- Implements business process reengineering, advises on change management principles, and conducts performance measurements
- Serves in the role of advisory project team leader over assigned support areas, often filling the position of project team lead and instructing, directing, advising, and monitoring the work of other cloud information technology staff or serves in a role of an experience technical expert
- Conducts analysis of work plan completeness, prepares status reports, and support quality control practices
- Performs analyses of client issues, assesses appropriate alternatives, and recommends solutions
- Communicates client expectations to project team
- Communicates recommendations to clients, builds alignment, and manages client relationships
- Maintains technical knowledge within industry and service line
- Manages teams providing all components of cloud technology services including, but not limited to, advise, implement, and operate services of people processes, and technology
- Skilled in cloud information technology projects or related disciplines such as: strategy development, cloud suitability assessment, application development, application rationalization, configuration management, business process analysis, DevSecOps pipeline establishment, information assurance, quality assurance, solutions architecture, systems analysis and engineering, system administration, application and data migration, cybersecurity, test and evaluation, system cutover, organizational modeling, workforce development, resources and facilities management, database planning and design, network services, programming, conversion support, network services project management, and data/records management or a related field

Cloud Advisory Project Lead	Minimum 4 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Manages and directs on client engagement and advises on cloud information technology strategy development, system development, and development of engagement work plans, deployment of program criterion, and related activities
- Devises or modifies procedures to solve complex problems, provides guidance and experience on cloud solution implementation, engages resources and/or serves as a team leader, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business needs
- Implements business process reengineering, advises on change management principles, and conducts performance measurements
- Serves in the role of advisory project team leader over assigned support areas and instructing, directing, advising, and monitoring the work of other cloud information technology staff or serves in the role of an experienced technical expert
- Conducts analysis of work plan completeness, prepares status reports, and support quality control practices
- Communicates client expectations to project team
- Communicates recommendations to clients, builds alignment, and manages client relationships
- Maintains technical knowledge within industry and service line

- Manages teams providing all components of cloud technology services including, but not limited to, advise, implement, and operate services of people processes, and technology
- Skilled in cloud information technology projects or related disciplines such as: strategy development, cloud suitability assessment, application development, application rationalization, configuration management, business process analysis, DevSecOps pipeline establishment, information assurance, quality assurance, solutions architecture, systems analysis and engineering, system administration, application and data migration, cybersecurity, test and evaluation, system cutover, organizational modeling, workforce development, resources and facilities management, database planning and design, network services, programming, conversion support, network services project management, and data/records management or a related field

Cloud Advisory Sr Professional IV	Minimum 4 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Program management support experience, cloud information technology advisory experience, and familiarity with client issues, assistance with design issues, leading and advising client teams, analysis of project data, and development of appropriate deliverables
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives
- Demonstrates skills by performing status reports, verifying work plan completeness, and communicating with team members
- Provides senior-level analytical, program, and advisory support, and is focused on providing high performance work
- Contributes to engagement work plan development and often leads less complex engagement tasks to completion within scope and budget
- Serves as a senior-level analytical correspondent within engagement team
- Contributes to work plan development, reaching engagement milestones, and may lead specific project tasks
- Advises on subtasks of cloud information technology related business and technical needs
- Applies business modeling, process modeling, and business design techniques
- Conducts analysis of appropriate consulting tools to satisfy program requirements, and creates project deliverables
- Assists with formulating diagnoses through financial or statistical modeling, assesses appropriate alternatives, and offers conclusions to Project Manager
- Performs analyses and makes diagnoses, as well as defines symptoms and problems, and develops conclusions
- Supports teams providing all components of cloud technology services including, but not limited to, advise, implement, and operate services of people, processes, and technology
- Adept in cloud information technology projects or related disciplines such as: strategy development, cloud suitability assessment, application development, application rationalization, configuration management, business process analysis, DevSecOps pipeline establishment, information assurance, quality assurance, solutions architecture, systems analysis and engineering, system administration, application and data migration, cybersecurity, test and evaluation, system cutover, organizational modeling, workforce development, resources and facilities management, database planning and design, network services, programming, conversion support, network services project management, and data/records management or a related field

Cloud Advisory Sr Professional III	Minimum 3 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Program management support experience, cloud information technology advisory experience, and familiarity with client issues, assistance with design issues, leading and advising client teams, analysis of project data, and development of appropriate deliverables
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives
- Demonstrates skills by performing status reports, verifying work plan completeness, and communicating with team members

- Provides senior-level analytical, program, and advisory support, and is focused on providing high performance work
- Contributes to engagement work plan development and often leads less complex engagement tasks to completion within scope and budget
- Serves as a senior-level analytical correspondent within engagement team
- Contributes to work plan development, reaching engagement milestones, and may lead specific project tasks
- Advises on subtasks of cloud information technology related business and technical needs
- Applies business modeling, process modeling, and business design techniques
- Conducts analysis of appropriate consulting tools to satisfy program requirements, and creates project deliverables
- Assists with formulating diagnoses through financial or statistical modeling, assesses appropriate alternatives
- Performs analyses and makes diagnoses, as well as defines symptoms and problems
- Supports teams providing all components of cloud technology services including, but not limited to, advise, implement, and operate services of people, processes, and technology
- Adept in cloud information technology projects or related disciplines such as: strategy development, cloud suitability assessment, application development, application rationalization, configuration management, business process analysis, DevSecOps pipeline establishment, information assurance, quality assurance, solutions architecture, systems analysis and engineering, system administration, application and data migration, cybersecurity, test and evaluation, system cutover, organizational modeling, workforce development, resources and facilities management, database planning and design, network services, programming, conversion support, network services project management, and data/records management or a related field

Cloud Advisory Sr Professional II	Minimum 2 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Proficient in analysis and defining business needs, cloud information technology advisory expertise, applying methodologies, support of program management, exposure to client issues, and development of project deliverables
- Provides assistance on completing work plan activities, analyzes relevant data and information, and advises, institutes, and support business solutions
- Provides analytical, advisory, and/or program support
- Analyzes business requirements impacted by cloud information technology, and defines applicable tools and innovative solutions including technology, methodology, and solution components
- Completes assigned cloud information technology engagement tasks within the project scope and budget with no oversight, while meeting deliverable requirements
- Serves as a key analytical resource in engagement team
- Assumes responsibility for conducting relevant research, distilling data, and creating reports
- Actively engages consulting tools and methodologies to meet project objectives and complete program management activities
- Maintains responsibility for quality assurance practices and fostering completion and accuracy of system documentation
- Supports teams providing all components of cloud technology services including, but not limited to, advise, implement, and operate services of people, processes, and technology
- Proficient in cloud information technology projects or related disciplines such as: strategy development, cloud suitability assessment, application development, application rationalization, configuration management, business process analysis, DevSecOps pipeline establishment, information assurance, quality assurance, solutions architecture, systems analysis and engineering, system administration, application and data migration, cybersecurity, test and evaluation, system cutover, organizational modeling, workforce development, resources and facilities management, database planning and design, network services, programming, conversion support, network services project management, and data/records management or a related field

Cloud Advisory Sr Professional I	Minimum 2 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Proficient in analysis and defining business needs, cloud information technology advisory expertise, applying methodologies, support of program management, exposure to client issues, and development of project deliverables
- Assists with completing work plan activities, analyzes relevant data and information, and advises, institutes, and support business solutions
- Provides analytical, advisory, and/or program support
- Analyzes business requirements impacted by cloud information technology, and defines applicable tools and innovative solutions including technology, methodology, and solution components
- Completes assigned cloud information technology engagement tasks within the project scope and budget with little oversight, while meeting deliverable requirements
- Conducts research, distills data, and creates reports
- Actively engages consulting tools and methodologies to meet project objectives and complete program management activities
- Maintains responsibility for quality assurance practices and fostering completion and accuracy of system documentation
- Supports teams providing all components of cloud technology services including, but not limited to, advise, implement, and operate services of people, processes, and technology
- Proficient in cloud information technology projects or related disciplines such as: strategy development, cloud suitability assessment, application development, application rationalization, configuration management, business process analysis, DevSecOps pipeline establishment, information assurance, quality assurance, solutions architecture, systems analysis and engineering, system administration, application and data migration, cybersecurity, test and evaluation, system cutover, organizational modeling, workforce development, resources and facilities management, database planning and design, network services, programming, conversion support, network services project management, and data/records management or a related field

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Cloud Advisory Jr Professional III	Minimum 1 year consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Proficient in analysis and defining business needs, cloud information technology advisory expertise, applying methodologies, support of program management, exposure to client issues, and development of project deliverables
- Assists with completing work plan activities, analyzes relevant data and information, and advises, institutes, and support business solutions
- Provides analytical, advisory, and/or program support
- Analyzes business requirements impacted by cloud information technology, and defines applicable tools and innovative solutions including technology, methodology, and solution components
- Conducts research, distills data, and creates reports
- Actively engages consulting tools and methodologies to meet project objectives and complete program management activities
- Supports teams providing all components of cloud technology services including, but not limited to, advise, implement, and operate services of people, processes, and technology
- Analyzes, interprets, extrapolates, projects and models data to reach conclusions
- As assigned, completes sections of cloud consulting assignments independently or with oversight
- Familiar with cloud information technology projects or related disciplines such as: strategy development, cloud suitability assessment, application development, application rationalization, configuration management, business process analysis, DevSecOps pipeline establishment, information assurance, quality assurance, solutions architecture, systems analysis and engineering, system administration, application and data migration, cybersecurity, test and evaluation, system cutover, organizational modeling, workforce development, resources and facilities management, database planning and design, network services, programming, conversion support, network services project management, and data/records management or a related field

Cloud Advisory Jr Professional II	Minimum 2 years consulting and/or directly relevant industry experience	Minimum Associate's Degree or equivalent in a related field

Skills & Expertise:

- Proficient in analysis and defining business needs, cloud information technology advisory expertise, applying methodologies, support of program management, exposure to client issues, and development of project deliverables
- Assists with completing work plan activities, analyzes relevant data and information, and advises, institutes, and support business solutions
- Provides analytical, advisory, and/or program support
- Analyzes business requirements impacted by cloud information technology, and defines applicable tools and innovative solutions including technology, methodology, and solution components
- Conducts research, distills data, and creates reports
- Actively engages consulting tools and methodologies to meet project objectives and complete program management activities
- Supports teams providing all components of cloud technology services including, but not limited to, advise, implement, and operate services of people, processes, and technology
- As assigned, completes sections of cloud consulting assignments independently or with oversight
- Familiar with cloud information technology projects or related disciplines such as: strategy development, cloud suitability assessment, application development, application rationalization, configuration management, business process analysis, DevSecOps pipeline establishment, information assurance, quality assurance, solutions architecture, systems analysis and engineering, system administration, application and data migration, cybersecurity, test and evaluation, system cutover, organizational modeling, workforce development, resources and facilities management, database planning and design, network services, programming, conversion support, network services project management, and data/records management or a related field

Cloud Advisory Jr Professional 1	Minimum 1 year consulting and/or directly relevant industry experience	Minimum Associate's Degree or equivalent in a related field

Skills & Expertise:

- Proficient in analysis and defining business needs, cloud information technology advisory expertise, applying methodologies, support of program management, exposure to client issues, and development of project deliverables
- Assists with completing work plan activities, analyzes relevant data and information, and advises, institutes, and support business solutions
- Provides analytical, advisory, and/or program support
- Conducts research, distills data, and creates reports
- Actively engages consulting tools and methodologies to meet project objectives and complete program management activities
- Supports teams providing all components of cloud technology services including, but not limited to, advise, implement, and operate services of people, processes, and technology
- As assigned, completes sections of cloud consulting assignments with oversight
- Familiar with cloud information technology projects or related disciplines such as: strategy development, cloud suitability assessment, application development, application rationalization, configuration management, business process analysis, DevSecOps pipeline establishment, information assurance, quality assurance, solutions architecture, systems analysis and engineering, system administration, application and data migration, cybersecurity, test and evaluation, system cutover, organizational modeling, workforce development, resources and facilities management, database planning and design, network services, programming, conversion support, network services project management, and data/records management or a related field

2. Cloud Information Technology Implementation Services

LABOR CATEGORY	EXPERIENCE	EDUCATION
Cloud Implementation Executive III	Minimum 16 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Executive level management, direction on client engagement, cloud information technology implementation expertise, experience in project definition and systems analysis, creation of competitive strategies, and integration of global technical solutions
- Proficient in project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectation, and timing
- Identifies and advises on cloud solution implementation strategy and methodology, helps to ensure overall soundness of approach, and is able to suggest alternatives
- Other experience includes coordinating and leading multiple projects and teams, and assisting clients in achieving desired program results
- Serves as a cloud information technology implementation advisor to the client
- Assumes responsibility for client communications related to communicating technical concerns
- May serve as the contractor's liaison and point of contact with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for formulating work standards, creating strategic project objectives, and managing client issues and feedback
- Provides quality assurance on cloud technology implementation strategies
- Assumes accountability for supervising designated resources and enforcing quality control practices for each cloud project
- Maintains responsibility for project reviews and overall contract progress and performance
- Leads teams providing all components of cloud information technology services including, but not limited to, advise, implement, and operate services of people, process, and technology
- Expert knowledge relating to cloud information technology implementations or related disciplines such as: strategy development, cloud suitability assessment, application development, application rationalization, configuration management, business process analysis, DevSecOps pipeline establishment, information assurance, quality assurance, solutions architecture, systems analysis and engineering, system administration, application and data migration, cybersecurity, test and evaluation, system cutover, organizational modeling, workforce development, resources and facilities management, database planning and design, network services, programming, conversion support, network services project management, and data/records management or a related field

Cloud Implementation Executive II	Minimum 14 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Executive level management, direction on client engagement, cloud information technology implementation expertise, experience in project definition and systems analysis, creation of competitive strategies, and integration of global technical solutions
- Proficient in project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectation, and timing
- Identifies and advises on cloud solution implementation strategy and methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives
- Other experience includes coordinating and leading multiple projects and teams, and assisting clients in achieving desired program results
- Serves as a cloud information technology implementation advisor to the client
- Assumes responsibility for client communications related to communicating technical concerns
- May serve as the contractor's liaison and point of contact with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for formulating work standards, creating strategic project objectives, and managing client issues and feedback
- Provides quality assurance on cloud technology implementation strategies
- Oversees quality control practices for each cloud project
- Maintains responsibility for project reviews and overall contract progress and performance
- Leads teams providing all components of cloud information technology services including, but not limited to, advise, implement, and operate services of people, process, and technology
- Expert knowledge relating to cloud information technology implementations or related disciplines such as: strategy development, cloud suitability assessment, application development, application rationalization,

configuration management, business process analysis, DevSecOps pipeline establishment, information assurance, quality assurance, solutions architecture, systems analysis and engineering, system administration, application and data migration, cybersecurity, test and evaluation, system cutover, organizational modeling, workforce development, resources and facilities management, database planning and design, network services, programming, conversion support, network services project management, and data/records management or a related field

Cloud Implementation Executive I	Minimum 11 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Executive level management, direction on client engagement, cloud information technology implementation expertise, experience in project definition and systems analysis, creation of competitive strategies, and integration of global technical solutions
- Proficient in project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectation, and timing
- Identifies and advises on cloud solution implementation strategy and methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives
- Other experience includes coordinating and leading multiple projects and teams, and assisting clients in achieving desired program results
- Serves as a cloud information technology implementation advisor to the client
- Assumes responsibility for client communications related to communicating technical concerns
- May serve as the contractor's liaison and point of contact with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for formulating work standards, creating strategic project objectives, and managing client issues and feedback
- Provides quality assurance on cloud technology implementation strategies
- Advises on enforcement of quality control practices for each cloud project
- Provides guidance to project reviews and overall contract progress and performance
- Leads teams providing all components of cloud information technology services including, but not limited to, advise, implement, and operate services of people, process, and technology
- Expert knowledge relating to cloud information technology implementations or related disciplines such as: strategy development, cloud suitability assessment, application development, application rationalization, configuration management, business process analysis, DevSecOps pipeline establishment, information assurance, quality assurance, solutions architecture, systems analysis and engineering, system administration, application and data migration, cybersecurity, test and evaluation, system cutover, organizational modeling, workforce development, resources and facilities management, database planning and design, network services, programming, conversion support, network services project management, and data/records management or a related field

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Cloud Implementation Leader IV	Minimum 10 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Executive level management, direction on client engagement, cloud information technology implementation expertise, experience in project definition and systems analysis, creation of competitive strategies, and integration of global technical solutions
- Proficient in project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectation, and timing
- Oversees identifying and advising on cloud information technology implementation strategy and methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives
- Other experience includes coordinating and leading multiple projects and teams, and assisting clients in achieving desired program results
- Serves as a cloud information technology implementation advisor and subject matter expert to the client and guides day-to-day activities of project teams

- Assumes responsibility for client communications related to communicating technical concerns
- May serve as the contractor's liaison and point of contact with the Contracting Officer's Technical Representative and delegated government representatives
- Formulates work standards, creating strategic project objectives, and managing client issues and feedback
- Provides quality assurance on cloud technology implementation strategies
- Assists with project reviews and overall contract progress and performance
- Leads teams providing all components of cloud information technology services including, but not limited to, advise, implement, and operate services of people, process, and technology
- Experienced in cloud information technology implementations or related disciplines such as: strategy development, cloud suitability assessment, application development, application rationalization, configuration management, business process analysis, DevSecOps pipeline establishment, information assurance, quality assurance, solutions architecture, systems analysis and engineering, system administration, application and data migration, cybersecurity, test and evaluation, system cutover, organizational modeling, workforce development, resources and facilities management, database planning and design, network services, programming, conversion support, network services project management, and data/records management or a related field

Cloud Implementation Leader III	Minimum 8 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Executive level management experience, cloud information technology implementation expertise, and experience in directing client engagements
- Experience in project definition and systems analysis, and integration of global technical solutions
- Proficient in advising on project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing
- Identifies themes for new cloud information technology solution implementations and helps to ensure overall soundness of analytical approach
- Advises executive-level clients on cloud information technology implementation problem definition and solution design in order to achieve the desired program results
- Serves as a cloud information technology implementation advisor and subject matter expert to the client and helps with day-to-day activities of project teams
- Assists in overseeing client communications relating to technical concerns
- May serve as the contractor's point of contact with the Contracting Officer's Technical Representative and delegated government representatives
- Formulates work standards, creating strategic project objectives, and managing client issues and feedback
- Provides assistance with supervising designated resources and enforcing quality control practices for each project
- Assists with project reviews and overall contract progress and performance
- Leads teams providing all components of cloud information technology services including, but not limited to, advise, implement, and operate services of people, processes, and technology
- Experienced in cloud information technology implementations or related disciplines such as: strategy development, cloud suitability assessment, application development, application rationalization, configuration management, business process analysis, DevSecOps pipeline establishment, information assurance, quality assurance, solutions architecture, systems analysis and engineering, system administration, application and data migration, cybersecurity, test and evaluation, system cutover, organizational modeling, workforce development, resources and facilities management, database planning and design, network services, programming, conversion support, network services project management, and data/records management or a related field

Cloud Implementation Leader II	Minimum 6 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Manages and directs client engagements relating to cloud information technology implementation strategy development, system development, and development of engagement work plans, deployment of program criterion, and related activities

- Devises or modifies procedures to solve complex problems, provides guidance and experience on cloud solution implementation, engages resources and/or serves as a team leader, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business needs
- Implements business process reengineering, developing financial models, orchestrating change management principles, and conducting performance measurements
- Serves in the role of implementation project team leader over assigned support areas, often filling the position of project team lead and instructing, directing, advising, and monitoring the work of other cloud information technology staff or serves in a role of an experience technical expert
- Conducts analysis of work plan completeness, prepares status reports, and support quality control practices
- Performs analyses of client issues, assesses appropriate alternatives, and recommends solutions
- Communicates client expectations to project team, and escalates issues to senior level project staff as needed
- Communicates recommendations to clients, builds alignment, and manages client relationships
- Maintains technical knowledge within industry and service line
- Manages teams providing all components of cloud technology services including, but not limited to, advise, implement, and operate services of people processes, and technology
- Skilled in cloud information technology implementations or related disciplines such as: strategy development, cloud suitability assessment, application development, application rationalization, configuration management, business process analysis, DevSecOps pipeline establishment, information assurance, quality assurance, solutions architecture, systems analysis and engineering, system administration, application and data migration, cybersecurity, test and evaluation, system cutover, organizational modeling, workforce development, resources and facilities management, database planning and design, network services, programming, conversion support, network services project management, and data/records management or a related field

Cloud Implementation Leader I	Minimum 5 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Manages and directs client engagements relating to cloud information technology implementation strategy development, system development, and development of engagement work plans, deployment of program criterion, and related activities
- Devises or modifies procedures to solve complex problems, provides guidance and experience on cloud solution implementation, engages resources and/or serves as a team leader, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business needs
- Implements business process reengineering, change management principles, and conducts performance measurements
- Serves in the role of implementation project team leader over assigned support areas, often filling the position of project team lead and instructing, directing, advising, and monitoring the work of other cloud information technology staff or serves in a role of an experience technical expert
- Conducts analysis of work plan completeness, prepares status reports, and support quality control practices
- Performs analyses of client issues, assesses appropriate alternatives, and recommends solutions
- Communicates client expectations to project team
- Communicates recommendations to clients, builds alignment, and manages client relationships
- Maintains technical knowledge within industry and service line
- Manages teams providing all components of cloud technology services including, but not limited to, advise, implement, and operate services of people processes, and technology
- Skilled in cloud information technology implementations or related disciplines such as: strategy development, cloud suitability assessment, application development, application rationalization, configuration management, business process analysis, DevSecOps pipeline establishment, information assurance, quality assurance, solutions architecture, systems analysis and engineering, system administration, application and data migration, cybersecurity, test and evaluation, system cutover, organizational modeling, workforce development, resources and facilities management, database planning and design, network services, programming, conversion support, network services project management, and data/records management or a related field

Cloud Implementation Project Lead	Minimum 4 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Manages and directs client engagements relating to cloud information technology implementation strategy development, system development, and development of engagement work plans, deployment of program criterion, and related activities
- Devises or modifies procedures to solve complex problems, provides guidance and experience on cloud solution implementation, engages resources and/or serves as a team leader, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business needs
- Implements business process reengineering, change management principles, and conducts performance measurements
- Serves in the role of implementation project team leader over assigned support areas and instructing, directing, advising, and monitoring the work of other cloud information technology staff or serves in the role of an experienced technical expert
- Conducts analysis of work plan completeness, prepares status reports, and support quality control practices
- Communicates client expectations to project team
- Communicates recommendations to clients, builds alignment, and manages client relationships
- Maintains technical knowledge within industry and service line
- Manages teams providing all components of cloud technology services including, but not limited to, advise, implement, and operate services of people processes, and technology
- Skilled in cloud information technology implementations or related disciplines such as: strategy development, cloud suitability assessment, application development, application rationalization, configuration management, business process analysis, DevSecOps pipeline establishment, information assurance, quality assurance, solutions architecture, systems analysis and engineering, system administration, application and data migration, cybersecurity, test and evaluation, system cutover, organizational modeling, workforce development, resources and facilities management, database planning and design, network services, programming, conversion support, network services project management, and data/records management or a related field

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Cloud Implementation Sr Professional IV	Minimum 4 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Program management support experience, cloud information technology implementation experience, and familiarity with client issues, assistance with design issues, leading and advising client teams, analysis of project data, and development of appropriate deliverables
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives
- Demonstrates skills by performing status reports, verifying work plan completeness, and communicating with team members
- Provides senior-level analytical, program, and implementation support, and is focused on providing high performance work
- Contributes to engagement work plan development and often leads less complex engagement tasks to completion within scope and budget
- Serves as a senior-level analytical correspondent within engagement team
- Contributes to work plan development, reaching engagement milestones, and may lead specific project tasks
- Advises on subtasks of cloud information technology implementation related business and technical needs
- Applies business modeling, process modeling, and business design techniques
- Conducts analysis of appropriate consulting tools to satisfy program requirements, and creates project deliverables
- Assists with formulating diagnoses through financial or statistical modeling, assesses appropriate alternatives, and offers conclusions to Project Manager
- Performs analyses and makes diagnoses, as well as defines symptoms and problems, and develops conclusions

- Supports teams providing all components of cloud technology services including, but not limited to, advise, implement, and operate services of people, processes, and technology
- Adept in cloud information technology implementations or related disciplines such as: strategy development, cloud suitability assessment, application development, application rationalization, configuration management, business process analysis, DevSecOps pipeline establishment, information assurance, quality assurance, solutions architecture, systems analysis and engineering, system administration, application and data migration, cybersecurity, test and evaluation, system cutover, organizational modeling, workforce development, resources and facilities management, database planning and design, network services, programming, conversion support, network services project management, and data/records management or a related field

Cloud Implementation Sr Professional III	Minimum 3 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Program management support experience, cloud information technology implementation experience, and familiarity with client issues, assistance with design issues, leading and advising client teams, analysis of project data, and development of appropriate deliverables
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives
- Demonstrates skills by performing status reports, verifying work plan completeness, and communicating with team members
- Provides senior-level analytical, program, and implementation support, and is focused on providing high performance work
- Contributes to engagement work plan development and often leads less complex engagement tasks to completion within scope and budget
- Serves as a senior-level analytical correspondent within engagement team
- Contributes to work plan development, reaching engagement milestones, and may lead specific project tasks
- Advises on subtasks of cloud information technology implementation related business and technical needs
- Applies business modeling, process modeling, and business design techniques
- Conducts analysis of appropriate consulting tools to satisfy program requirements, and creates project deliverables
- Assists with formulating diagnoses through financial or statistical modeling, assesses appropriate alternatives
- Performs analyses and makes diagnoses, as well as defines symptoms and problems
- Supports teams providing all components of cloud technology services including, but not limited to, advise, implement, and operate services of people, processes, and technology
- Adept in cloud information technology implementations or related disciplines such as: strategy development, cloud suitability assessment, application development, application rationalization, configuration management, business process analysis, DevSecOps pipeline establishment, information assurance, quality assurance, solutions architecture, systems analysis and engineering, system administration, application and data migration, cybersecurity, test and evaluation, system cutover, organizational modeling, workforce development, resources and facilities management, database planning and design, network services, programming, conversion support, network services project management, and data/records management or a related field

Cloud Implementation Sr Professional II	Minimum 2 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Proficient in analysis and defining business needs, cloud information technology implementations, applying methodologies, support of program management, exposure to client issues, and development of project deliverables
- Provides assistance completing work plan activities, analyzes relevant data and information, and advises, institutes, and support business solutions
- Provides analytical, implementation, and/or program support
- Analyzes business requirements impacted by cloud information technology implementations, and defines applicable tools and innovative solutions including technology, methodology, and solution components

- Completes assigned cloud information technology implementation tasks within the project scope and budget with no oversight, while meeting deliverable requirements
- Serves as a key analytical resource in engagement team
- Assumes responsibility for conducting relevant research, distilling data, and creating reports
- Actively engages consulting tools and methodologies to meet project objectives and complete program management activities
- Maintains responsibility for quality assurance practices and fostering completion and accuracy of system documentation
- Supports teams providing all components of cloud technology services including, but not limited to, advise, implement, and operate services of people, processes, and technology
- Proficient in cloud information technology implementations or related disciplines such as: strategy development, cloud suitability assessment, application development, application rationalization, configuration management, business process analysis, DevSecOps pipeline establishment, information assurance, quality assurance, solutions architecture, systems analysis and engineering, system administration, application and data migration, cybersecurity, test and evaluation, system cutover, organizational modeling, workforce development, resources and facilities management, database planning and design, network services, programming, conversion support, network services project management, and data/records management or a related field

Cloud Implementation Sr Professional I	Minimum 2 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Proficient in analysis and defining business needs, cloud information technology implementations, applying methodologies, support of program management, exposure to client issues, and development of project deliverables
- Assists with completing work plan activities, analyzes relevant data and information, and advises, institutes, and support business solutions
- Provides analytical, implementation, and/or program support
- Analyzes business requirements impacted by cloud information technology implementations, and defines applicable tools and innovative solutions including technology, methodology, and solution components
- Completes assigned cloud information technology implementation tasks within the project scope and budget with little oversight, while meeting deliverable requirements
- Conducts research, distills data, and creates reports
- Actively engages consulting tools and methodologies to meet project objectives and complete program management activities
- Maintains responsibility for quality assurance practices and fostering completion and accuracy of system documentation
- Supports teams providing all components of cloud technology services including, but not limited to, advise, implement, and operate services of people, processes, and technology
- Proficient in cloud information technology implementations projects or related disciplines such as: strategy development, cloud suitability assessment, application development, application rationalization, configuration management, business process analysis, DevSecOps pipeline establishment, information assurance, quality assurance, solutions architecture, systems analysis and engineering, system administration, application and data migration, cybersecurity, test and evaluation, system cutover, organizational modeling, workforce development, resources and facilities management, database planning and design, network services, programming, conversion support, network services project management, and data/records management or a related field

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Cloud Implementation Jr Professional III	Minimum 1 year consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Proficient in analysis and defining business needs, cloud information technology implementations, applying methodologies, support of program management, exposure to client issues, and development of project deliverables
- Assists with completing work plan activities, analyzes relevant data and information, and advises, institutes, and support business solutions
- Provides analytical, implementation, and/or program support
- Analyzes business requirements impacted by cloud information technology implementations, and defines applicable tools and innovative solutions including technology, methodology, and solution components
- Conducts research, distills data, and creates reports
- Actively engages consulting tools and methodologies to meet project objectives and complete program management activities
- Supports teams providing all components of cloud technology services including, but not limited to, advise, implement, and operate services of people, processes, and technology
- Analyzes, interprets, extrapolates, projects and models data to reach conclusions
- As assigned, completes cloud implementation assignments independently or with oversight
- Familiar with cloud information technology implementations or related disciplines such as: strategy development, cloud suitability assessment, application development, application rationalization, configuration management, business process analysis, DevSecOps pipeline establishment, information assurance, quality assurance, solutions architecture, systems analysis and engineering, system administration, application and data migration, cybersecurity, test and evaluation, system cutover, organizational modeling, workforce development, resources and facilities management, database planning and design, network services, programming, conversion support, network services project management, and data/records management or a related field

Cloud Implementation Jr Professional II	Minimum 2 years consulting and/or directly relevant industry experience	Minimum Associate's Degree or equivalent in a related field

Skills & Expertise:

- Proficient in analysis and defining business needs, cloud information technology advisory expertise, applying methodologies, support of program management, exposure to client issues, and development of project deliverables
- Assists with completing work plan activities, analyzes relevant data and information, and advises, institutes, and support business solutions
- Provides analytical, advisory, and/or program support
- Analyzes business requirements impacted by cloud information technology, and defines applicable tools and innovative solutions including technology, methodology, and solution components
- Conducts research, distills data, and creates reports
- Actively engages consulting tools and methodologies to meet project objectives and complete program management activities
- Supports teams providing all components of cloud technology services including, but not limited to, advise, implement, and operate services of people, processes, and technology
- As assigned, completes sections of cloud implementation assignments with minimal oversight
- Familiar with cloud information technology implementations or related disciplines such as: strategy development, cloud suitability assessment, application development, application rationalization, configuration management, business process analysis, DevSecOps pipeline establishment, information assurance, quality assurance, solutions architecture, systems analysis and engineering, system administration, application and data migration, cybersecurity, test and evaluation, system cutover, organizational modeling, workforce development, resources and facilities management, database planning and design, network services, programming, conversion support, network services project management, and data/records management or a related field

Cloud Implementation Jr Professional I	Minimum 1 year consulting and/or directly relevant industry experience	Minimum Associate's Degree or equivalent in a related field

Skills & Expertise:

- Proficient in analysis and defining business needs, cloud information technology implementation expertise, applying methodologies, support of program management, exposure to client issues, and development of project deliverables
- Assists with completing work plan activities, analyzes relevant data and information, and advises, institutes, and support business solutions
- Provides analytical, implementation, and/or program support
- Conducts research, distills data, and creates reports
- Actively engages consulting tools and methodologies to meet project objectives and complete program management activities
- Supports teams providing all components of cloud technology services including, but not limited to, advise, implement, and operate services of people, processes, and technology
- As assigned, completes cloud implementation assignments with oversight
- Familiar with cloud information technology projects or related disciplines such as: strategy development, cloud suitability assessment, application development, application rationalization, configuration management, business process analysis, DevSecOps pipeline establishment, information assurance, quality assurance, solutions architecture, systems analysis and engineering, system administration, application and data migration, cybersecurity, test and evaluation, system cutover, organizational modeling, workforce development, resources and facilities management, database planning and design, network services, programming, conversion support, network services project management, and data/records management or a related field

3. Cloud Information Technology Operations Services

LABOR CATEGORY	EXPERIENCE	EDUCATION
Cloud Operations Executive III	Minimum 16 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Executive level management, direction on client engagement, cloud information technology operations and maintenance expertise, experience in project definition and systems analysis, creation of competitive strategies, and integration of global technical solutions
- Proficient in project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectation, and timing
- Identifies and advises on cloud solution operations strategy and methodology, helps to ensure overall soundness of approach, and is able to suggest alternatives
- Other experience includes coordinating and leading multiple projects and teams, and assisting clients in achieving desired program results
- Serves as a cloud information technology operations advisor to the client
- Assumes responsibility for client communications related to communicating technical concerns
- May serve as the contractor's liaison and point of contact with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for formulating work standards, creating strategic project objectives, and managing client issues and feedback
- Provides quality assurance on cloud technology operations and maintenance strategies
- Assumes accountability for supervising designated resources and enforcing quality control practices for each cloud project
- Maintains responsibility for project reviews and overall contract progress and performance
- Leads teams providing all components of cloud information technology services including, but not limited to, advise, implement, and operate services of people, process, and technology
- Expert knowledge relating to cloud information technology operations or related disciplines such as: strategy development, cloud suitability assessment, application development, application rationalization, configuration management, business process analysis, DevSecOps pipeline establishment, information assurance, quality assurance, solutions architecture, systems analysis and engineering, system administration, application and data migration, cybersecurity, test and evaluation, system cutover, organizational modeling, workforce development, resources and facilities management, database planning and design, network services, programming, conversion support, network services project management, and data/records management or a related field

Cloud Operations Executive II	Minimum 14 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Executive level management, direction on client engagement, cloud information technology operations and maintenance expertise, experience in project definition and systems analysis, creation of competitive strategies, and integration of global technical solutions
- Proficient in project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectation, and timing
- Identifies and advises on cloud solution operations strategy and methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives
- Other experience includes coordinating and leading multiple projects and teams, and assisting clients in achieving desired program results
- Serves as a cloud information technology operations advisor to the client
- Assumes responsibility for client communications related to communicating technical concerns
- May serve as the contractor's liaison and point of contact with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for formulating work standards, creating strategic project objectives, and managing client issues and feedback
- Provides quality assurance on cloud technology operations strategies
- Oversees quality control practices for each cloud project
- Maintains responsibility for project reviews and overall contract progress and performance
- Leads teams providing all components of cloud information technology services including, but not limited to, advise, implement, and operate services of people, process, and technology
- Expert knowledge relating to cloud information technology operations or related disciplines such as: strategy development, cloud suitability assessment, application development, application rationalization, configuration management, business process analysis, DevSecOps pipeline establishment, information assurance, quality assurance, solutions architecture, systems analysis and engineering, system administration, application and data migration, cybersecurity, test and evaluation, system cutover, organizational modeling, workforce development, resources and facilities management, database planning and design, network services, programming, conversion support, network services project management, and data/records management or a related field

Cloud Operations Executive I	Minimum 11 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Executive level management, direction on client engagement, cloud information technology operations and maintenance expertise, experience in project definition and systems analysis, creation of competitive strategies, and integration of global technical solutions
- Proficient in project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectation, and timing
- Identifies and advises on cloud solution operations strategy and methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives
- Other experience includes coordinating and leading multiple projects and teams, and assisting clients in achieving desired program results
- Serves as a cloud information technology operations advisor to the client
- Assumes responsibility for client communications related to communicating technical concerns
- May serve as the contractor's liaison and point of contact with the Contracting Officer's Technical and delegated government representatives
- Maintains responsibility for formulating work standards, creating strategic project objectives, and managing client issues and feedback
- Provides quality assurance on cloud technology operations strategies
- Advises on enforcement of quality control practices for each cloud project
- Provides guidance to project reviews and overall contract progress and performance

- Leads teams providing all components of cloud information technology services including, but not limited to, advise, implement, and operate services of people, process, and technology
- Expert knowledge relating to cloud information technology operations or related disciplines such as: strategy development, cloud suitability assessment, application development, application rationalization, configuration management, business process analysis, DevSecOps pipeline establishment, information assurance, quality assurance, solutions architecture, systems analysis and engineering, system administration, application and data migration, cybersecurity, test and evaluation, system cutover, organizational modeling, workforce development, resources and facilities management, database planning and design, network services, programming, conversion support, network services project management, and data/records management or a related field

Cloud Operations Leader IV	Minimum 10 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Executive level management, direction on client engagement, cloud information technology operations and maintenance expertise, experience in project definition and systems analysis, creation of competitive strategies, and integration of global technical solutions
- Proficient in project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectation, and timing
- Oversees identifying and advising on cloud information technology operations strategy and methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives
- Other experience includes coordinating and leading multiple projects and teams, and assisting clients in achieving desired program results
- Serves as a cloud information technology operations advisor and subject matter expert to the client and guides day-to-day activities of project teams
- Assumes responsibility for client communications related to communicating technical concerns
- May serve as the contractor's liaison and point of contact with the Contracting Officer's Technical Representative and delegated government representatives
- Formulates work standards, creating strategic project objectives, and managing client issues and feedback
- Provides quality assurance on cloud technology operations strategies
- Assists with project reviews and overall contract progress and performance
- Leads teams providing all components of cloud information technology services including, but not limited to, advise, implement, and operate services of people, process, and technology
- Experienced in cloud information technology operations and related disciplines such as: strategy development, cloud suitability assessment, application development, application rationalization, configuration management, business process analysis, DevSecOps pipeline establishment, information assurance, quality assurance, solutions architecture, systems analysis and engineering, system administration, application and data migration, cybersecurity, test and evaluation, system cutover, organizational modeling, workforce development, resources and facilities management, database planning and design, network services, programming, conversion support, network services project management, and data/records management or a related field

Cloud Operations Leader III	Minimum 8 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Executive level management experience, cloud information technology operations and maintenance expertise, and experience in directing client engagements
- Experience in project definition and systems analysis, and integration of global technical solutions
- Proficient in advising on project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing
- Identifies themes for new cloud information technology solution operations and helps to ensure overall soundness of analytical approach
- Advises executive-level clients on cloud information technology operations problem definition and solution design in order to achieve the desired program results

- Serves as a cloud information technology operations advisor and subject matter expert to the client and helps with day-to-day activities of project teams
- Assists in overseeing client communications relating to technical concerns
- May serve as the contractor's point of contact with the Contracting Officer's Technical Representative and delegated government representatives
- Formulates work standards, creating strategic project objectives, and managing client issues and feedback
- Provides assistance with supervising designated resources and enforcing quality control practices for each project
- Assists with project reviews and overall contract progress and performance
- Leads teams providing all components of cloud information technology services including, but not limited to, advise, implement, and operate services of people, processes, and technology
- Experienced in cloud information technology operations and related disciplines such as: strategy development, cloud suitability assessment, application development, application rationalization, configuration management, business process analysis, DevSecOps pipeline establishment, information assurance, quality assurance, solutions architecture, systems analysis and engineering, system administration, application and data migration, cybersecurity, test and evaluation, system cutover, organizational modeling, workforce development, resources and facilities management, database planning and design, network services, programming, conversion support, network services project management, and data/records management or a related field

Cloud Operations Leader II	Minimum 6 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Manages and directs client engagements relating to cloud information technology operations and maintenance strategy development, system development, and development of engagement work plans, deployment of program criterion, and related activities
- Devises or modifies procedures to solve complex problems, provides guidance and experience on cloud solution operations, engages resources and/or serves as a team leader, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business needs
- Leads business process reengineering, developing financial models, orchestrating change management principles, and conducting performance measurements
- Serves in the role of operations project team leader over assigned support areas, often filling the position of project team lead and instructing, directing, advising, and monitoring the work of other cloud information technology staff or serves in a role of an experience technical expert
- Conducts analysis of work plan completeness, prepares status reports, and support quality control practices
- Performs analyses of client issues, assesses appropriate alternatives, and recommends solutions
- Communicates client expectations to project team, and escalates issues to senior level project staff as needed
- Communicates recommendations to clients, builds alignment, and manages client relationships
- Maintains technical knowledge within industry and service line
- Manages teams providing all components of cloud technology services including, but not limited to, advise, implement, and operate services of people processes, and technology
- Skilled in cloud information technology operations and related disciplines such as: strategy development, cloud suitability assessment, application development, application rationalization, configuration management, business process analysis, DevSecOps pipeline establishment, information assurance, quality assurance, solutions architecture, systems analysis and engineering, system administration, application and data migration, cybersecurity, test and evaluation, system cutover, organizational modeling, workforce development, resources and facilities management, database planning and design, network services, programming, conversion support, network services project management, and data/records management or a related field

Cloud Operations Leader I	Minimum 5 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Manages and directs client engagements relating to cloud information technology operations and maintenance strategy development, system development, and development of engagement work plans, deployment of program criterion, and related activities

- Devises or modifies procedures to solve complex problems, provides guidance and experience on cloud solution operations, engages resources and/or serves as a team leader, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business needs
- Leads business process reengineering, change management principles, and conducts performance measurements
- Serves in the role of operations project team leader over assigned support areas, often filling the position of project team lead and instructing, directing, advising, and monitoring the work of other cloud information technology staff or serves in a role of an experience technical expert
- Conducts analysis of work plan completeness, prepares status reports, and support quality control practices
- Performs analyses of client issues, assesses appropriate alternatives, and recommends solutions
- Communicates client expectations to project team
- Communicates recommendations to clients, builds alignment, and manages client relationships
- Maintains technical knowledge within industry and service line
- Manages teams providing all components of cloud technology services including, but not limited to, advise, implement, and operate services of people processes, and technology
- Skilled in cloud information technology operations and related disciplines such as: strategy development, cloud suitability assessment, application development, application rationalization, configuration management, business process analysis, DevSecOps pipeline establishment, information assurance, quality assurance, solutions architecture, systems analysis and engineering, system administration, application and data migration, cybersecurity, test and evaluation, system cutover, organizational modeling, workforce development, resources and facilities management, database planning and design, network services, programming, conversion support, network services project management, and data/records management or a related field

Cloud Operations Project Lead	Minimum 4 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Manages and directs client engagements relating to cloud information technology Operations and maintenance strategy development, system development, and development of engagement work plans, deployment of program criterion, and related activities
- Devises or modifies procedures to solve complex problems, provides guidance and experience on cloud solution operations, engages resources and/or serves as a team leader, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business needs
- Leads business process reengineering, change management principles, and conducts performance measurements
- Serves in the role of operations project team leader over assigned support areas and instructing, directing, advising, and monitoring the work of other cloud information technology staff or serves in the role of an experienced technical expert
- Conducts analysis of work plan completeness, prepares status reports, and support quality control practices
- Communicates client expectations to project team
- Communicates recommendations to clients, builds alignment, and manages client relationships
- Maintains technical knowledge within industry and service line
- Manages teams providing all components of cloud technology services including, but not limited to, advise, implement, and operate services of people processes, and technology
- Skilled in cloud information technology implementation operations and related disciplines such as: strategy development, cloud suitability assessment, application development, application rationalization, configuration management, business process analysis, DevSecOps pipeline establishment, information assurance, quality assurance, solutions architecture, systems analysis and engineering, system administration, application and data migration, cybersecurity, test and evaluation, system cutover, organizational modeling, workforce development, resources and facilities management, database planning and design, network services, programming, conversion support, network services project management, and data/records management or a related field

Cloud Operations Sr Professional IV	Minimum 4 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Program management support experience, cloud information technology operations and maintenance experience, and familiarity with client issues, assistance with design issues, leading and advising client teams, analysis of project data, and development of appropriate deliverables
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives
- Demonstrates skills by performing status reports, verifying work plan completeness, and communicating with team members
- Provides senior-level analytical, program, and operations support, and is focused on providing high performance work
- Contributes to engagement work plan development and often leads less complex engagement tasks to completion within scope and budget
- Serves as a senior-level analytical correspondent within engagement team
- Contributes to work plan development, reaching engagement milestones, and may lead specific project tasks
- Advises on subtasks of cloud information technology operations related business and technical needs
- Applies business modeling, process modeling, and business design techniques
- Conducts analysis of appropriate consulting tools to satisfy program requirements, and creates project deliverables
- Assists with formulating diagnoses through financial or statistical modeling, assesses appropriate alternatives, and offers conclusions to Project Manager
- Performs analyses and makes diagnoses, as well as defines symptoms and problems, and develops conclusions
- Supports teams providing all components of cloud technology services including, but not limited to, advise, implement, and operate services of people, processes, and technology
- Adept in cloud information technology operations and related disciplines such as: strategy development, cloud suitability assessment, application development, application rationalization, configuration management, business process analysis, DevSecOps pipeline establishment, information assurance, quality assurance, solutions architecture, systems analysis and engineering, system administration, application and data migration, cybersecurity, test and evaluation, system cutover, organizational modeling, workforce development, resources and facilities management, database planning and design, network services, programming, conversion support, network services project management, and data/records management or a related field

Cloud Operations Sr Professional III	Minimum 3 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Program management support experience, cloud information technology operations and maintenance experience, and familiarity with client issues, assistance with design issues, leading and advising client teams, analysis of project data, and development of appropriate deliverables
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives
- Demonstrates skills by performing status reports, verifying work plan completeness, and communicating with team members
- Provides senior-level analytical, program, and operations support, and is focused on providing high performance work
- Contributes to engagement work plan development and often leads less complex engagement tasks to completion within scope and budget
- Serves as a senior-level analytical correspondent within engagement team
- Contributes to work plan development, reaching engagement milestones, and may lead specific project tasks
- Advises on subtasks of cloud information technology operations related business and technical needs
- Applies business modeling, process modeling, and business design techniques
- Conducts analysis of appropriate consulting tools to satisfy program requirements, and creates project deliverables
- Assists with formulating diagnoses through financial or statistical modeling, assesses appropriate alternatives
- Performs analyses and makes diagnoses, as well as defines symptoms and problems
- Supports teams providing all components of cloud technology services including, but not limited to, advise, implement, and operate services of people, processes, and technology
- Adept in cloud information technology operations and related disciplines such as: strategy development, cloud suitability assessment, application development, application rationalization, configuration management, business

process analysis, DevSecOps pipeline establishment, information assurance, quality assurance, solutions architecture, systems analysis and engineering, system administration, application and data migration, cybersecurity, test and evaluation, system cutover, organizational modeling, workforce development, resources and facilities management, database planning and design, network services, programming, conversion support, network services project management, and data/records management or a related field

Cloud Operations Sr Professional II	Minimum 2 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Proficient in analysis and defining business needs, cloud information technology operations and maintenance, applying methodologies, support of program management, exposure to client issues, and development of project deliverables
- Provides assistance completing work plan activities, analyzes relevant data and information, and advises, institutes, and support business solutions
- Provides analytical, operations, and/or program support
- Analyzes business requirements impacted by cloud information technology operations, and defines applicable tools and innovative solutions including technology, methodology, and solution components
- Completes assigned cloud information technology operations tasks within the project scope and budget with no oversight, while meeting deliverable requirements
- Serves as a key analytical resource in engagement team
- Assumes responsibility for conducting relevant research, distilling data, and creating reports
- Actively engages consulting tools and methodologies to meet project objectives and complete program management activities
- Maintains responsibility for quality assurance practices and fostering completion and accuracy of system documentation
- Supports teams providing all components of cloud technology services including, but not limited to, advise, implement, and operate services of people, processes, and technology
- Proficient in cloud information technology operations and or related disciplines such as: strategy development, cloud suitability assessment, application development, application rationalization, configuration management, business process analysis, DevSecOps pipeline establishment, information assurance, quality assurance, solutions architecture, systems analysis and engineering, system administration, application and data migration, cybersecurity, test and evaluation, system cutover, organizational modeling, workforce development, resources and facilities management, database planning and design, network services, programming, conversion support, network services project management, and data/records management or a related field

Cloud Operations Sr Professional I	Minimum 2 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Proficient in analysis and defining business needs, cloud information technology operations and maintenance, applying methodologies, support of program management, exposure to client issues, and development of project deliverables
- Assists with completing work plan activities, analyzes relevant data and information, and advises, institutes, and support business solutions
- Provides analytical, operations, and/or program support
- Analyzes business requirements impacted by cloud information technology operations, and defines applicable tools and innovative solutions including technology, methodology, and solution components
- Completes assigned cloud information technology operations tasks within the project scope and budget with little oversight, while meeting deliverable requirements
- Conducts research, distills data, and creates reports
- Actively engages consulting tools and methodologies to meet project objectives and complete program management activities
- Maintains responsibility for quality assurance practices and fostering completion and accuracy of system documentation

- Supports teams providing all components of cloud technology services including, but not limited to, advise, implement, and operate services of people, processes, and technology
- Proficient in cloud information technology operations and related disciplines such as: strategy development, cloud suitability assessment, application development, application rationalization, configuration management, business process analysis, DevSecOps pipeline establishment, information assurance, quality assurance, solutions architecture, systems analysis and engineering, system administration, application and data migration, cybersecurity, test and evaluation, system cutover, organizational modeling, workforce development, resources and facilities management, database planning and design, network services, programming, conversion support, network services project management, and data/records management or a related field

Cloud Operations Jr Professional V	Minimum 1 year consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Proficient in analysis and defining business needs, cloud information technology operations and maintenance, applying methodologies, support of program management, exposure to client issues, and development of project deliverables
- Assists with completing work plan activities, analyzes relevant data and information, and advises, institutes, and support business solutions
- Provides analytical, operations, and/or program support
- Analyzes business requirements impacted by cloud information technology operations, and defines applicable tools and innovative solutions including technology, methodology, and solution components
- Conducts research, distills data, and creates reports
- Actively engages consulting tools and methodologies to meet project objectives and complete program management activities
- Supports teams providing all components of cloud technology services including, but not limited to, advise, implement, and operate services of people, processes, and technology
- Analyzes, interprets, extrapolates, projects and models data to reach conclusions
- As assigned, completes cloud information technology operations assignments independently or with oversight
- Familiar with cloud information technology operations and related disciplines such as: strategy development, cloud suitability assessment, application development, application rationalization, configuration management, business process analysis, DevSecOps pipeline establishment, information assurance, quality assurance, solutions architecture, systems analysis and engineering, system administration, application and data migration, cybersecurity, test and evaluation, system cutover, organizational modeling, workforce development, resources and facilities management, database planning and design, network services, programming, conversion support, network services project management, and data/records management or a related field

Cloud Operations Jr Professional IV	Minimum 2 years consulting and/or directly relevant industry experience	Minimum Associate's Degree or equivalent in a related field

Skills & Expertise:

- Proficient in analysis and defining business needs, cloud information technology operations and maintenance expertise, applying methodologies, support of program management, exposure to client issues, and development of project deliverables
- Assists with completing work plan activities, analyzes relevant data and information, and advises, institutes, and support business solutions
- Provides analytical, operations, and/or program support
- Analyzes business requirements impacted by cloud information technology operations, and defines applicable tools and innovative solutions including technology, methodology, and solution components
- Conducts research, distills data, and creates reports
- Actively engages consulting tools and methodologies to meet project objectives and complete program management activities

- Supports teams providing all components of cloud technology services including, but not limited to, advise, implement, and operate services of people, processes, and technology
- As assigned, completes sections of cloud information technology operations assignments with minimal oversight
- Familiar with cloud information technology operations and related disciplines such as: strategy development, cloud suitability assessment, application development, application rationalization, configuration management, business process analysis, DevSecOps pipeline establishment, information assurance, quality assurance, solutions architecture, systems analysis and engineering, system administration, application and data migration, cybersecurity, test and evaluation, system cutover, organizational modeling, workforce development, resources and facilities management, database planning and design, network services, programming, conversion support, network services project management, and data/records management or a related field

Cloud Operations Jr Professional III	Minimum 1 year consulting and/or directly relevant industry experience	Minimum Associate's Degree or equivalent in a related field

Skills & Expertise:

- Proficient in analysis and defining business needs, cloud information technology operations and maintenance expertise, applying methodologies, support of program management, exposure to client issues, and development of project deliverables
- Assists with completing work plan activities, analyzes relevant data and information, and advises, institutes, and support business solutions
- Provides analytical, operations, and/or program support
- Conducts research, distills data, and creates reports
- Supports teams providing all components of cloud technology services including, but not limited to, advise, implement, and operate services of people, processes, and technology
- As assigned, completes cloud information technology operations assignments with oversight
- Familiar with cloud information technology operations and related disciplines such as: strategy development, cloud suitability assessment, application development, application rationalization, configuration management, business process analysis, DevSecOps pipeline establishment, information assurance, quality assurance, solutions architecture, systems analysis and engineering, system administration, application and data migration, cybersecurity, test and evaluation, system cutover, organizational modeling, workforce development, resources and facilities management, database planning and design, network services, programming, conversion support, network services project management, and data/records management or a related field

Cloud Operations Jr Professional II	Minimum 2 years consulting and/or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

Skills & Expertise:

- Conducts research, distills data, and creates reports
- Supports teams providing all components of cloud technology services including, but not limited to, advise, implement, and operate services of people, processes, and technology
- As assigned, completes cloud operations assignments with oversight
- Familiar with cloud information technology operations and related disciplines such as: strategy development, cloud suitability assessment, application development, application rationalization, configuration management, business process analysis, DevSecOps pipeline establishment, information assurance, quality assurance, solutions architecture, systems analysis and engineering, system administration, application and data migration, cybersecurity, test and evaluation, system cutover, organizational modeling, workforce development, resources and facilities management, database planning and design, network services, programming, conversion support, network services project management, and data/records management or a related field

Cloud Operations Jr Professional I	Minimum 1 year consulting and/or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

Skills & Expertise:

- Supports teams providing all components of cloud technology services including, but not limited to, advise, implement, and operate services of people, processes, and technology

- As assigned, completes cloud operations assignments with oversight
- Familiar with cloud information technology operations and related disciplines such as: strategy development, cloud suitability assessment, application development, application rationalization, configuration management, business process analysis, DevSecOps pipeline establishment, information assurance, quality assurance, solutions architecture, systems analysis and engineering, system administration, application and data migration, cybersecurity, test and evaluation, system cutover, organizational modeling, workforce development, resources and facilities management, database planning and design, network services, programming, conversion support, network services project management, and data/records management or a related field

FINANCIAL MANAGEMENT QUALITY SERVICE MANAGEMENT OFFICE (FM QSMO) CORE FINANCIAL MANAGEMENT (FM) SOLUTIONS AND IT PROFESSIONAL SERVICES

Applicable to SINs: 518210FM, 518210FM(RC), 518210FM(STLOC)

Deloitte's SIN 518210 rate card is comprised of three service lines [(1) Advisory, (2) Implementation and (3) Operations] each with specific Financial Management Solutions and IT Professional Services labor categories and ceiling prices.

1. FM QSMO Advisory Services

FM QSMO Advisory Executive II	Minimum 14 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing executive level guidance on projects relating to financial management information technology: financial management software suites in a cloud environment; services, applications, modules, or related disciplines including technology architecture and design, database, infrastructure, quality assurance and cybersecurity that help agencies adopt financial management quality service management solutions
- Executive level management experience, information technology advisory expertise, and experience in directing client engagements
- Identifies themes capable of being developed into a new IT strategy methodology, helps to ensure overall soundness of analytical approach, and can suggest alternatives
- Coordinates and advises executive-level clients on information technology problem definition and solution design to achieve the desired program results
- Assumes responsibility for client communications relating to technical concerns
- Maintains responsibility for supervising designated resources and enforcing quality control practices for each project
- Defines and reviews the project plans, designs and business and systems analysis
- Performs engineering, financial, program management and marketing analyses required for life cycle support planning and provides quality assurance oversight throughout a project's life cycle
- Provides program management solutions with emphasis on Quality Assurance and Risk Assessment

FM QSMO Advisory Executive I	Minimum 12 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing executive level guidance on projects relating to financial management information technology: financial management software suites in a cloud environment; services, applications, modules, or related disciplines including technology architecture and design, database, infrastructure, quality assurance and cybersecurity that help agencies adopt financial management quality service management solutions
- Executive level management experience, information technology advisory expertise, and experience in directing client engagements
- Identifies themes capable of being developed into a new IT strategy methodology, helps to ensure overall soundness of analytical approach, and can suggest alternatives
- Coordinates and advises executive-level clients on information technology problem definition and solution design to achieve the desired program results

- Maintains responsibility for supervising designated resources and enforcing quality control practices for each project
- Performs engineering, financial, program management and marketing analyses required for life cycle support planning and provides quality assurance oversight throughout a project's life cycle
- Provides program management solutions with emphasis on Quality Assurance and Risk Assessment
- Maintains responsibility for project reviews and overall contract progress and performance

FM QSMO Advisory Leader V	Minimum 12 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Expert knowledge relating to financial management information technology projects: financial management software suites in a cloud environment; services, applications, modules, or related disciplines including technology architecture and design, database, infrastructure, quality assurance and cybersecurity that help agencies adopt financial management quality service management solutions
- Focuses on program delivery and technical integration, ability to drive IT Strategy and planning changes at the executive levels, oversight of key information technology enablers, and management of project resources
- Proficient in advising on project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing
- Serves as an information technology advisor and subject matter expert to the client and guides day-to-day activities of project teams
- Acts as the contractor's liaison and point of contact with the Contracting Officer's Technical and delegated government representatives
- Communicates with client and project managers and management of multiple projects across various industry lines
- Understands the client's risk, business objectives, and quality goals
- Maintains responsibility for managing technical solutions, delegating appropriate resources, and helping to ensure quality assurance principles are met across projects and deliverables
- Manages and advises program activities and is a key point of contact with client executives
- Assumes accountability for supervising designated resources and enforcing quality control practices for each project
- Performs analyses required for life cycle support planning
- Deals with overarching issues and coordinating problem solutions
- Oversees the program team and daily operations of development within time frames and budget
- Delivers strategic level client meetings

FM QSMO Advisory Leader IV	Minimum 10 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Expert knowledge relating to financial management information technology projects: financial management software suites in a cloud environment; services, applications, modules, or related disciplines including technology architecture and design, database, infrastructure, quality assurance and cybersecurity that help agencies adopt financial management quality service management solutions
- Focuses on program delivery and technical integration, ability to drive IT Strategy and planning changes at the executive levels, oversight of key information technology enablers, and management of project resources
- Proficient in advising on project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing
- Serves as an information technology advisor and subject matter expert to the client and guides day-to-day activities of project teams
- Assists in the responsibility for client communications relating to technical concerns
- Acts as the contractor's liaison and point of contact with the Contracting Officer's Technical and delegated government representatives
- Communicates with client and project managers and management of multiple projects across various industry lines
- Understands the client's risk, business objectives, and quality goals

- Maintains responsibility for managing technical solutions, delegating appropriate resources, and helping to ensure quality assurance principles are met across projects and deliverables
- Manages and advises program activities and is a key point of contact with client executives
- Assumes accountability for supervising designated resources and enforcing quality control practices for each project
- Oversees the program team and daily operations of development within time frames and budget
- Delivers strategic level client meetings

FM QSMO Advisory Leader III	Minimum 8 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Adept in leading projects relating to financial management information technology: financial management software suites in a cloud environment; services, applications, modules, or related disciplines including technology architecture and design, database, infrastructure, quality assurance and cybersecurity that help agencies adopt financial management quality service management solutions
- Focuses on program delivery and technical integration, ability to drive IT Strategy and planning changes at the executive levels, oversight of key information technology enablers, and management of project resources
- Proficient in advising on project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing
- Serves as an information technology advisor and subject matter expert to the client and guides day-to-day activities of project teams
- Assists in the responsibility for client communications relating to technical concerns
- Acts as the contractor's liaison and point of contact with the Contracting Officer's Technical and delegated government representatives
- Communicates with client and project managers and management of multiple projects across various industry lines
- Understands the client's risk, business objectives, and quality goals
- Maintains responsibility for managing technical solutions, delegating appropriate resources, and helping to ensure quality assurance principles are met across projects and deliverables
- Manages and advises program activities and is a key point of contact with client executives
- Assumes accountability for supervising designated resources and enforcing quality control practices for each project

FM QSMO Advisory Leader II	Minimum 7 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Adept in leading projects relating to financial management information technology: financial management software suites in a cloud environment; services, applications, modules, or related disciplines including technology architecture and design, database, infrastructure, quality assurance and cybersecurity that help agencies adopt financial management quality service management solutions
- Focuses on program delivery and technical integration, ability to drive IT Strategy and planning changes at the executive levels, oversight of key information technology enablers, and management of project resources
- Proficient in advising on project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing
- Serves as an information technology advisor and subject matter expert to the client and guides day-to-day activities of project teams
- Assists in the responsibility for client communications relating to technical concerns
- Communicates with client and project managers and management of multiple projects across various industry lines
- Understands the client's risk, business objectives, and quality goals
- Maintains responsibility for managing technical solutions, delegating appropriate resources, and helping to ensure quality assurance principles are met across projects and deliverables
- Manages and advises program activities and is a key point of contact with client executives

FM QSMO Advisory Leader I	Minimum 6 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Adept in leading projects relating to financial management information technology: financial management software suites in a cloud environment; services, applications, modules, or related disciplines including technology architecture and design, database, infrastructure, quality assurance and cybersecurity that help agencies adopt financial management quality service management solutions
- Focuses on program delivery and technical integration, ability to drive IT Strategy and planning changes at the executive levels, oversight of key information technology enablers, and management of project resources
- Proficient in advising on project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing
- Serves as an information technology advisor and subject matter expert to the client and guides day-to-day activities of project teams
- Understands the client's risk, business objectives, and quality goals
- Maintains responsibility for managing technical solutions, delegating appropriate resources, and helping to ensure quality assurance principles are met across projects and deliverables
- Manages and advises program activities and is a key point of contact with client executives

FM QSMO Advisory Project Lead	Minimum of 5 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Extensive knowledge relating to financial management information technology projects: financial management software suites in a cloud environment; services, applications, modules, or related disciplines including technology architecture and design, database, infrastructure, quality assurance and cybersecurity that help agencies adopt financial management quality service management solutions
- Manages and directs on client engagements and advises on enterprise technology strategy development, system development and implementation, development of engagement work plans, deployment of program criterion, and related activities
- Implements business process reengineering, developing financial models, orchestrating change management principles, and conducting performance measurements
- Serves in the role of advisory project team leader over assigned support areas, often filling the position of project team lead and instructing, directing, advising, and monitoring the work of other IT staff or serves in a role of an experienced technical expert
- Conducts analysis of work plan completeness, prepares status reports, and supports quality control practices
- Communicates client expectations to project team, and escalates issues to senior level project staff as needed
- Maintains technical knowledge within industry and service line
- Provides a communication channel between the client and the engagement team
- Provides technical direction, experience and escalation when required
- Delivers presentations and leads client meetings
- Completes project specific tasks within estimated time frames and budget constraints

FM QSMO Advisory Sr Professional V	Minimum of 6 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Proficient in financial management information technology solutions: financial management software suites in a cloud environment; services, applications, modules, or related disciplines including technology architecture and design, database, infrastructure, quality assurance and cybersecurity that help agencies adopt financial management quality service management solutions
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives
- Demonstrates skills by performing status reports, verifying work plan completeness, and communicating with team members

- Provides senior-level analytical, program, and advisory support, and is focused on providing high performance work
- Contributes to engagement work plan development and often leads less complex engagement tasks to completion within scope and budget
- Serves as a senior-level analytical correspondent within engagement team
- Assumes responsibility for contributing to work plan development, reaching engagement milestones, and completes project-specific tasks and client presentations
- Applies business modeling, process modeling, and business design techniques
- Performs analyses and makes diagnoses, as well as defines symptoms and problems, and develops conclusions
- Defines and guides sub-tasks of a project's business and technical needs
- Analyzes client issues and project data, and develops of appropriate deliverables using firm's tools
- Directs junior staff on project requirements and tasks

FM QSMO Advisory Sr Professional IV	Minimum of 5 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Proficient in financial management information technology solutions: financial management software suites in a cloud environment; services, applications, modules, or related disciplines including technology architecture and design, database, infrastructure, quality assurance and cybersecurity that help agencies adopt financial management quality service management solutions
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives
- Demonstrates skills by performing status reports, verifying work plan completeness, and communicating with team members
- Provides senior-level analytical, program, and advisory support, and is focused on providing high performance work
- Serves as a senior-level analytical correspondent within engagement team
- Assumes responsibility for contributing to work plan development, reaching engagement milestones, and completes project-specific tasks and client presentations
- Applies business modeling, process modeling, and business design techniques
- Performs analyses and makes diagnoses, as well as defines symptoms and problems, and develops conclusions
- Analyzes client issues and project data, and develops of appropriate deliverables using firm's tools
- Directs junior staff on project requirements and tasks

FM QSMO Advisory Sr Professional III	Minimum of 4 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Proficient in financial management information technology solutions: financial management software suites in a cloud environment; services, applications, modules, or related disciplines including technology architecture and design, database, infrastructure, quality assurance and cybersecurity that help agencies adopt financial management quality service management solutions
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives
- Demonstrates skills by performing status reports, verifying work plan completeness, and communicating with team members
- Provides senior-level analytical, program, and advisory support, and is focused on providing high performance work
- Assumes responsibility for contributing to work plan development, reaching engagement milestones, and completes project-specific tasks and client presentations
- Performs analyses and makes diagnoses, as well as defines symptoms and problems, and develops conclusions
- Analyzes client issues and project data, and developing of appropriate deliverables using firm's tools

FM QSMO Advisory Sr Professional II	Minimum of 3 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Proficient in financial management information technology concepts, methodologies, and tools: financial management software suites in a cloud environment; services, applications, modules, or related disciplines including technology architecture and design, database, infrastructure, quality assurance and cybersecurity that help agencies adopt financial management quality service management solutions
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives
- Demonstrates skills by performing status reports, verifying work plan completeness, and communicating with team members
- Performs analyses and makes diagnoses, as well as defines symptoms and problems, and develops conclusions
- Analyzes client issues and project data, and developing of appropriate deliverables using firm's tools

FM QSMO Advisory Sr Professional I	Minimum of 2 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Proficient in financial management information technology concepts, methodologies, and tools: financial management software suites in a cloud environment; services, applications, modules, or related disciplines including technology architecture and design, database, infrastructure, quality assurance and cybersecurity that help agencies adopt financial management quality service management solutions
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives
- Performs analyses and makes diagnoses, as well as defines symptoms and problems, and develops conclusions
- Provides technical direction, experience and escalation when required
- Delivers presentations and leads client meetings
- Completes project specific tasks within estimated time frames and budget constraints

FM QSMO Advisory Mid Professional II	Minimum of 2 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Proficient in financial management information technology concepts, methodologies, and tools: financial management software suites in a cloud environment; services, applications, modules, or related disciplines including technology architecture and design, database, infrastructure, quality assurance and cybersecurity that help agencies adopt financial management quality service management solutions
- Proficiency in analysis and defining business needs, information technology advisory expertise, applying methodologies, support of program management, exposure to client issues, and development of project deliverables
- Helps complete work plan activities, analyzes relevant data and information, and advises, institutes, and supports business solutions
- Completes assigned information technology engagement tasks within the project scope and budget with no oversight, while meeting deliverable requirements
- Assumes responsibility for conducting relevant research, distilling data, creating reports, and presentations for client meetings
- Actively engages consulting tools and methodologies to meet project objectives and complete program management activities
- Maintains responsibility for quality assurance practices and fostering completion and accuracy of system documentation
- Analyzes business requirements and defining applicable tools and methodologies
- Advises the implementation of business solutions, process improvement diagnoses, process modeling and documentation and benchmarking activities

FM QSMO Advisory Mid Professional I	Minimum of 1 year consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Proficient in financial management or information technology projects
- Proficiency in analysis and defining business needs, information technology advisory expertise, applying methodologies, support of program management, exposure to client issues, and development of project deliverables
- Helps complete work plan activities, analyzes relevant data and information, and advises, institutes, and supports business solutions
- Completes assigned information technology engagement tasks within the project scope and budget with no oversight, while meeting deliverable requirements
- Assumes responsibility for conducting relevant research, distilling data, creating reports, and presentations for client meetings
- Advises the implementation of business solutions, process improvement diagnoses, process modeling and documentation and benchmarking activities

FM QSMO Advisory Jr Professional III	Minimum of 1 year consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Familiar with financial management or information technology projects
- Performs technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, information technology advisory expertise, and has programming experience in one or more languages, and is versed in system testing
- Experience in the following: data warehousing, information systems design, financial modeling, and business process improvement documentation
- Serves as an information technology resource on engagement team
- Analyzes data and systems architecture, creates designs, and implements information systems solutions
- Completes assigned information technology tasks for deliverable requirements with minimal oversight
- Assists project team in meeting program objectives timely and effectively, and contributes to obtaining data and reports for presentations and client meetings
- Assumes responsibility for process documentation and technical soundness
- Contributes to obtaining data and reports for presentations and client meetings
- Conducts research, collects, and distills data

FM QSMO Advisory Jr Professional II	Minimum of 2 years consulting and/or directly relevant industry experience	Minimum Associates' Degree or equivalent in a related field

Skills & Expertise:

- Familiar with financial management or information technology projects
- Performs technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, information technology advisory expertise, and has programming experience in one or more languages, and is versed in system testing
- Experience in the following: data warehousing, information systems design, financial modeling, and business process improvement documentation
- Analyzes data and systems architecture, creates designs, and implements information systems solutions
- Completes assigned information technology tasks for deliverable requirements with minimal oversight
- Assists project team in meeting program objectives timely and effectively, and contributes to obtaining data and reports for presentations and client meetings
- Conducts research, collects, and distills data

FM QSMO Advisory Jr Professional I	Minimum of 1 year consulting and/or directly relevant industry experience	Minimum Associates' Degree or equivalent in a related field

Skills & Expertise:

- Familiar with financial management or information technology projects
- Performs technical and non-technical analyses on project issues and helps to ensure technical

implementations follow quality assurance metrics, information technology advisory expertise, and has programming experience in one or more languages, and is versed in system testing
- Experience in the following: data warehousing, information systems design, financial modeling, and business process improvement documentation
- Completes assigned information technology tasks for deliverable requirements with minimal oversight
- Conducts research, collects, and distills data

2. FM QSMO Implementation Services

FM QSMO Implementation Executive II	Minimum 14 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing executive level guidance on projects relating to financial management information technology: financial management software suites in a cloud environment; services, applications, modules, or related disciplines including technology architecture and design, database, infrastructure, quality assurance and cybersecurity that help agencies adopt financial management quality service management solutions
- Executive level management experience, information technology implementation expertise, and experience in directing client engagements
- Identifies themes capable of being implemented into a new IT strategy methodology, helps to ensure overall soundness of analytical approach, and can suggest alternatives
- Coordinates and advises executive-level clients on information technology problem definition and implementation design to achieve the desired program results
- Assumes responsibility for client communications relating to technical concerns
- Maintains responsibility for supervising designated resources and enforcing quality control practices for each project
- Defines and reviews the project plans, designs and business and systems implementation
- Provides program management implementation solutions with emphasis on Quality Assurance and Risk Assessment

FM QSMO Implementation Executive I	Minimum 12 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing executive level guidance on projects relating to financial management information technology: financial management software suites in a cloud environment; services, applications, modules, or related disciplines including technology architecture and design, database, infrastructure, quality assurance and cybersecurity that help agencies adopt financial management quality service management solutions
- Executive level management experience, information technology implementation expertise, and experience in directing client engagements
- Identifies themes capable of being implemented into a new IT strategy methodology, helps to ensure overall soundness of analytical approach, and can suggest alternatives
- Coordinates and advises executive-level clients on information technology problem definition and implementation design to achieve the desired program results
- Maintains responsibility for supervising designated resources and enforcing quality control practices for each project
- Performs engineering, financial, program management and marketing analyses required for life cycle support planning and provides quality assurance oversight throughout a project's life cycle
- Provides program management implementation solutions with emphasis on Quality Assurance and Risk Assessment
- Maintains responsibility for project reviews and overall contract progress and performance

FM QSMO Implementation Leader V	Minimum 12 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Expert knowledge relating to financial management information technology implementation projects: financial management software suites in a cloud environment; services, applications, modules, or related disciplines including technology architecture and design, database, infrastructure, quality assurance and cybersecurity that help agencies adopt financial management quality service management solutions
- Focuses on program implementation and technical integration, ability to drive IT Strategy and planning changes at the executive levels, oversight of key information technology enablers, and management of project resources
- Proficient in advising on project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing
- Serves as an information technology implementation advisor and subject matter expert to the client and guides day-to-day activities of project teams
- Acts as the contractor's liaison and point of contact with the Contracting Officer's Technical and delegated government representatives
- Communicates with client and project managers and management of multiple projects across various industry lines
- Understands the client's risk, business objectives, and quality goals
- Maintains responsibility for managing and implementing technical solutions, delegating appropriate resources, and helping to ensure quality assurance principles are met across projects and deliverables
- Manages and implements program activities and is a key point of contact with client executives
- Assumes accountability for supervising designated resources and enforcing quality control practices for each project
- Performs analyses required for life cycle support planning
- Oversees the program team and daily operations of development within time frames and budget
- Delivers strategic level client meetings

FM QSMO Implementation Leader IV	Minimum 10 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Expert knowledge relating to financial management information technology implementation projects: financial management software suites in a cloud environment; services, applications, modules, or related disciplines including technology architecture and design, database, infrastructure, quality assurance and cybersecurity that help agencies adopt financial management quality service management solutions
- Focuses on implementing program delivery and technical integration, ability to drive IT Strategy and planning changes at the executive levels, oversight of key information technology enablers, and management of project resources
- Proficient in advising on project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing
- Serves as an information technology implementation advisor and subject matter expert to the client and guides day-to-day activities of project teams
- Assists in the responsibility for client communications relating to technical concerns
- Acts as the contractor's liaison and point of contact with the Contracting Officer's Technical and delegated government representatives
- Communicates with client and project managers and management of multiple projects across various industry lines
- Understands the client's risk, business objectives, and quality goals
- Maintains responsibility for managing technical solutions, delegating appropriate resources, and helping to ensure quality assurance principles are met across projects and deliverables
- Manages and implements program activities and is a key point of contact with client executives
- Assumes accountability for supervising designated resources and enforcing quality control practices for each project
- Oversees the program team and daily operations of development within time frames and budget
- Delivers strategic level client meetings

FM QSMO Implementation Leader III	Minimum 8 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Adept in leading projects relating to financial management information technology: financial management software suites in a cloud environment; services, applications, modules, or related disciplines including technology architecture and design, database, infrastructure, quality assurance and cybersecurity that help agencies adopt financial management quality service management solutions
- Focuses on implementing program delivery and technical integration, ability to drive IT Strategy and planning changes at the executive levels, oversight of key information technology enablers, and management of project resources
- Proficient in advising on project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing
- Serves as an information technology implementation advisor and subject matter expert to the client and guides day-to-day activities of project teams
- Assists in the responsibility for client communications relating to technical concerns
- Acts as the contractor's liaison and point of contact with the Contracting Officer's Technical and delegated government representatives
- Communicates with client and project managers and management of multiple projects across various industry lines
- Understands the client's risk, business objectives, and quality goals
- Maintains responsibility for managing technical solutions, delegating appropriate resources, and helping to ensure quality assurance principles are met across projects and deliverables
- Manages and implements program activities and is a key point of contact with client executives
- Assumes accountability for supervising designated resources and enforcing quality control practices for each project

FM QSMO Implementation Leader II	Minimum 7 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Adept in leading projects relating to financial management information technology: financial management software suites in a cloud environment; services, applications, modules, or related disciplines including technology architecture and design, database, infrastructure, quality assurance and cybersecurity that help agencies adopt financial management quality service management solutions
- Focuses on implementing program delivery and technical integration, ability to drive IT Strategy and planning changes at the executive levels, oversight of key information technology enablers, and management of project resources
- Proficient in advising on project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing
- Serves as an information technology implementation advisor and subject matter expert to the client and guides day-to-day activities of project teams
- Assists in the responsibility for client communications relating to technical concerns
- Communicates with client and project managers and management of multiple projects across various industry lines
- Understands the client's risk, business objectives, and quality goals
- Maintains responsibility for managing and implementing technical solutions, delegating appropriate resources, and helping to ensure quality assurance principles are met across projects and deliverables
- Manages and implements program activities and is a key point of contact with client executives

FM QSMO Implementation Leader I	Minimum 6 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Adept in leading projects relating to financial management information technology: financial management software suites in a cloud environment; services, applications, modules, or related disciplines including technology architecture and design, database, infrastructure, quality assurance and cybersecurity that help agencies adopt financial management quality service management solutions
- Focuses on implementing program delivery and technical integration, ability to drive IT Strategy and planning changes at the executive levels, oversight of key information technology enablers, and

management of project resources
- Proficient in implementing on project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing
- Serves as an information technology implementation advisor and subject matter expert to the client and guides day-to-day activities of project teams
- Understands the client's risk, business objectives, and quality goals
- Maintains responsibility for managing technical solutions, delegating appropriate resources, and helping to ensure quality assurance principles are met across projects and deliverables
- Manages and implements program activities and is a key point of contact with client executives

FM QSMO Implementation Project Lead	Minimum of 5 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Extensive knowledge relating to financial management information technology projects: financial management software suites in a cloud environment; services, applications, modules, or related disciplines including technology architecture and design, database, infrastructure, quality assurance and cybersecurity that help agencies adopt financial management quality service management solutions
- Manages and directs on client engagements and advises on enterprise technology strategy development, system development and implementation, development of engagement work plans, deployment of program criterion, and related activities
- Implements business process reengineering, developing financial models, orchestrating change management principles, and conducting performance measurements
- Serves in the role of implementation advisory project team leader over assigned support areas, often filling the position of project team lead and instructing, directing, advising, and monitoring the work of other IT staff or serves in a role of an experienced technical expert
- Conducts analysis of work plan completeness, prepares status reports, and supports quality control practices
- Communicates client expectations to project team, and escalates issues to senior level project staff as needed
- Maintains technical knowledge within industry and service line
- Provides a communication channel between the client and the engagement team
- Delivers presentations and leads client meetings
- Completes project specific tasks within estimated time frames and budget constraints

FM QSMO Implementation Sr Professional V	Minimum of 6 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Proficient in financial management information technology implementation solutions: financial management software suites in a cloud environment; services, applications, modules, or related disciplines including technology architecture and design, database, infrastructure, quality assurance and cybersecurity that help agencies adopt financial management quality service management solutions
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives
- Demonstrates skills by performing status reports, verifying work plan completeness, and communicating with team members
- Provides senior-level analytical, program, and implementation support, and is focused on providing high performance work
- Contributes to engagement work plan development and often leads less complex engagement tasks to completion within scope and budget
- Serves as a senior-level implementation correspondent within engagement team
- Assumes responsibility for contributing to work plan development, reaching engagement milestones, and completes project-specific tasks and client presentations
- Applies business modeling, process modeling, and business design techniques
- Performs analyses and makes diagnoses, as well as defines symptoms and problems, and develops conclusions for implementation
- Defines and implements sub-tasks of a project's business and technical needs

- Analyzes client issues and project data, and developing of appropriate deliverables using firm's tools
- Directs junior staff on project requirements and tasks

FM QSMO Implementation Sr Professional IV	Minimum of 5 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Proficient in financial management information technology implementation solutions: financial management software suites in a cloud environment; services, applications, modules, or related disciplines including technology architecture and design, database, infrastructure, quality assurance and cybersecurity that help agencies adopt financial management quality service management solutions
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives
- Demonstrates skills by performing status reports, verifying work plan completeness, and communicating with team members
- Provides senior-level analytical, program, and implementation advisory support, and is focused on providing high performance work
- Serves as a senior-level implementation correspondent within engagement team
- Assumes responsibility for contributing to work plan development, reaching engagement milestones, and completes implementation tasks and client presentations
- Applies business modeling, process modeling, and business design techniques
- Performs analyses and makes diagnoses, as well as defines symptoms and problems, and develops conclusions for implementation
- Analyzes client issues and project data, and developing of appropriate deliverables using firm's tools
- Directs junior staff on project requirements and tasks

FM QSMO Implementation Sr Professional III	Minimum of 4 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Proficient in financial management information technology implementation solutions: financial management software suites in a cloud environment; services, applications, modules, or related disciplines including technology architecture and design, database, infrastructure, quality assurance and cybersecurity that help agencies adopt financial management quality service management solutions
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives
- Demonstrates skills by performing status reports, verifying work plan completeness, and communicating with team members
- Provides senior-level analytical, program, and implementation support, and is focused on providing high performance work
- Assumes responsibility for contributing to work plan development, reaching engagement milestones, and completes project-specific tasks and client presentations
- Performs analyses and makes diagnoses, as well as defines symptoms and problems, and develops conclusions for implementation
- Analyzes client issues and project data, and developing of appropriate deliverables using firm's tools

FM QSMO Implementation Sr Professional II	Minimum of 3 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Proficient in financial management information technology implementation concepts, methodologies, and tools
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives
- Demonstrates skills by performing status reports, verifying work plan completeness, and communicating with team members
- Performs analyses and makes diagnoses, as well as defines symptoms and problems, and develops

conclusions for implementation
- Analyzes client issues and project data, and developing of appropriate deliverables using firm's tools

FM QSMO Implementation Sr Professional I	Minimum of 2 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Proficient in financial management information technology implementation concepts, methodologies, and tools
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives
- Performs analyses and makes diagnoses, as well as defines symptoms and problems, and develops conclusions for implementation
- Provides technical direction, experience and escalation when required
- Delivers presentations and leads client meetings
- Completes project specific tasks within estimated time frames and budget constraints

FM QSMO Implementation Mid Professional II	Minimum of 2 years consulting and/or directly relevant industry experience	Minimum Associates's Degree or equivalent in a related field

Skills & Expertise:

- Proficient in financial management or information technology implementation concepts, methodologies, and tools
- Proficiency in analysis and defining business needs, information technology implementation expertise, applying methodologies, support of program management, exposure to client issues, and development of project deliverables
- Helps complete work plan activities, analyzes relevant data and information, and advises, implements, and supports business solutions
- Completes assigned information technology implementation tasks within the project scope and budget with no oversight, while meeting deliverable requirements
- Assumes responsibility for conducting relevant research, distilling data, creating reports, and presentations for client meetings
- Actively engages consulting tools and methodologies to meet project objectives and implement program management activities
- Maintains responsibility for quality assurance practices and fostering completion and accuracy of system documentation
- Analyzes business requirements and defining applicable tools and methodologies
- Advises the implementation of business solutions, process improvement diagnoses, process modeling and documentation and benchmarking activities

FM QSMO Implementation Mid Professional I	Minimum of 1 year consulting and/or directly relevant industry experience	Minimum Associate's Degree or equivalent in a related field

Skills & Expertise:

- Proficient in financial management or information technology implementation projects
- Proficiency in analysis and defining business needs, information technology implementation expertise, applying methodologies, support of program management, exposure to client issues, and development of project deliverables
- Helps complete work plan activities, analyzes relevant data and information, and advises, institutes, and supports business solutions
- Completes assigned information technology implementation tasks within the project scope and budget with no oversight, while meeting deliverable requirements
- Assumes responsibility for conducting relevant research, distilling data, creating reports, and presentations for client meetings
- Advises the implementation of business solutions, process improvement diagnoses, process modeling and documentation and benchmarking activities

FM QSMO Implementation Jr Professional III	Minimum of 1 year consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Familiar with financial management or information technology implementation projects
- Performs technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, information technology advisory expertise, and has programming experience in one or more languages, and is versed in system testing
- Experience in the following: data warehousing, information systems design, financial modeling, and business process improvement documentation
- Serves as an information technology implementation resource on engagement team
- Analyzes data and systems architecture, creates designs, and implements information systems solutions
- Completes assigned information technology implementation tasks for deliverable requirements with minimal oversight
- Assists project team in meeting program objectives timely and effectively, and contributes to obtaining data and reports for presentations and client meetings
- Assumes responsibility for process documentation and technical soundness
- Contributes to obtaining data and reports for presentations and client meetings
- Completes assigned engagement tasks for deliverable requirements
- Conducts research, collects, and distills data

FM QSMO Implementation Jr Professional II	Minimum of 2 years consulting and/or directly relevant industry experience	Minimum Associates' Degree or equivalent in a related field

Skills & Expertise:

- Familiar with financial management or information technology implementation projects
- Performs technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, information technology advisory expertise, and has programming experience in one or more languages, and is versed in system testing
- Serves as an information technology implementation resource on engagement team
- Analyzes data and systems architecture, creates designs, and implements information systems solutions
- Completes assigned information technology implementation tasks for deliverable requirements with minimal oversight
- Assists project team in meeting program objectives timely and effectively, and contributes to obtaining data and reports for presentations and client meetings
- Conducts research, collects, and distills data

FM QSMO Implementation Jr Professional I	Minimum of 1 year consulting and/or directly relevant industry experience	Minimum Associates' Degree or equivalent in a related field

Skills & Expertise:

- Familiar with information technology implementation projects
- Performs technical and non-technical analyses on project issues and helps to ensure technical implementations follow quality assurance metrics, information technology advisory expertise, and has programming experience in one or more languages, and is versed in system testing
- Serves as an information technology implementation resource on engagement team
- Completes assigned information technology implementation tasks for deliverable requirements with minimal oversight
- Conducts research, collects, and distills data

3. FM QSMO Operations Services

FM QSMO Operations Executive II	Minimum 14 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing executive level guidance on projects relating to financial management

information technology: financial management software suites in a cloud environment; services, applications, modules, or related disciplines including technology architecture and design, database, infrastructure, quality assurance and cybersecurity that help agencies adopt financial management quality service management solutions
- Executive level management experience, financial management information technology operations expertise, and experience in directing client engagements
- Identifies themes capable of being implemented into a new IT strategy methodology, helps to ensure overall soundness of analytical approach, and can suggest alternatives
- Coordinates and advises executive-level clients on information technology problem definition and solution design to achieve the desired program results
- Assumes responsibility for client communications relating to technical concerns
- Maintains responsibility for supervising designated resources and enforcing quality control practices for each project
- Defines and reviews the project plans, designs and business and systems implementation
- Provides program management solutions with emphasis on Quality Assurance and Risk Assessment

FM QSMO Operations Executive I	Minimum 12 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing executive level guidance on projects relating to financial management information technology: financial management software suites in a cloud environment; services, applications, modules, or related disciplines including technology architecture and design, database, infrastructure, quality assurance and cybersecurity that help agencies adopt financial management quality service management solutions
- Executive level management experience, financial management information technology operations expertise, and experience in directing client engagements
- Identifies themes capable of being implemented into a new IT strategy methodology, helps to ensure overall soundness of analytical approach, and can suggest alternatives
- Coordinates and advises executive-level clients on information technology problem definition and implementation design to achieve the desired program results
- Maintains responsibility for supervising designated resources and enforcing quality control practices for each project
- Performs engineering, financial, program management and marketing analyses required for life cycle support planning and provides quality assurance oversight throughout a project's life cycle
- Provides program management solutions with emphasis on Quality Assurance and Risk Assessment
- Maintains responsibility for project reviews and overall contract progress and performance

FM QSMO Operations Leader V	Minimum 12 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Expert knowledge relating to financial management information technology operations projects: financial management software suites in a cloud environment; services, applications, modules, or related disciplines including technology architecture and design, database, infrastructure, quality assurance and cybersecurity that help agencies adopt financial management quality service management solutions
- Focuses on program operations and technical integration, ability to drive IT Strategy and planning changes at the executive levels, oversight of key information technology enablers, and management of project resources
- Proficient in advising on project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing
- Serves as a financial management information technology operations advisor and subject matter expert to the client and guides day-to-day activities of project teams
- Acts as the contractor's liaison and point of contact with the Contracting Officer's Technical and delegated government representatives
- Communicates with client and project managers and management of multiple projects across various industry lines

- Understands the client's risk, business objectives, and quality goals
- Maintains responsibility for managing technical solutions, delegating appropriate resources, and helping to ensure quality assurance principles are met across projects and deliverables
- Manages program operations and is a key point of contact with client executives
- Assumes accountability for supervising designated resources and enforcing quality control practices for each project
- Performs analyses required for life cycle support planning
- Oversees the program team and daily operations of development within time frames and budget
- Delivers strategic level client meetings

FM QSMO Operations Leader IV	Minimum 10 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Expert knowledge relating to financial management information technology operations projects: financial management software suites in a cloud environment; services, applications, modules, or related disciplines including technology architecture and design, database, infrastructure, quality assurance and cybersecurity that help agencies adopt financial management quality service management solutions
- Focuses on program operations and technical integration, ability to drive IT Strategy and planning changes at the executive levels, oversight of key information technology enablers, and management of project resources
- Proficient in advising on project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing
- Serves as a financial management information technology operations advisor and subject matter expert to the client and guides day-to-day activities of project teams
- Assists in the responsibility for client communications relating to technical concerns
- Acts as the contractor's liaison and point of contact with the Contracting Officer's Technical and delegated government representatives
- Communicates with client and project managers and management of multiple projects across various industry lines
- Understands the client's risk, business objectives, and quality goals
- Maintains responsibility for managing technical solutions, delegating appropriate resources, and helping to ensure quality assurance principles are met across projects and deliverables
- Manages program operations and is a key point of contact with client executives
- Assumes accountability for supervising designated resources and enforcing quality control practices for each project
- Oversees the program team and daily operations of development within time frames and budget
- Delivers strategic level client meetings

FM QSMO Operations Leader III	Minimum 8 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Adept in leading projects relating to financial management information technology: financial management software suites in a cloud environment; services, applications, modules, or related disciplines including technology architecture and design, database, infrastructure, quality assurance and cybersecurity that help agencies adopt financial management quality service management solutions
- Focuses on program operations and technical integration, ability to drive IT Strategy and planning changes at the executive levels, oversight of key information technology enablers, and management of project resources
- Proficient in advising on project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing
- Serves as a financial management information technology operations advisor and subject matter expert to the client and guides day-to-day activities of project teams
- Assists in the responsibility for client communications relating to technical concerns
- Acts as the contractor's liaison and point of contact with the Contracting Officer's Technical and delegated government representatives

- Communicates with client and project managers and management of multiple projects across various industry lines
- Understands the client's risk, business objectives, and quality goals
- Maintains responsibility for managing technical solutions, delegating appropriate resources, and helping to ensure quality assurance principles are met across projects and deliverables
- Manages program operations and is a key point of contact with client executives
- Assumes accountability for supervising designated resources and enforcing quality control practices for each project

FM QSMO Operations Leader II	Minimum 7 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Adept in leading projects relating to financial management information technology: financial management software suites in a cloud environment; services, applications, modules, or related disciplines including technology architecture and design, database, infrastructure, quality assurance and cybersecurity that help agencies adopt financial management quality service management solutions
- Focuses on operational program delivery and technical integration, ability to drive IT Strategy and planning changes at the executive levels, oversight of key information technology enablers, and management of project resources
- Proficient in advising on project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing
- Serves as a financial management information technology operations advisor and subject matter expert to the client and guides day-to-day activities of project teams
- Assists in the responsibility for client communications relating to technical concerns
- Communicates with client and project managers and management of multiple projects across various industry lines
- Understands the client's risk, business objectives, and quality goals
- Maintains responsibility for managing technical solutions, delegating appropriate resources, and helping to ensure quality assurance principles are met across projects and deliverables
- Manages program operations and is a key point of contact with client executives

FM QSMO Operations Leader I	Minimum 6 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Adept in leading projects relating to financial management information technology: financial management software suites in a cloud environment; services, applications, modules, or related disciplines including technology architecture and design, database, infrastructure, quality assurance and cybersecurity that help agencies adopt financial management quality service management solutions
- Focuses on operations program delivery and technical integration, ability to drive IT Strategy and planning changes at the executive levels, oversight of key information technology enablers, and management of project resources
- Proficient in advising on project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing
- Serves as a financial management information technology operations advisor and subject matter expert to the client and guides day-to-day activities of project teams
- Understands the client's risk, business objectives, and quality goals
- Maintains responsibility for managing technical solutions, delegating appropriate resources, and helping to ensure quality assurance principles are met across projects and deliverables
- Manages program operations and is a key point of contact with client executives

FM QSMO Operations Project Lead	Minimum of 5 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Extensive knowledge relating to financial management information technology projects: financial

management software suites in a cloud environment; services, applications, modules, or related disciplines including technology architecture and design, database, infrastructure, quality assurance and cybersecurity that help agencies adopt financial management quality service management solutions

- Serves in the role of operations project team leader over assigned support areas and instructing, directing, advising, and monitoring the work of other financial management information technology staff or serves in the role of an experienced technical expert
- Implements business process reengineering, developing financial models, orchestrating change management principles, and conducting performance measurements
- Conducts analysis of work plan completeness, prepares status reports, and supports quality control practices
- Communicates client expectations to project team, and escalates issues to senior level project staff as needed
- Maintains technical knowledge within industry and service line
- Provides a communication channel between the client and the engagement team
- Delivers presentations and leads client meetings
- Completes project specific tasks within estimated time frames and budget constraints

FM QSMO Operations Sr Professional V	Minimum of 6 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Proficient in financial management information technology operations solutions: financial management software suites in a cloud environment; services, applications, modules, or related disciplines including technology architecture and design, database, infrastructure, quality assurance and cybersecurity that help agencies adopt financial management quality service management solutions
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives
- Demonstrates skills by performing status reports, verifying work plan completeness, and communicating with team members
- Provides analytical, operations, and/or program support
- Contributes to engagement work plan development and often leads less complex engagement tasks to completion within scope and budget
- Serves as a senior-level operations correspondent within engagement team
- Assumes responsibility for contributing to work plan development, reaching engagement milestones, and completes project-specific tasks and client presentations
- Applies business modeling, process modeling, and business design techniques
- Performs analyses and makes diagnoses, as well as defines symptoms and problems, and develops conclusions
- Defines and analyzes sub-tasks of a project's business and technical needs
- Analyzes client issues and project data, and developing of appropriate deliverables using firm's tools
- Directs junior staff on project requirements and tasks

FM QSMO Operations Sr Professional IV	Minimum of 5 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Proficient in financial management information technology operations solutions: financial management software suites in a cloud environment; services, applications, modules, or related disciplines including technology architecture and design, database, infrastructure, quality assurance and cybersecurity that help agencies adopt financial management quality service management solutions
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives
- Demonstrates skills by performing status reports, verifying work plan completeness, and communicating with team members
- Provides analytical, operations, and/or program support
- Serves as a senior-level operations correspondent within engagement team
- Assumes responsibility for contributing to work plan development, reaching engagement milestones, and completes operations tasks and client presentations

- Applies business modeling, process modeling, and business design techniques
- Performs analyses and makes diagnoses, as well as defines symptoms and problems, and develops conclusions
- Analyzes client issues and project data, and developing of appropriate deliverables using firm's tools
- Directs junior staff on project requirements and tasks

FM QSMO Operations Sr Professional III	Minimum of 4 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Proficient in financial management information technology operations solutions: financial management software suites in a cloud environment; services, applications, modules, or related disciplines including technology architecture and design, database, infrastructure, quality assurance and cybersecurity that help agencies adopt financial management quality service management solutions
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives
- Demonstrates skills by performing status reports, verifying work plan completeness, and communicating with team members
- Provides analytical, operations, and/or program support
- Assumes responsibility for contributing to work plan development, reaching engagement milestones, and completes project-specific tasks and client presentations
- Performs analyses and makes diagnoses, as well as defines symptoms and problems, and develops conclusions
- Analyzes client issues and project data, and developing of appropriate deliverables using firm's tools

FM QSMO Operations Sr Professional II	Minimum of 3 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Proficient in financial management or information technology operations concepts, methodologies, and tools
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives
- Provides analytical, operations, and/or program support
- Demonstrates skills by performing status reports, verifying work plan completeness, and communicating with team members
- Performs analyses and makes diagnoses, as well as defines symptoms and problems, and develops conclusions
- Analyzes client issues and project data, and developing of appropriate deliverables using firm's tools

FM QSMO Operations Sr Professional I	Minimum of 2 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Proficient in financial management or information technology operations concepts, methodologies, and tools
- Proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives
- Provides analytical, operations, and/or program support
- Delivers presentations and leads client meetings

FM QSMO Operations Mid Professional II	Minimum of 2 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Proficient in financial management or information technology operations concepts, methodologies, and tools

- Proficiency in analysis and defining business needs, information technology financial management operations expertise, applying methodologies, support of program management, exposure to client issues, and development of project deliverables
- Helps complete work plan activities, analyzes relevant data and information, and advises, implements, and supports business solutions
- Completes assigned information technology operations tasks within the project scope and budget with no oversight, while meeting deliverable requirements
- Assumes responsibility for conducting relevant research, distilling data, creating reports, and presentations for client meetings
- Actively engages consulting tools and methodologies to meet project objectives and implement program management activities
- Maintains responsibility for quality assurance practices and fostering completion and accuracy of system documentation
- Analyzes business requirements and defining applicable tools and methodologies
- Advises the operations of business solutions, process improvement diagnoses, process modeling and documentation and benchmarking activities

FM QSMO Operations Mid Professional I	Minimum of 1 year consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Proficient in financial management or information technology operations projects
- Proficiency in analysis and defining business needs, information technology operations expertise, applying methodologies, support of program management, exposure to client issues, and development of project deliverables
- Helps complete work plan activities, analyzes relevant data and information, and advises, institutes, and supports business solutions
- Completes assigned information technology financial management operations tasks within the project scope and budget with no oversight, while meeting deliverable requirements
- Assumes responsibility for conducting relevant research, distilling data, creating reports, and presentations for client meetings
- Advises the operations of business solutions, process improvement diagnoses, process modeling and documentation and benchmarking activities

FM QSMO Operations Jr Professional V	Minimum of 1 year consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Familiar with financial management, program management, or information technology operations projects
- Supports teams providing all components of financial management information technology services including, but not limited to, advise, implement, and operate services of people, processes, and technology
- Provides strong analytical support while serving to help meet the scope and objectives of project engagements
- Supports engagement operations through research and fact-finding combined with a basic understanding of business systems and industry requirements
- Conducts research, and collects and distills data
- Serves as an operations resource on engagement team
- Assumes responsibility for process documentation and technical soundness
- Contributes to obtaining data and reports for presentations and client meetings
- Completes assigned engagement tasks for deliverable requirements

FM QSMO Operations Jr Professional IV	Minimum of 0 years consulting and/or directly relevant industry experience	Minimum Bachelor's Degree or equivalent in a related field

Skills & Expertise:

- Familiar with financial management, program management, or information technology operations concepts
- Supports teams providing all components of financial management information technology services including, but not limited to, advise, implement, and operate services of people, processes, and technology

- Provides strong analytical support while serving to help meet the scope and objectives of project engagements
- Supports engagement operations through research and fact-finding combined with a basic understanding of business systems and industry requirements
- Conducts research, and collects and distills data
- Assumes responsibility for process documentation and technical soundness
- Contributes to obtaining data and reports for presentations and client meetings
- Completes assigned engagement tasks for deliverable requirements with oversight

FM QSMO Operations Jr Professional III	Minimum of 1 year consulting and/or directly relevant industry experience	Minimum Associates' Degree or equivalent in a related field

Skills & Expertise:

- Familiar with financial management, program management, or information technology operations projects
- Supports teams providing all components of financial management information technology services including, but not limited to, advise, implement, and operate services of people, processes, and technology
- Provides strong analytical support while serving to help meet the scope and objectives of project engagements
- Serves as an operations resource on engagement team
- Completes engagement assignments with oversight
- Provides analytical, operations, and/or program support
- Conducts research, distills data, and creates reports
- Assists project team in meeting program objectives timely and effectively, and contributes to obtaining data and reports for presentations and client meetings

FM QSMO Operations Jr Professional II	Minimum of 0 years consulting and/or directly relevant industry experience	Minimum Associates' Degree or equivalent in a related field

Skills & Expertise:

- Familiar with financial management, program management, or information technology operations concepts
- Provides strong analytical support while serving to help meet the scope and objectives of project engagements
- Completes engagement assignments with oversight
- Provides analytical, operations, and/or program support
- Conducts research, distills data, and creates reports

FM QSMO Operations Jr Professional I	Minimum of 1 year consulting and/or directly relevant industry experience	Minimum High School Diploma or equivalent in a related field

Skills & Expertise:

- Familiar with financial management, program management, or information technology operations concepts
- Completes engagement assignments with oversight
- Conducts research, collects, and distills data
- Provides analytical, operations, and/or program support

HUMAN CAPITAL HUMAN RESOURCES PROFESSIONAL SERVICES

Applicable to SINs: 541612HC, 541612(RC)

Deloitte's SIN 541612 rate card is comprised of three service lines [(1) Advisory, (2) Implementation and (3) Operations] each with specific Human Resource Consulting and Technology Professional Services labor categories and ceiling prices.

1. HUMAN RESOURCES CONSULTING SERVICES - ADVISORY

LABOR CATEGORY	YEARS OF EXPERIENCE	EDUCATION
HRC Advisory Executive III (SPO)	Minimum 14 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements
- Possesses expert knowledge of developing human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle

Responsibilities:

- Provides strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value
- Guides critical business and operational areas to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to manage risk, schedule, cost, and scope more effectively; oversees projects based upon the Government specifications and standards
- Leads the development of a recommendation for the Human Resources future-state roadmap
- Advises and oversees all phases of human capital related projects from project design, implementation, maintenance, and operations to final completion
- Advises on the development and implementation of human resource strategy to provide solutions to client issues including, but not limited to, workforce finance, scheduling, methodology, tools, and solution components
- Provides the primary strategy interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints

HRC Advisory Executive II (SPO)	Minimum 12 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements
- Possesses expert knowledge of developing human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle

Responsibilities:

- Provides strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value
- Guides critical business and operational areas to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to manage risk, schedule, cost, and scope more effectively; oversees projects based upon the Government specifications and standards
- Leads the development of a recommendation for the Human Resources future-state roadmap
- Advises on all phases of human capital related projects from project design, implementation, maintenance, and operations to final completion
- Advises on the development and implementation of human resource strategy to provide solutions to client issues including, but not limited to, workforce finance, scheduling, methodology, tools, and solution components
- Provides the primary strategy interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Reviews and approves final recommendations provided to clients
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints

HRC Advisory Executive I (SPO)	Minimum 11 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements

- Possesses expert knowledge of developing human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle

Responsibilities:

- Provides strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value
- Guides critical business and operational areas to provide complete human resources life-cycle support ("cradle to grave") to enable and achieve their missions to manage risk, schedule, cost, and scope more effectively; oversees projects based upon the Government specifications and standards
- Leads the development of a recommendation for the Human Resources future-state roadmap
- Advises on all phases of human capital related projects from project design, implementation, maintenance, and operations to final completion
- Advises on the development of human resource strategy to provide solutions to client issues including, but not limited to, workforce finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related implementation plan
- Provides the primary strategy interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints

HRC Advisory Lead II (SPO)	Minimum 14 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements
- Possesses expert knowledge of developing human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle

Responsibilities:

- Serves in an advisory capacity to client and guides day-to-day activities of project teams
- Provides strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value
- Leads critical business and operations workstreams to provide complete human resources life-cycle support ("cradle to grave") to enable and achieve their missions to manage risk, schedule, cost, and scope more effectively
- Leads the development of a recommendation for the Human Resources future-state roadmap
- Advises on the development and implementation of human resource strategy to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides the primary strategy interface with client; collaborates in the definition, implementation, and execution of organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports required for delivering presentations and leading client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints

HRC Advisory Lead I (SPO)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements
- Possesses expert knowledge of developing human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development

- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle

Responsibilities:

- Serves in an advisory capacity to client and guides day-to-day activities of project teams
- Provides strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value
- Leads critical business and operations workstreams to provide complete human resources life-cycle support ("cradle to grave") to enable and achieve their missions to manage risk, schedule, cost, and scope more effectively
- Leads the development of a recommendation for the Human Resources future-state roadmap
- Reviews project plans, designs, and business and systems analyses
- Advises on the development and implementation of human resource strategy to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related implementation plan
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints

HRC Advisory Engagement Leader III (SPO)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in managing large projects or set of projects, developing human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in providing strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value

Responsibilities:

- Serves as senior interface to client on human resources and organizational change management strategy
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Leads the development of a recommendation for the Human Resources future-state roadmap
- Oversees the completion of the engagement within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Reviews and approves final recommendations provided to clients

HRC Advisory Engagement Leader II (SPO)	Minimum 9 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in managing large projects or set of projects, developing human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in providing strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value

Responsibilities:

- Serves as subject matter expert on human resources and organizational change management strategy

- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Leads the development of a recommendation for the Human Resources future-state roadmap
- Oversees the completion of the engagement within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Reviews and approves final recommendations provided to clients

HRC Advisory Engagement Leader I (SPO)	Minimum 8 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in managing large projects or set of projects, developing human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in providing strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value

Responsibilities:

- Serves as subject matter expert on human resources and organizational change management strategy
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Leads the development of a recommendation for the Human Resources future-state roadmap
- Reviews work products for completeness and adherence to customer requirements
- Oversees the completion of the engagement within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Delivers presentations and leads level client meetings

HRC Advisory Project Lead III (SPO)	Minimum 7 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising on developing human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in providing strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful project performance through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Reviews the development of a recommendation for the Human Resources future-state roadmap
- Provides a communication channel between the client and the engagement team
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's strategic problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings

- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages one or more large project teams

HRC Advisory Project Lead II (SPO)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising on developing human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in providing strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful project performance through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Reviews the development of a recommendation for the Human Resources future-state roadmap
- Provides a communication channel between the client and the engagement team
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's strategic problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages a single large project team or multiple small project teams

HRC Advisory Project Lead I (SPO)	Minimum 5 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising on developing human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in providing strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful project performance through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Reviews the development of a recommendation for the Human Resources future-state roadmap
- Provides a communication channel between the client and the engagement team
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's strategic problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Completes engagement tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages small project teams

HRC Advisory Sr Professional III (SPO)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising on developing human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in development and completion of human capital related requirements, tasks, and deliverables
- Advises on and leads tasks relating to human resources business and technical needs
- Supports strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovating solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Manages a small project team

HRC Advisory Sr Professional II (SPO)	Minimum 4 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing advisory and program management support for development of human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in development and completion of human capital related requirements, tasks, and deliverables
- Supports strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovating solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses

HRC Advisory Sr Professional I (SPO)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing advisory and program management support for development of human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in development and completion of human capital related requirements, tasks, and deliverables
- Supports strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovating solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses

HRC Advisory Mid Professional IV (SPO)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing advisory support to the development of human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with no oversight
- Supports strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value
- Researches and recommends best practices for, and supports implementation of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Manages development of multiple deliverables

HRC Advisory Mid Professional III (SPO)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing advisory support to the development of human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development

- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with no oversight
- Supports strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value
- Researches and recommends best practices for, and supports implementation of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations

HRC Advisory Mid Professional II (SPO)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing advisory support to the development of human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with minimal oversight
- Supports strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value
- Researches and recommends best practices for, and supports implementation of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations

HRC Advisory Mid Professional I (SPO)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required for the development of human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with oversight from senior team member
- Supports strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools

- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations

HRC Advisory Jr Professional III (SPO)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in supporting the development of human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development

Responsibilities:

- Completes assigned human resources tasks with no oversight
- Supports strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value
- Conducts research, collects, and distills data to affect human capital solutions to ensure client business needs are met
- Assesses and recommends available tools to support human resources implementations and operations
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Jr Professional II (SPO)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in supporting the development of human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development

Responsibilities:

- Completes assigned human resources tasks with oversight from senior team members
- Supports strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value
- Conducts research, collects, and distills data to affect human capital solutions to ensure client business needs are met
- Assesses and recommends available tools to support human resources implementations and operations
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Jr Professional I (SPO)	Minimum 0 years consulting or related experience	High school diploma or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required for the development of human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development

Responsibilities:

- Completes assigned human resources tasks with oversight from senior team members
- Supports strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value
- Conducts research, collects, and distills data to affect human capital solutions to ensure client business needs are met
- Contributes to obtaining data and reports for presentations and client meetings
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

2. HUMAN RESOURCES CONSULTING SERVICES – IMPLEMENTATION

LABOR CATEGORY	EXPERIENCE	EDUCATION
HRC Implementation Executive III (SPO)	Minimum 14 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Possesses expert knowledge of-developing human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's implementation life cycle
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance, and cross-functional cloud readiness activities in support of solutions

Responsibilities:

- Serves as human resources solutions implementation expert for the program/project(s)
- Oversees critical implementation workstreams to provide complete human resources life-cycle support ("cradle to grave") to enable and achieve their missions to manage risk, schedule, cost, and scope more effectively; oversees projects based upon the Government specifications and standards
- Leads the implementation of Human Resource, Organization, and Workforce Transformation solutions through development of detailed project plans and implementation of new processes, and creation of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Provides advice and oversight through all phases of implementation
- Directs the development and implementation of human resource strategy to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides the primary interface with client
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints

HRC Implementation Executive II (SPO)	Minimum 12 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Possesses expert knowledge of-developing human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's implementation life cycle
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance, and cross-functional cloud readiness activities in support of solutions

Responsibilities:

- Oversees critical implementation workstreams to provide complete human resources life-cycle support ("cradle to grave") to enable and achieve their missions to manage risk, schedule, cost, and scope more effectively; oversees projects based upon the Government specifications and standards

- Leads the implementation of Human Resource, Organization, and Workforce Transformation solutions through development of detailed project plans and implementation of new processes, and creation of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Provides advice and oversight through all phases of implementation
- Directs the implementation of human resource strategy to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides the primary interface with client
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints

HRC Implementation Executive I (SPO)	Minimum 11 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Possesses expert knowledge of-developing human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's implementation life cycle
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance, and cross-functional cloud readiness activities in support of solutions

Responsibilities:

- Oversees critical implementation workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to manage risk, schedule, cost, and scope more effectively; oversees projects based upon the Government specifications and standards
- Leads the implementation of Human Resource, Organization, and Workforce Transformation solutions through development of detailed project plans and implementation of new processes, and creation of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Oversees human capital related implementation projects
- Reviews the project plans, designs and business and systems analysis
- Directs the implementation of human resource strategy to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides the primary interface with client
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints

HRC Implementation Lead I (SPO)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Possesses expert knowledge of-developing human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's implementation life cycle
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance, and cross-functional cloud readiness activities in support of solutions

Responsibilities:

- Serves as primary lead for implementation of human capital solutions; collaborates with client in the definition, design, implementation, and operation of organization policies, practices, procedures, and attainment of operating goals
- Supports critical implementation workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to manage risk, schedule, cost, and scope more effectively

- Leads the implementation of Human Resource, Organization, and Workforce Transformation solutions through development of detailed project plans and implementation of new processes, and creation of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Reviews project plans, designs, and business and systems analyses
- Provides advice and oversight through all phases of project implementation
- Oversees the implementation of human resource strategy to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related implementation plan
- Accountable for the implementation of human resources related solutions within estimated time frames and budget constraints

HRC Implementation Engagement Leader III (SPO)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in managing the implementation of large projects or set of projects, developing human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance, and cross-functional cloud readiness activities in support of solutions

Responsibilities:

- Serves as senior interface to client on the design and implementation of human resources and organizational change management solutions
- Leads the implementation of Human Resource, Organization, and Workforce Transformation solutions through development of detailed project plans and implementation of new processes, and creation of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Resolves problems and suggests creative solutions to human resources implementation challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Overseas the implementation aspects of the engagement within estimated time frames and budget constraints
- Assumes responsibility for project implementation delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Reviews and approves final recommendations provided to the client

HRC Implementation Engagement Leader II (SPO)	Minimum 9 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in managing the implementation of large projects or set of projects, developing human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance, and cross-functional cloud readiness activities in support of solutions

Responsibilities:

- Serves as subject matter expert on the design and implementation of human resources and organizational change management solutions
- Leads the implementation of Human Resource, Organization, and Workforce Transformation solutions through development of detailed project plans and implementation of new processes, and creation of knowledge transfer and train-the-trainer solutions to educate clients on the new processes

- Resolves problems and suggests creative solutions to human resources implementation challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Overseas the implementation aspects of the engagement within estimated time frames and budget constraints
- Assumes responsibility for project implementation delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and approves final recommendations provided to the client

HRC Implementation Engagement Leader I (SPO)	Minimum 8 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in managing the implementation of large projects or set of projects, developing human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance, and cross-functional cloud readiness activities in support of solutions

Responsibilities:

- Serves as client subject matter expert on the design and implementation of human resources and organizational change management solutions
- Resolves problems and suggests creative solutions to human resources challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Leads the implementation of Human Resource, Organization, and Workforce Transformation solutions through development of detailed project plans and implementation of new processes, and creation of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Overseas the implementation aspects of the engagement within estimated time frames and budget constraints
- Assumes responsibility for project implementation delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Delivers presentations and leads level client meetings

HRC Implementation Project Lead III (SPO)	Minimum 7 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in managing the implementation of large projects or set of projects, developing human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance, and cross-functional cloud readiness activities in support of solutions

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful solution implementations through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution

- Leads the implementation of Human Resource, Organization, and Workforce Transformation solutions through development of detailed project plans and implementation of new processes, and creation of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Provides a communication channel between the client and the engagement team
- Advises and oversees implementation of project requirements
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources problems and develops creative solutions and recommendations for implementation
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital implementation related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages one or more large project teams

HRC Implementation Project Lead II (SPO)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in managing the implementation of large projects or set of projects, developing human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance, and cross-functional cloud readiness activities in support of solutions

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful solution implementations through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Leads the implementation of Human Resource, Organization, and Workforce Transformation solutions through development of detailed project plans and implementation of new processes, and creation of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Provides a communication channel between the client and the engagement team
- Advises and oversees implementation of human capital related project requirements
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources problems and develops creative solutions and recommendations for implementation
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Completes human capital implementation related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages a single large project team or multiple small project teams

HRC Implementation Project Lead I (SPO)	Minimum 5 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions to support and develop human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance, and cross-functional cloud readiness activities in support of solutions

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful solution implementations through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Leads the implementation of Human Resource, Organization, and Workforce Transformation solutions through development of detailed project plans and implementation of new processes, and creation of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Provides a communication channel between the client and the engagement team
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources problems and develops creative solutions and recommendations for implementation
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Completes human capital related implementation tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages small project teams

HRC Implementation Sr. Professional IV (SPO)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions to support the development of human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance activities in support of solutions

Responsibilities:

- Directs junior team members in implementation of human capital support solutions related requirements, tasks, and deliverables
- Supports the implementation of Human Resource, Organization, and Workforce Transformation solutions through executing project plans and implementation of new processes, and delivery of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human capital solutions implementations
- Serves as a senior-level analytical correspondent within engagement teams
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related implementation activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Manages a small project team

HRC Implementation Sr. Professional III (SPO)	Minimum 4 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions to support the development of human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance activities in support of solutions

Responsibilities:

- Directs junior team members in implementation of human capital support solutions related requirements, tasks, and deliverables
- Supports the implementation of Human Resource, Organization, and Workforce Transformation solutions through executing project plans and implementation of new processes, and delivery of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human capital solutions implementations
- Serves as a senior-level analytical correspondent within engagement teams
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related implementation activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses

HRC Implementation Sr. Professional II (SPO)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions to support the development of human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance activities in support of solutions

Responsibilities:

- Directs junior team members in implementation of human capital support solutions related requirements, tasks, and deliverables
- Supports the implementation of Human Resource, Organization, and Workforce Transformation solutions through executing project plans and implementation of new processes, and delivery of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Leads tasks relating to implementing human resources business and technical needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human capital solutions implementations
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related implementation activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses

HRC Implementation Sr. Professional I (SPO)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions to support the development of human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance activities in support of solutions

Responsibilities:

- Directs junior team members in implementation of human capital support solutions related requirements, tasks, and deliverables
- Supports the implementation of Human Resource, Organization, and Workforce Transformation solutions through executing project plans and implementation of new processes, and delivery of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human capital solutions implementations
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related implementation activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses

HRC Implementation Mid Professional IV (SPO)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions to support the development of human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance activities in support of solutions

Responsibilities:

- Supports the implementation of Human Resource, Organization, and Workforce Transformation solutions through executing project plans and implementation of new processes, and delivery of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Researches and recommends best practices for, and supports implementation of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for implementing human resources solutions; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Manages development of multiple deliverables

HRC Implementation Mid Professional III (SPO)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions to support the development of human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance activities in support of solutions

Responsibilities:

- Supports the implementation of Human Resource, Organization, and Workforce Transformation solutions through executing project plans and implementation of new processes, and delivery of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Researches and recommends best practices for, and supports implementation of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities

- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations

HRC Implementation Mid Professional II (SPO)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required to develop and implement human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance activities in support of solutions

Responsibilities:

- Supports the implementation of Human Resource, Organization, and Workforce Transformation solutions through executing project plans and implementation of new processes, and delivery of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Researches and recommends best practices for, and supports implementation of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations

HRC Implementation Mid Professional I (SPO)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions to support the development of human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance activities in support of solutions

Responsibilities:

- Supports the implementation of Human Resource, Organization, and Workforce Transformation solutions through executing project plans and implementation of new processes, and delivery of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Conducts research, and collects and distills data required for implementing human resources solutions; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Contributes to obtaining data for and developing reports for client meetings and presentations

HRC Implementation Jr Professional IV (SPO)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in supporting the implementation and development of human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance activities in support of solutions

Responsibilities:

- Supports the implementation of Human Resource, Organization, and Workforce Transformation solutions through executing project plans and implementation of new processes, and delivery of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Conducts research, collects, and distills data to ensure implementation requirements needs are met
- Assesses and recommends available tools to support human resources implementations and operations

- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics

HRC Implementation Jr Professional III (SPO)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in supporting the implementation and development of solutions to support the development of human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance activities in support of solutions

Responsibilities:

- Supports the implementation of Human Resource, Organization, and Workforce Transformation solutions through executing project plans and implementation of new processes, and delivery of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Conducts research, collects, and distills data to ensure implementation requirements needs are met
- Assesses and recommends available tools to support human resources implementations and operations
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics

HRC Implementation Jr Professional II (SPO)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required to develop and implement human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance activities in support of solutions

Responsibilities:

- Supports the implementation of Human Resource, Organization, and Workforce Transformation solutions through executing project plans and implementation of new processes, and delivery of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Conducts research, collects, and distills data to ensure implementation requirements are met
- Assesses and recommends available tools to support human resources implementations and operations
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations

HRC Implementation Jr Professional I (SPO)	Minimum 0 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in supporting the implementation and development of solutions to support the development of human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance activities in support of solutions

Responsibilities:

- Supports the implementation of Human Resource, Organization, and Workforce Transformation solutions through executing project plans and implementation of new processes, and delivery of knowledge transfer and train-the-trainer solutions to educate clients on the new processes

- Assesses and recommends available tools to support human resources implementations and operations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks

HRC Implementation Jr Staff IV (SPO)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required to develop and implement human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Experienced with data analysis and visualization

Responsibilities:

- Completes assigned implementation tasks with oversight
- Collects and distills data to ensure implementation requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues
- Qualified in making recommendations for next steps
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Jr Staff III (SPO)	Minimum 3 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required to develop and implement human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Experienced with data analysis and visualization

Responsibilities:

- Completes assigned implementation tasks with oversight
- Collects and distills data to ensure implementation requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Jr Staff II (SPO)	Minimum 2 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required to develop and implement human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in oral and written communication, and specific tools such as Microsoft Office products
- Experienced with data analysis

Responsibilities:

- Completes assigned implementation tasks with oversight
- Collects and distills data to ensure implementation requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Jr Staff I (SPO)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required to develop and implement human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in oral and written communication, and specific tools such as Microsoft Office products
- Experienced with data analysis

Responsibilities:

- Completes assigned implementation tasks with oversight
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

3. HUMAN RESOURCES CONSULTING SERVICES – OPERATIONS

LABOR CATEGORY	EXPERIENCE	EDUCATION
HRC Operations Executive II (SPO)	Minimum 12 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and human resources operations
- Possesses expert knowledge in developing human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's steady state

Responsibilities:

- Serves as a human capital and organizational operations subject matter expert
- Directs critical business and operational workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to manage risk, schedule, cost, and scope more effectively; oversees projects based upon the Government specifications and standards
- Oversees all phases of human capital operations focused engagements
- Directs strategic and day-to-day operations of human capital solutions relating to, but not limited to, workforce, finance, scheduling, methodology, tools, and solution components
- Leads post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Conducts Strategy and Operating Model “Health Checks” and Remediation; Human Resource Operations and Process Optimization
- Provides the primary strategy interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Reviews and approves final recommendations provided to the client

- Accountable for the completion of human resources related activities within estimated time frames and budget constraints

HRC Operations Executive I (SPO)	Minimum 11 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and human resources operations
- Possesses expert knowledge of developing human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's post implementation life cycle

Responsibilities:

- Serves as a human capital and organizational operations subject matter expert
- Directs critical operational workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to manage risk, schedule, cost, and scope more effectively; oversees projects based upon the Government specifications and standards
- Directs all phases of human capital related projects
- Directs day-to-day operations of human capital solutions relating to, but not limited to, workforce, finance, scheduling, methodology, tools, and solution components
- Leads post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Conducts Strategy and Operating Model “Health Checks” and Remediation; Human Resource Operations and Process Optimization
- Provides the primary interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints

HRC Operations Engagement Leader II (SPO)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in management of human resources operations, including, but not limited to developing human capital management strategies and enhanced policy, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in managing large projects or set of projects
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as senior interface to client on human resources and organizational operations and change management
- Resolves problems and suggests creative solutions to human capital operational challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Leads post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Conducts Strategy and Operating Model “Health Checks” and Remediation; Human Resource Operations and Process Optimization
- Oversees the completion of human capital operations focused engagements
- Assumes responsibility for project delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Reviews and approves final recommendations provided to the client

HRC Operations Engagement Leader I (SPO)	Minimum 8 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in the management of human resources operations, including, but not limited to developing human capital management strategies and enhanced policy, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in managing large projects or set of projects
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on organizational operations and change management
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources efforts
- Resolves problems and suggests creative solutions to human capital operational challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Leads post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Conducts Strategy and Operating Model "Health Checks" and Remediation; Human Resource Operations and Process Optimization
- Oversees the completion of human capital operations focused engagements
- Assumes responsibility for project delivery and oversight of human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Reviews and approves final recommendations provided to the client

HRC Operations Project Lead III (SPO)	Minimum 7 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in the management of human resources operations, including, but not limited to developing human capital management strategies and enhanced policy, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in fostering and managing the relationships between the client and engagement teams
- Extensive experience in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful project operations through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Oversees human resources operations and related project requirements
- Leads post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Conducts Strategy and Operating Model "Health Checks" and Remediation; Human Resource Operations and Process Optimization
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources operational problems and develops creative solutions and recommendations for resolutions
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related operational tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages one or more large project teams

HRC Operations Project Lead II (SPO)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in the management of human resources operations, including, but not limited to developing human capital management strategies and enhanced policy, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development

- Experienced in fostering and managing the relationships between the client and engagement teams
- Extensive experience in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful project operations through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Oversees human resources operations and related project requirements
- Leads post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Conducts Strategy and Operating Model “Health Checks” and Remediation; Human Resource Operations and Process Optimization
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources operational problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Completes human capital related operational tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages a single large project team or multiple small project teams

HRC Operations Project Lead I (SPO)	Minimum 5 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in the management of human resources operations, including, but not limited to developing human capital management strategies and enhanced policy, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in fostering and managing the relationships between the client and engagement teams
- Extensive experience in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful project operations through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Leads post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Conducts Strategy and Operating Model “Health Checks” and Remediation; Human Resource Operations and Process Optimization
- Oversees human resources operations and related project requirements
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources operational problems and develops creative solutions and recommendations for resolutions
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages small project teams

HRC Operations Sr. Professional IV (SPO)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in supporting human resources operations and the development of human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy,

organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:
- Directs junior team members in the performance of human resources operations related engagement requirements, tasks, and deliverables
- Leads tasks relating to human resources operational business and technical needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources operations
- Supports post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Conducts Strategy and Operating Model “Health Checks” and Remediation; Human Resource Operations and Process Optimization
- Applies business modeling, process modeling, and business design techniques to human capital operations focused solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Manages a small project team

HRC Operations Sr. Professional III (SPO)	Minimum 4 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:
- Experienced in supporting human resources operations and the development of human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:
- Directs junior team members in the performance of human resources operations related engagement requirements, tasks, and deliverables
- Leads tasks relating to human resources operational business and technical needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources operations
- Supports post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Conducts Strategy and Operating Model “Health Checks” and Remediation; Human Resource Operations and Process Optimization
- Applies business modeling, process modeling, and business design techniques to human capital operations focused solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses

HRC Operations Sr. Professional II (SPO)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in supporting human resources operations and the development of human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in the performance of human resources operations related engagement requirements, tasks, and deliverables
- Leads tasks relating to human resources operational business and technical needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources operations
- Supports post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Conducts Strategy and Operating Model “Health Checks” and Remediation; Human Resource Operations and Process Optimization
- Applies business modeling, process modeling, and business design techniques to human capital operations focused solutions
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses

HRC Operations Sr. Professional I (SPO)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in supporting human resources operations and the development of human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in the performance of human resources operations related engagement requirements, tasks, and deliverables
- Supports post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Conducts Strategy and Operating Model “Health Checks” and Remediation; Human Resource Operations and Process Optimization
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources operations
- Applies business modeling, process modeling, and business design techniques to human capital operations focused solutions
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses

HRC Operations Mid Professional V (SPO)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in supporting human resources operations and the development of human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources operations related tasks and deliverables with no oversight
- Supports execution, operations, and maintenance of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts Strategy and Operating Model “Health Checks” and Remediation; Human Resource Operations and Process Optimization, and collects and distills data required for planning human resources activities; recommends applicable tools
- Supports post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments and development of multiple deliverables

HRC Operations Mid Professional IV (SPO)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in supporting human resources operations and the development of human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources operations related tasks and deliverables with no oversight
- Supports execution, operations, and maintenance of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts Strategy and Operating Model “Health Checks” and Remediation; Human Resource Operations and Process Optimization, and collects and distills data required for planning human resources activities; recommends applicable tools
- Supports post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments

HRC Operations Mid Professional III (SPO)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in supporting human resources operations and the development of human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources operations related tasks and deliverables with minimal oversight

- Supports execution, operations, and maintenance of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts Strategy and Operating Model “Health Checks” and Remediation; Human Resource Operations and Process Optimization, and collects and distills data required for planning human resources activities; recommends applicable tools
- Supports post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Contributes to obtaining data for and developing reports for client meetings and presentations

HRC Operations Mid Professional II (SPO)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the operational support required for the development of human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources operations related tasks and deliverables with minimal oversight
- Supports execution, operations, and maintenance of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Supports post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Contributes to obtaining data for and developing reports for client meetings and presentations

HRC Operations Mid Professional I (SPO)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in supporting human resources operations and the development of human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources operations related tasks and deliverables with oversight
- Supports execution, operations, and maintenance of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Supports post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Contributes to obtaining data for and developing reports for client meetings and presentations

HRC Operations Jr Professional IV (SPO)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in supporting human resources operations and the development of human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development

Responsibilities:

- Completes assigned human resources operational tasks with no oversight
- Conducts research, collects, and distills data to affect human capital solutions to ensure operational requirements are met
- Assesses and recommends available tools to support human resources implementations and operations
- Supports post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics

HRC Operations Jr Professional III (SPO)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in supporting human resources operations and the development of human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development

Responsibilities:

- Completes assigned human resources operational tasks with oversight from senior team members
- Conducts research, collects, and distills data to affect human capital solutions to ensure operational requirements are met
- Assesses and recommends available tools to support human resources implementations and operations
- Supports post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics

HRC Operations Jr Professional II (SPO)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the operational support required for the development of human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development

Responsibilities:

- Completes assigned human resources operational tasks with oversight from senior team members
- Conducts research, collects, and distills data to affect human capital solutions to ensure operational requirements are met
- Supports post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Assesses and recommends available tools to support human resources implementations and operations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks

HRC Operations Jr Professional I (SPO)	Minimum 0 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in supporting human resources operations and the development of human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development

Responsibilities:

- Completes assigned human resources operational tasks with oversight from senior team members
- Conducts research, collects, and distills data to affect human capital solutions to ensure operational requirements are met
- Supports post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks

HRC Operations Jr Staff IV (SPO)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the operational support required for the development of human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Experienced with data analysis and visualization

Responsibilities:

- Completes assigned operations tasks with oversight
- Conducts research, collects, and distills data to affect human capital solutions to ensure operational requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Collects data, undertakes analysis, and helps identify issues
- Qualified in making recommendations for next steps
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Jr Staff III (SPO)	Minimum 3 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the operational support required for the development of human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Experienced with data analysis and visualization

Responsibilities:

- Completes assigned operations tasks with oversight
- Collects and distills data to affect human capital solutions to ensure operational requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Collects data, undertakes analysis, and helps identify issues
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Jr Staff II (SPO)	Minimum 2 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the operational support required for the development of human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital

strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in oral and written communication, and specific tools such as Microsoft Office products
- Experienced with data analysis

Responsibilities:
- Completes assigned operations tasks with oversight
- Collects and distills data to affect human capital solutions to ensure operational requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Collects data, undertakes analysis, and helps identify issues
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Jr Staff I (SPO)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:
- Demonstrated understanding of the operational support required for the development of human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in oral and written communication, and specific tools such as Microsoft Office products
- Experienced with data analysis

Responsibilities:
- Completes assigned operations tasks with oversight
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Collects data, undertakes analysis, and helps identify issues
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

4. HUMAN RESOURCES TECHNOLOGY SERVICES – ADVISORY

LABOR CATEGORY	EXPERIENCE	EDUCATION
HRT Advisory Executive III (SPO)	Minimum 14 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:
- Experienced in executive level management and strategic advising to client engagements
- Possesses expert knowledge in developing human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle

Responsibilities:
- Provides strategic human resource technology consulting services – tackling critical and complex problems through the development of plans of action to help organizations meet their goals, partnering with clients to make clear data-driven choices to drive growth and enterprise value
- Guides critical technological, business, and operational areas to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to manage risk, schedule, cost, and scope more effectively; oversees projects based upon the Government specifications and standards
- Leads the development of a recommendation for the Human Resources future-state roadmap
- Advises and oversees all phases of human capital related projects from systems design, implementation, maintenance, and operations to final completion

- Advises on the development and implementation of human resource strategy to provide solutions to client issues including, but not limited to, workforce finance, scheduling, methodology, tools, and solution components
- Provides the primary strategy interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints

HRT Advisory Executive II (SPO)	Minimum 12 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements
- Possesses expert knowledge in developing human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle

Responsibilities:

- Provides strategic human resource technology consulting services – tackling critical and complex problems through the development of plans of action to help organizations meet their goals, partnering with clients to make clear data-driven choices to drive growth and enterprise value
- Guides critical business, technological, and operational areas to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to manage risk, schedule, cost, and scope more effectively; oversees projects based upon the Government specifications and standards
- Leads the development of a recommendation for the Human Resources future-state roadmap
- Advises on all phases of human capital related projects from project design, technologies, implementation, maintenance, and operations to final completion
- Advises on the development and implementation of human resource technologies to provide solutions to client issues including, but not limited to, workforce finance, scheduling, methodology, tools, and solution components
- Provides the primary interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Reviews and approves final recommendations provided to the client
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints

HRT Advisory Executive I (SPO)	Minimum 11 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements
- Possesses expert knowledge in developing human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle

Responsibilities:

- Provides strategic human resource technology consulting services – tackling critical and complex problems through the development of plans of action to help organizations meet their goals, partnering with clients to make clear data-driven choices to drive growth and enterprise value
- Guides critical business and operational areas to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to manage risk, schedule, cost, and scope more effectively; oversees projects based upon the Government specifications and standards
- Leads the development of a recommendation for the Human Resources future-state roadmap
- Advises on all phases of human capital related projects from project design, implementation, maintenance, and operations to final completion
- Advises on the development of human resource strategy to provide solutions to client issues including, but not limited to, workforce finance, scheduling, methodology, tools, and solution components

- Provides the primary strategy interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints

HRT Advisory Lead II (SPO)	Minimum 14 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements
- Possesses expert knowledge in developing human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle

Responsibilities:

- Serves as a technological advisor to client and guides day-to-day activities of project teams
- Provides strategic human resource technology consulting services – tackling critical and complex problems through the development of plans of action to help organizations meet their goals, partnering with clients to make clear data-driven choices to drive growth and enterprise value
- Leads critical business, technological, and operations workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to manage risk, schedule, cost, and scope more effectively
- Advises on the development and implementation of human resource strategies and technologies to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides advice and oversight through all phases of human capital related projects from project design, implementation, maintenance, and operations to final completion
- Leads the development of a recommendation for the Human Resources future-state roadmap
- Provides the primary interface with client; collaborates in the definition, implementation, and execution of organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports required for delivering presentations and leading client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints

HRT Advisory Lead I (SPO)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements
- Possesses expert knowledge in developing human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle

Responsibilities:

- Serves as a technological advisor to client and guides day-to-day activities of project teams
- Provides strategic human resource technology consulting services – tackling critical and complex problems through the development of plans of action to help organizations meet their goals, partnering with clients to make clear data-driven choices to drive growth and enterprise value
- Leads critical business, technological, and advisory workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to manage risk, schedule, cost, and scope more effectively
- Leads the development of a recommendation for the Human Resources future-state roadmap
- Provides advice through all phases of human capital related projects from project design, implementation, maintenance, and operation to final completion
- Advises on the development and implementation of human resource strategy to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components

- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints

HRT Advisory Engagement Leader III (SPO)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in managing large projects or set of projects, developing human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in providing strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value

Responsibilities:

- Serves as senior interface to client on human resources and organizational change management strategies and technologies
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Leads the development of a recommendation for the Human Resources future-state roadmap
- Oversees the completion of the engagement within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Reviews and analyzes reports required for delivering presentations and leading client meetings

HRT Advisory Engagement Leader II (SPO)	Minimum 9 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in managing large projects or set of projects, developing human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in providing strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value

Responsibilities:

- Serves as subject matter expert on human resources and organizational change management strategies and technologies
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Leads the development of a recommendation for the Human Resources future-state roadmap
- Oversees the completion of the engagement within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Reviews and analyzes reports required for delivering presentations and leading client meetings

HRT Advisory Engagement Leader I (SPO)	Minimum 8 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in managing large projects or set of projects, developing human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development

- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in providing strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value

Responsibilities:

- Serves as subject matter expert on human resources and organizational change management strategies and technologies
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Leads the development of a recommendation for the Human Resources future-state roadmap
- Oversees the completion of the engagement within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Delivers presentations and leads level client meetings

HRT Advisory Solution Architect (SPO)	Minimum 14 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in managing large projects or set of projects, developing human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in providing strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value

Responsibilities:

- Serves as subject matter expert on human resources and organizational change management strategies and technologies
- Provides subject matter expertise towards the design and rollout of human capital solutions and technologies
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Leads the development of a recommendation for the Human Resources future-state roadmap
- Oversees the completion of the engagement within estimated time frames and budget constraints
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Reviews and analyzes reports required for delivering presentations and leading client meetings

HRT Advisory Project Lead III (SPO)	Minimum 7 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising on human capital projects and technologies in areas including, but not limited to developing human capital management strategies and enhanced policy, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in providing strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on technologies and involved in performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Provides a communication channel between the client and the engagement team
- Reviews the development of a recommendation for the Human Resources future-state roadmap

- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's strategic problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages one or more large project teams

HRT Advisory Project Lead II (SPO)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising on human capital projects and technologies in areas including, but not limited to developing human capital management strategies and enhanced policy, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in providing strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on technologies involved in performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Provides a communication channel between the client and the engagement team
- Reviews the development of a recommendation for the Human Resources future-state roadmap
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's strategic problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages a single large project team or multiple small project teams

HRT Advisory Project Lead I (SPO)	Minimum 5 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising on human capital projects and technologies in areas including, but not limited to developing human capital management strategies and enhanced policy, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in providing strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on technologies involved in performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Provides a communication channel between the client and the engagement team
- Reviews the development of a recommendation for the Human Resources future-state roadmap
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's strategic problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations

- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages small project teams

HRT Advisory Architect (SPO)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising on human capital projects and technologies in areas including, but not limited to developing human capital management strategies and enhanced policy, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in providing strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value

Responsibilities:

- Serves as subject matter expert on human resources and organizational change management strategies and technologies
- Provides subject matter expertise towards the design and rollout of human capital solutions and technologies
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings

HRT Advisory Sr. Professional III (SPO)	Minimum 4 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing advisory, technological, and program management support for human resources activities including, but not limited to supporting the development of human capital management strategies and enhanced policy, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in development and completion of human capital strategy related requirements, tasks, and deliverables
- Advises on and leads tasks relating to human resources business and technological needs
- Supports strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovating solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Manages a small project team

HRT Advisory Sr. Professional II (SPO)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing advisory, technological, and program management support for human resources activities including, but not limited to supporting the development of human capital management strategies and enhanced policy, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in development and completion of human capital strategy related requirements, tasks, and deliverables
- Advises on and leads tasks relating to human resources business and technological needs
- Supports strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses

HRT Advisory Sr. Professional I (SPO)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing advisory, technological, and program management support for human resources activities including, but not limited to supporting the development of human capital management strategies and enhanced policy, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in development and completion of human capital strategy related requirements, tasks, and deliverables
- Leads tasks relating to human resources business and technological needs
- Supports strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources project requirements
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses

HRT Advisory Mid Professional III (SPO)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing advisory, technological, and program management support for human resources activities including, but not limited to supporting the development of human capital management strategies and

enhanced policy, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:
- Completes assigned human resources related engagement tasks and deliverables with no oversight
- Supports strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value
- Researches and recommends best practices for business solutions, process improvements, workforce evaluations, technologies and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations

HRT Advisory Mid Professional II (SPO)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:
- Experienced in providing advisory, technological, and program management support for human resources activities including, but not limited to supporting the development of human capital management strategies and enhanced policy, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:
- Completes assigned human resources related engagement tasks and deliverables with minimal oversight
- Supports strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value
- Researches and recommends best practices for business solutions, process improvements, workforce evaluations, technologies, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations

HRT Advisory Mid Professional I (SPO)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:
- Demonstrated understanding of the support required in providing advisory, technological, and program management support for human resources activities including, but not limited to supporting the development of human capital management strategies and enhanced policy, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:
- Completes assigned human resources related engagement tasks and deliverables with oversight
- Supports strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value

- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations

HRT Advisory Jr Professional II (SPO)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required to the development of human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development

Responsibilities:

- Completes assigned human resources tasks with oversight
- Supports strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value
- Conducts research, collects, and distills data to ensure client business needs are met
- Assesses and recommends available tools to support human resources solutions
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, technologies, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Jr Professional I (SPO)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required to provide advisory and technological support to projects including, but not limited to talent acquisition and development; human capital strategy, policy, and operations; employee performance management; compensation and benefits; separation and retirement; workforce analytics and employee records; and organizational assessments and audits

Responsibilities:

- Completes assigned human resources tasks with oversight
- Supports strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value
- Conducts research, collects, and distills data to ensure client business needs are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, technologies, methods, and processes in performing project tasks
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

5. HUMAN RESOURCES TECHNOLOGY SERVICES – IMPLEMENTATION

LABOR CATEGORY	EXPERIENCE	EDUCATION
HRT Implementation Executive III (SPO)	Minimum 14 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Possesses expert knowledge in developing human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's implementation life cycle
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance, and cross-functional cloud readiness activities in support of solutions

Responsibilities:

- Serves as an expert on human capital solution implementations and technologies
- Oversees critical implementation workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to manage risk, schedule, cost, and scope more effectively; oversees projects based upon the Government specifications and standards
- Leads the implementation of Human Resource, Organization, and Workforce Transformation solutions through development of detailed project plans and implementation of new processes, and creation of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Provides advice and oversight through all phases of implementation
- Directs the development and implementation of human resources technologies to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides the primary interface with the client
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints

HRT Implementation Executive II (SPO)	Minimum 12 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Possesses expert knowledge in developing human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's implementation life cycle
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance, and cross-functional cloud readiness activities in support of solutions

Responsibilities:

- Oversees critical implementation workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to manage risk, schedule, cost, and scope more effectively; oversees projects based upon the Government specifications and standards
- Leads the implementation of Human Resource, Organization, and Workforce Transformation solutions through development of detailed project plans and implementation of new processes, and creation of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Provides advice and oversight through all phases of implementation
- Directs the implementation of human resources technologies to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides the primary interface with the client
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints

HRT Implementation Executive I (SPO)	Minimum 11 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Possesses expert knowledge in developing human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development

- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's implementation life cycle
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance, and cross-functional cloud readiness activities in support of solutions

Responsibilities:

- Serves as human resources technology implementation expert for the program/project(s)
- Oversees critical implementation workstreams to provide complete human resources life-cycle support ("cradle to grave") to enable and achieve their missions to manage risk, schedule, cost, and scope more effectively; oversees projects based upon the Government specifications and standards
- Leads the implementation of Human Resource, Organization, and Workforce Transformation solutions through development of detailed project plans and implementation of new processes, and creation of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Provides oversight through all phases of implementation
- Reviews the project plans, designs and business and systems analysis
- Directs the implementation of human resource strategy to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides the primary interface with the client
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints

HRT Implementation Lead I (SPO)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Possesses expert knowledge in developing human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's implementation life cycle
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance, and cross-functional cloud readiness activities in support of solutions

Responsibilities:

- Serves as primary lead for implementation of human capital solutions and technologies; collaborates with client in the definition, design, implementation, and operation of organization policies, practices, procedures, and attainment of operating goals
- Supports critical implementation workstreams to provide complete human resources life-cycle support ("cradle to grave") to enable and achieve their missions to manage risk, schedule, cost, and scope more effectively
- Leads the implementation of Human Resource, Organization, and Workforce Transformation solutions through development of detailed project plans and implementation of new processes, and creation of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Leads all phases of human capital related projects from project design, implementation, maintenance, and operations to final completion
- Oversees the development and implementation of human resource strategies and technologies to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related implementation plan
- Accountable for the implementation of human resources related solutions within estimated time frames and budget constraints

HRT Implementation Engagement Leader III (SPO)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementation of human capital strategies, technologies, and organizational change management solutions
- Possesses expert knowledge in developing human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance, and cross-functional cloud readiness activities in support of solutions

Responsibilities:

- Serves as senior interface to client on the design and implementation of human resources and organizational change management solutions and technologies
- Leads the implementation of Human Resource, Organization, and Workforce Transformation solutions through development of detailed project plans and implementation of new processes, and creation of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources technologies
- Resolves problems and suggests creative solutions to human resources challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Overseas the implementation aspects of the engagement within estimated time frames and budget constraints
- Assumes responsibility for project implementation delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Reviews and approves final recommendations provided to the client

HRT Implementation Engagement Leader II (SPO)	Minimum 9 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementation of human capital strategies, technologies, and organizational change management solutions
- Experienced in managing large projects or set of projects, developing human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance, and cross-functional cloud readiness activities in support of solutions

Responsibilities:

- Serves as subject matter expert on the design and implementation of human resources and organizational change management solutions and technologies
- Leads the implementation of Human Resource, Organization, and Workforce Transformation solutions through development of detailed project plans and implementation of new processes, and creation of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources technologies
- Resolves problems and suggests creative solutions to human resources challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Overseas the implementation aspects of the engagement within estimated time frames and budget constraints
- Assumes responsibility for project implementation delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and approves final recommendations provided to the client

HRT Implementation Engagement Leader I (SPO)	Minimum 8 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementation of human capital and organizational change management solutions and technologies
- Experienced in managing large projects or set of projects, developing human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance, and cross-functional cloud readiness activities in support of solutions

Responsibilities:

- Serves as subject matter expert on the design and implementation of human resources and organizational change management solutions and technologies
- Leads the implementation of Human Resource, Organization, and Workforce Transformation solutions through development of detailed project plans and implementation of new processes, and creation of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources technologies
- Resolves problems and suggests creative solutions to human resources challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Assumes responsibility for project implementation delivery and oversight of human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Delivers presentations and leads level client meetings

HRT Implementation Project Lead III (SPO)	Minimum 7 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions to support and develop human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, providing guidance on implementation of technologies involved in performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Leads the implementation of Human Resource, Organization, and Workforce Transformation solutions through development of detailed project plans and implementation of new processes, and creation of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Provides a communication channel between the client and the engagement team
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources problems and develops creative solutions and recommendations for implementation
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related implementation tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages one or more large project teams

HRT Implementation Project Lead II (SPO)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions to support and develop human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, providing guidance on the implementation of technologies involved in performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Leads the implementation of Human Resource, Organization, and Workforce Transformation solutions through development of detailed project plans and implementation of new processes, and creation of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Provides a communication channel between the client and the engagement team
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources problems and develops creative solutions and recommendations for implementation
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related implementation tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages a single large project team or multiple small project teams

HRT Implementation Project Lead I (SPO)	Minimum 5 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions to support and develop human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful solution implementations through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Leads the implementation of Human Resource, Organization, and Workforce Transformation solutions through development of detailed project plans and implementation of new processes, and creation of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Provides a communication channel between the client and the engagement team
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources problems and develops creative solutions and recommendations for implementation
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Completes human capital related implementation tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages small project teams

HRT Implementation Architect (SPO)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising clients in human capital strategy and organizational change management solutions and technologies
- Experienced in managing large projects or set of projects, developing human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance, and cross-functional cloud readiness activities in support of solutions

Responsibilities:

- Serves as subject matter expert on the implementation human resources and organizational change management strategies and technologies
- Leads the implementation of Human Resource, Organization, and Workforce Transformation solutions through development of detailed project plans and implementation of new processes, and creation of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Provides subject matter expertise towards the design, rollout, and management of human capital solutions and technologies
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific implementation tasks within estimated time frames and budget constraints
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Sr. Professional III (SPO)	Minimum 4 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions and technologies to support the development of human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance, and cross-functional cloud readiness activities in support of solutions

Responsibilities:

- Directs junior team members in implementation of human capital support solutions and technologies
- Supports the implementation of Human Resource, Organization, and Workforce Transformation solutions through development of detailed project plans and implementation of new processes, and creation of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human capital solutions implementations
- Serves as a senior-level analytical correspondent within engagement teams
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce

- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses

HRT Implementation Sr. Professional II (SPO)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions and technologies to support the development of human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance, and cross-functional cloud readiness activities in support of solutions

Responsibilities:

- Directs junior team members in implementation of human capital support solutions and technologies
- Supports the implementation of Human Resource, Organization, and Workforce Transformation solutions through development of detailed project plans and implementation of new processes, and creation of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Leads tasks relating to human resources business and technical needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human capital solutions and technology implementations
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses

HRT Implementation Sr. Professional I (SPO)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions and technologies to support the development of human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance, and cross-functional cloud readiness activities in support of solutions

Responsibilities:

- Directs junior team members in implementation of human capital solutions and technologies
- Supports the implementation of Human Resource, Organization, and Workforce Transformation solutions through development of detailed project plans and implementation of new processes, and creation of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human capital solutions implementations
- Applies business modeling, process modeling, and business design techniques to human capital solutions

- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses

HRT Implementation Mid Professional IV (SPO)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions and technologies to support the development of human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance, and cross-functional cloud readiness activities in support of solutions

Responsibilities:

- Supports the implementation of Human Resource, Organization, and Workforce Transformation solutions through development of detailed project plans and implementation of new processes, and creation of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Researches and recommends best practices for, and supports implementation of technologies, business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for implementing human resources solutions; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Manages development of multiple deliverables

HRT Implementation Mid Professional III (SPO)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions and technologies to support the development of human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance, and cross-functional cloud readiness activities in support of solutions

Responsibilities:

- Supports the implementation of Human Resource, Organization, and Workforce Transformation solutions through development of detailed project plans and implementation of new processes, and creation of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Researches and recommends best practices for, and supports implementation of technologies, business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations

HRT Implementation Mid Professional II (SPO)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required for implementing solutions and technologies to support the development of human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance, and cross-functional cloud readiness activities in support of solutions

Responsibilities:

- Supports the implementation of Human Resource, Organization, and Workforce Transformation solutions through development of detailed project plans and implementation of new processes, and creation of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Conducts research, and collects and distills data required for implementing human resources solutions; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations

HRT Implementation Mid Professional I (SPO)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions and technologies to support human resources activities including, but not limited to developing human capital management strategies and enhanced policy, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance, and cross-functional cloud readiness activities in support of solutions

Responsibilities:

- Supports the implementation of Human Resource, Organization, and Workforce Transformation solutions through development of detailed project plans and implementation of new processes, and creation of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Collects and distills data required for implementing human resources solutions; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Contributes to obtaining data for and developing reports for client meetings and presentations

HRT Implementation Jr Professional III (SPO)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions and technologies to support human resources activities including, but not limited to developing human capital management strategies and enhanced policy, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance, and cross-functional cloud readiness activities in support of solutions

Responsibilities:

- Supports the implementation of Human Resource, Organization, and Workforce Transformation solutions through development of detailed project plans and implementation of new processes, and creation of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Conducts research, collects, and distills data to ensure implementation and technological requirements are met
- Assesses and recommends available tools to support human resources solutions implementations
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations

- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics

HRT Implementation Jr Professional II (SPO)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required for implementing solutions and technologies to support the development of human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance, and cross-functional cloud readiness activities in support of solutions

Responsibilities:

- Supports the implementation of Human Resource, Organization, and Workforce Transformation solutions through development of detailed project plans and implementation of new processes, and creation of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Conducts research, collects, and distills data to ensure implementation and technological requirements are met
- Assesses and recommends available tools to support human resources solutions implementations
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations

HRT Implementation Jr Professional I (SPO)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions and technologies to support human resources activities including, but not limited to developing human capital management strategies and enhanced policy, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance, and cross-functional cloud readiness activities in support of solutions

Responsibilities:

- Supports the implementation of Human Resource, Organization, and Workforce Transformation solutions through development of detailed project plans and implementation of new processes, and creation of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Assesses and recommends available tools to support human resources solutions implementations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations

HRT Implementation Jr Staff IV (SPO)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required for implementing solutions and technologies to support the development of human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Experienced with data analysis and visualization

Responsibilities:

- Completes assigned implementation tasks with oversight
- Collects and distills data to ensure implementation and technological requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, technologies, methods, and processes in performing project tasks

- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues
- Qualified in making recommendations for next steps
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Jr Staff III (SPO)	Minimum 3 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required for implementing solutions and technologies to support the development of human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Experienced with data analysis and visualization

Responsibilities:

- Completes assigned implementation tasks with oversight
- Collects and distills data to ensure implementation and technological requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, technologies, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Jr Staff II (SPO)	Minimum 2 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required for implementing solutions and technologies to support the development of human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in oral and written communication, and specific tools such as Microsoft Office products
- Experienced with data analysis

Responsibilities:

- Completes assigned implementation tasks with oversight
- Collects and distills data to ensure implementation and technological requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, technologies, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Jr Staff I (SPO)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required for implementing solutions and technologies to support the development of human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in oral and written communication, and specific tools such as Microsoft Office products
- Experienced with data analysis

Responsibilities:

- Completes assigned implementation tasks with oversight
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, technologies, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

6. HUMAN RESOURCES TECHNOLOGY SERVICES – OPERATIONS

LABOR CATEGORY	EXPERIENCE	EDUCATION
HRT Operations Executive II (SPO)	Minimum 12 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and human resources operations and technologies
- Possesses expert knowledge in developing human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's steady state

Responsibilities:

- Serves as a human capital and organizational operations and technology subject matter expert
- Directs critical business, technological and operational workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to manage risk, schedule, cost, and scope more effectively; oversees projects based upon the Government specifications and standards
- Directs all phases of human capital operations focused engagements
- Directs strategic and day-to-day operations of human capital operations relating to, but not limited to, workforce, finance, scheduling, methodology, tools, and solution components
- Leads post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Conducts Strategy and Operating Model “Health Checks” and Remediation; Human Resource Operations and Process Optimization
- Provides the primary interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Reviews and approves final recommendations provided to the client
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints

HRT Operations Executive I (SPO)	Minimum 11 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and human resources operations and technologies
- Possesses expert knowledge in developing human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's post implementation life cycle

Responsibilities:

- Serves as a human capital operations technologies subject matter expert
- Directs critical operational workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to manage risk, schedule, cost, and scope more effectively; oversees projects based upon the Government specifications and standards
- Directs all phases of human capital related projects

- Directs day-to-day operations of human capital solutions relating to, but not limited to, workforce, finance, scheduling, methodology, tools, and solution components
- Leads post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Conducts Strategy and Operating Model “Health Checks” and Remediation; Human Resource Operations and Process Optimization
- Provides the primary interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints

HRT Operations Lead I (SPO)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and human resources operations and technologies
- Possesses expert knowledge in developing human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's post implementation life cycle

Responsibilities:

- Directs operational workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to manage risk, schedule, cost, and scope more effectively; oversees projects based upon the Government specifications and standards
- Directs all phases of human capital related projects
- Directs day-to-day operations of human capital solutions relating to, but not limited to, workforce, finance, scheduling, methodology, tools, and solution components
- Leads post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Conducts Strategy and Operating Model “Health Checks” and Remediation; Human Resource Operations and Process Optimization
- Provides the primary interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints

HRT Operations Engagement Leader II (SPO)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in human resources operations and technologies, and the development of human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in managing large projects or set of projects
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on human resources and organizational change management operations and technologies
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Leads post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Conducts Strategy and Operating Model “Health Checks” and Remediation; Human Resource Operations and Process Optimization

- Oversees the completion of human capital operational tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Reviews and approves final recommendations provided to the client

HRT Operations Engagement Leader I (SPO)	Minimum 8 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in human resources operations and technologies, and the development of human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in managing large projects or set of projects including, but not limited to talent acquisition and development; human capital strategy, policy, and operations; employee performance management; compensation and benefits; separation and retirement; workforce analytics and employee records; and organizational assessments and audits
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on organizational operations and change management technologies
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources technologies
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Leads post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Conducts Strategy and Operating Model “Health Checks” and Remediation; Human Resource Operations and Process Optimization
- Oversees the completion of human capital operational tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Reviews and approves final recommendations provided to the client

HRT Operations Project Lead III (SPO)	Minimum 7 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in managing human resources operations and technologies, and the development of human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in fostering and managing the relationships between the client and engagement teams
- Extensive experience in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on the operation of technologies involved in performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Leads post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Conducts Strategy and Operating Model “Health Checks” and Remediation; Human Resource Operations and Process Optimization
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources operational problems and develops creative solutions and recommendations for resolutions

- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital operational tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages one or more large project teams

HRT Operations Project Lead II (SPO)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in managing human resources operations and technologies, and the development of human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in fostering and managing the relationships between the client and engagement teams
- Extensive experience in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on the operation of technologies involved in performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Leads post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Conducts Strategy and Operating Model “Health Checks” and Remediation; Human Resource Operations and Process Optimization
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources operational problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Completes human capital operational tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages a single large project team or multiple small project teams

HRT Operations Project Lead I (SPO)	Minimum 5 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in managing human resources operations and technologies, and the development of human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in fostering and managing the relationships between the client and engagement teams
- Extensive experience in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on the operation of technologies involved in performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Leads post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Conducts Strategy and Operating Model “Health Checks” and Remediation; Human Resource Operations and Process Optimization
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources operational problems and develops creative solutions and recommendations for resolutions
- Reviews human capital work products for completeness and quality

- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital operational tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages small project teams

HRT Operations Sr. Professional IV (SPO)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in human resources operations and technologies related to, but not limited to developing human capital management strategies and enhanced policy, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in the use of technologies supporting human resources operations
- Leads tasks relating to human resources business and technological needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources operations
- Supports post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Conducts Strategy and Operating Model “Health Checks” and Remediation; Human Resource Operations and Process Optimization
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Manages a small project team

HRT Operations Sr. Professional III (SPO)	Minimum 4 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in human resources operations and technologies related to, but not limited to developing human capital management strategies and enhanced policy, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in the use of technologies supporting human resources operations
- Leads tasks relating to human resources business and technological needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources operations
- Supports post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Conducts Strategy and Operating Model “Health Checks” and Remediation; Human Resource Operations and Process Optimization
- Applies business modeling, process modeling, and business design techniques to human capital solutions

- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses

HRT Operations Sr. Professional II (SPO)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in human resources operations and technologies related to, but not limited to developing human capital management strategies and enhanced policy, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in the use of technologies supporting human resources operations
- Leads tasks relating to human resources business and technological needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources operations and technologies
- Supports post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Conducts Strategy and Operating Model “Health Checks” and Remediation; Human Resource Operations and Process Optimization
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses

HRT Operations Sr. Professional I (SPO)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in human resources operations and technologies related to, but not limited to developing human capital management strategies and enhanced policy, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technological needs

Responsibilities:

- Directs junior team members in the use of technologies supporting human resources operations
- Supports post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Conducts Strategy and Operating Model “Health Checks” and Remediation; Human Resource Operations and Process Optimization
- Performs tasks relating to human resources operational needs with no oversight
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources operations and technologies
- Applies business modeling, process modeling, and business design techniques to human capital solutions

- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses

HRT Operations Mid Professional V (SPO)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in human resources operations and technologies related to, but not limited to developing human capital management strategies and enhanced policy, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related operational tasks and deliverables with no oversight
- Supports execution, operations, and maintenance of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Supports post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Conducts Strategy and Operating Model “Health Checks” and Remediation; Human Resource Operations and Process Optimization
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments and development of multiple deliverables

HRT Operations Mid Professional IV (SPO)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in human resources operations and technologies related to, but not limited to developing human capital management strategies and enhanced policy, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related operational tasks and deliverables with no oversight
- Supports execution, operations, and maintenance of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Supports post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Conducts Strategy and Operating Model “Health Checks” and Remediation; Human Resource Operations and Process Optimization
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments

HRT Operations Mid Professional III (SPO)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in human resources operations and technologies related to, but not limited to developing human capital management strategies and enhanced policy, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development

- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related operational tasks and deliverables with oversight
- Supports execution, operations, and maintenance of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Supports post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Conducts Strategy and Operating Model “Health Checks” and Remediation; Human Resource Operations and Process Optimization
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Contributes to obtaining data for and developing reports for client meetings and presentations

HRT Operations Mid Professional II (SPO)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the operational and technological support required for the development of human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related operational tasks and deliverables with oversight
- Supports execution, operations, and maintenance of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Supports post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Conducts Strategy and Operating Model “Health Checks” and Remediation; Human Resource Operations and Process Optimization
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Contributes to obtaining data for and developing reports for client meetings and presentations

HRT Operations Mid Professional I (SPO)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions and technologies to support human resources activities including, but not limited to developing human capital management strategies and enhanced policy, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources operations related tasks and deliverables with minimal no oversight from senior team member
- Supports execution, operation, and maintenance of business solutions, technologies, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Supports post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Conducts Strategy and Operating Model “Health Checks” and Remediation; Human Resource Operations and Process Optimization
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Contributes to obtaining data for and developing reports for client meetings and presentations

HRT Operations Jr Professional III (SPO)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions and technologies to support human resources activities including, but not limited to developing human capital management strategies and enhanced policy, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development

Responsibilities:

- Completes assigned human resources related operational tasks with oversight
- Conducts research, collects, and distills data to ensure operational and technological requirements are met
- Assesses and recommends available tools to support human resources operations
- Supports post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics

HRT Operations Jr Professional II (SPO)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the operational and technological support required for the development of human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development

Responsibilities:

- Completes assigned human resources related operational tasks with oversight
- Conducts research, collects, and distills data to ensure operational and technological requirements are met
- Supports post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Assesses and recommends available tools to support human resources operations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks

HRT Operations Jr Professional I (SPO)	Minimum 0 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the operational and technological support required for the development of human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development

Responsibilities:

- Completes assigned human resources operational tasks with oversight from senior team members
- Conducts research, collects, and distills data to ensure operational and technological requirements are met
- Supports post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks

HRT Operations Jr Staff IV (SPO)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the operational and technological support required for the development of human capital management strategies and enhanced policy, including but not limited to, workforce planning, human

capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Experienced with data analysis and visualization

Responsibilities:
- Completes assigned operations tasks with oversight
- Conducts research, collects, and distills data to ensure operational and technological requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues Qualified in making recommendations for next steps
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Jr Staff III (SPO)	Minimum 3 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:
- Demonstrated understanding of the operational and technological support required for the development of human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Experienced with data analysis and visualization

Responsibilities:
- Completes assigned operations tasks with oversight
- Conducts research, collects, and distills data to ensure operational and technological requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Jr Staff II (SPO)	Minimum 2 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:
- Demonstrated understanding of the operational and technological support required for the development of human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in oral and written communication, and specific tools such as Microsoft Office products
- Experienced with data analysis

Responsibilities:
- Completes assigned operations tasks with oversight
- Conducts research, collects, and distills data to ensure operational and technological requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues

- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Jr Staff I (SPO)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the operational and technological support required for the development of human capital management strategies and enhanced policy, including but not limited to, workforce planning, human capital strategy, organization design and position classification, diversity and inclusion, employee engagement, and organizational development
- Experienced in oral and written communication, and specific tools such as Microsoft Office products
- Experienced with data analysis

Responsibilities:

- Completes assigned operations tasks with oversight
- Conducts research, collects, and distills data to ensure operational and technological requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HUMAN CAPITAL HUMAN RESOURCES PROFESSIONAL SERVICES

Applicable to SINs: 56131, 56131(RC)

Deloitte's SIN 56131 rate card is comprised of three service lines [(1) Advisory, (2) Implementation and (3) Operations] each with specific Human Resource Consulting and Technology Professional Services labor categories and ceiling prices.

1. HUMAN RESOURCES CONSULTING SERVICES – ADVISORY

LABOR CATEGORY	EXPERIENCE	EDUCATION
HRC Advisory Executive III (TA)	Minimum 14 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements
- Possesses expert knowledge of establishing internal programs including, but not limited to, procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle

Responsibilities:

- Provides strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value
- Guides critical business and operational areas to provide complete human resources life-cycle support ("cradle to grave") to enable and achieve their missions to manage risk, schedule, cost, and scope more effectively; oversees projects based upon the Government specifications and standards
- Leads the development of a recommendation for the Human Resources future-state roadmap
- Advises and oversees all phases of human capital related projects from project design, implementation, maintenance, and operations to final completion
- Advises on the development and implementation of human resource strategy to provide solutions to client issues including, but not limited to, workforce finance, scheduling, methodology, tools, and solution components
- Provides the primary strategy interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals

- Accountable for the completion of human resources related activities within estimated time frames and budget constraints

HRC Advisory Executive II (TA)	Minimum 12 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements
- Possesses expert knowledge of establishing internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle

Responsibilities:

- Provides strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value
- Guides critical business and operational areas to provide complete human resources life-cycle support ("cradle to grave") to enable and achieve their missions to manage risk, schedule, cost, and scope more effectively; oversees projects based upon the Government specifications and standards
- Leads the development of a recommendation for the Human Resources future-state roadmap
- Advises on all phases of human capital related projects from project design, implementation, maintenance, and operations to final completion
- Advises on the development and implementation of human resource strategy to provide solutions to client issues including, but not limited to, workforce finance, scheduling, methodology, tools, and solution components
- Provides the primary strategy interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Reviews and approves final recommendations provided to clients
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints

HRC Advisory Executive I (TA)	Minimum 11 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements
- Possesses expert knowledge of establishing internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle

Responsibilities:

- Provides strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value
- Guides critical business and operational areas to provide complete human resources life-cycle support ("cradle to grave") to enable and achieve their missions to manage risk, schedule, cost, and scope more effectively; oversees projects based upon the Government specifications and standards
- Leads the development of a recommendation for the Human Resources future-state roadmap
- Advises on all phases of human capital related projects from project design, implementation, maintenance, and operations to final completion
- Advises on the development of human resource strategy to provide solutions to client issues including, but not limited to, workforce finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related implementation plan
- Provides the primary strategy interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Delivers presentations and leads strategic level client meetings

- Accountable for the completion of human resources related activities within estimated time frames and budget constraints

HRC Advisory Lead II (TA)	Minimum 14 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements
- Possesses expert knowledge of establishing internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle

Responsibilities:

- Serves in an advisory capacity to client and guides day-to-day activities of project teams
- Provides strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value
- Leads critical business and operations workstreams to provide complete human resources life-cycle support ("cradle to grave") to enable and achieve their missions to manage risk, schedule, cost, and scope more effectively
- Leads the development of a recommendation for the Human Resources future-state roadmap
- Advises on the development and implementation of human resource strategy to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides the primary strategy interface with client; collaborates in the definition, implementation, and execution of organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports required for delivering presentations and leading client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints

HRC Advisory Lead I (TA)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements
- Possesses expert knowledge of establishing internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle

Responsibilities:

- Serves in an advisory capacity to client and guides day-to-day activities of project teams
- Provides strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value
- Leads critical business and operations workstreams to provide complete human resources life-cycle support ("cradle to grave") to enable and achieve their missions to manage risk, schedule, cost, and scope more effectively
- Leads the development of a recommendation for the Human Resources future-state roadmap
- Advises on the development and implementation of human resource strategy to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related implementation plan
- Provides the primary strategy interface with client; collaborates in the definition of organization policies, practices, procedures, and attainment of operating goals
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints

HRC Advisory Engagement Leader III (TA)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in managing large projects or set of projects, including but not limited to establishing internal programs and procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in providing strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value

Responsibilities:

- Serves as senior interface to client on human resources and organizational change management strategy
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Leads the development of a recommendation for the Human Resources future-state roadmap
- Oversees the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Reviews and approves final recommendations provided to clients

HRC Advisory Engagement Leader II (TA)	Minimum 9 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in managing large projects or set of projects, including but not limited to establishing internal programs and procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in providing strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value

Responsibilities:

- Serves as subject matter expert on human resources and organizational change management strategy
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Leads the development of a recommendation for the Human Resources future-state roadmap
- Oversees the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Reviews and approves final recommendations provided to clients

HRC Advisory Engagement Leader I (TA)	Minimum 8 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in managing large projects or set of projects, including but not limited to establishing internal programs and procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in providing strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value

Responsibilities:

- Serves as subject matter expert on human resources and organizational change management strategy

- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Leads the development of a recommendation for the Human Resources future-state roadmap
- Reviews work products for completeness and adherence to customer requirements
- Oversees the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Delivers presentations and leads level client meetings

HRC Advisory Project Lead III (TA)	Minimum 7 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising on internal programs including, but not limited to, procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in providing strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful project performance through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Reviews the development of a recommendation for the Human Resources future-state roadmap
- Provides a communication channel between the client and the engagement team
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's strategic problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages one or more large project teams

HRC Advisory Project Lead II (TA)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising on internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in providing strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful project performance through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Reviews the development of a recommendation for the Human Resources future-state roadmap
- Provides a communication channel between the client and the engagement team
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's strategic problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations

- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages a single large project team or multiple small project teams

HRC Advisory Project Lead I (TA)	Minimum 5 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising on internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in providing strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful project performance through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Reviews the development of a recommendation for the Human Resources future-state roadmap
- Provides a communication channel between the client and the engagement team
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's strategic problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages small project teams

HRC Advisory Sr. Professional III (TA)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing advisory and program management support for establishment of internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in development and completion of human capital related requirements, tasks, and deliverables
- Advises on and leads tasks relating to human resources business and technical needs
- Supports strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources
- Serves as a senior-level analytical correspondent within engagement teams
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce

- Analyzes business requirements impacted by human resources and recommends applicable tools and innovating solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Manages a small project team

HRC Advisory Sr. Professional II (TA)	Minimum 4 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing advisory and program management support for establishment of internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in development and completion of human capital related requirements, tasks, and deliverables
- Supports strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovating solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses

HRC Advisory Sr. Professional I (TA)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing advisory and program management support for establishment of internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in development and completion of human capital related requirements, tasks, and deliverables
- Supports strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovating solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions

- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses

HRC Advisory Mid Professional IV (TA)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing advisory and program management support for establishment of internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with no oversight
- Supports strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value
- Researches and recommends best practices for, and supports implementation of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Manages development of multiple deliverables

HRC Advisory Mid Professional III (TA)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing advisory and program management support for establishment of internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with no oversight
- Supports strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value
- Researches and recommends best practices for, and supports implementation of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations

HRC Advisory Mid Professional II (TA)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing advisory and program management support for establishment of internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with minimal oversight
- Supports strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value
- Researches and recommends best practices for, and supports implementation of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations

HRC Advisory Mid Professional I (TA)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required in providing advisory and program management support for internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with oversight from senior team member
- Supports strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations

HRC Advisory Jr Professional III (TA)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing advisory and program management support for establishment of internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies

Responsibilities:

- Completes assigned human resources tasks with no oversight
- Supports strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value
- Conducts research, collects, and distills data to affect human capital solutions to ensure client business needs are met
- Assesses and recommends available tools to support human resources implementations and operations
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Jr Professional II (TA)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing advisory and program management support for establishment of internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies

Responsibilities:

- Completes assigned human resources tasks with oversight from senior team members
- Supports strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value
- Conducts research, collects, and distills data to affect human capital solutions to ensure client business needs are met
- Assesses and recommends available tools to support human resources implementations and operations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Jr Professional I (TA)	Minimum 0 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required to establish internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies

Responsibilities:

- Completes assigned human resources tasks with oversight from senior team members
- Supports strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value
- Conducts research, collects, and distills data to affect human capital solutions to ensure client business needs are met
- Contributes to obtaining data and reports for presentations and client meetings
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

2. HUMAN RESOURCES CONSULTING SERVICES – IMPLEMENTATION

LABOR CATEGORY	EXPERIENCE	EDUCATION
HRC Implementation Executive III (TA)	Minimum 14 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Possesses expert knowledge of establishing internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's implementation life cycle
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance, and cross-functional cloud readiness activities in support of solutions

Responsibilities:

- Serves as human resources solutions implementation expert for the program/project(s)
- Oversees critical implementation workstreams to provide complete human resources life-cycle support ("cradle to grave") to enable and achieve their missions to manage risk, schedule, cost, and scope more effectively; oversees projects based upon the Government specifications and standards
- Leads the implementation of Human Resource, Organization, and Workforce Transformation solutions through development of detailed project plans and implementation of new processes, and creation of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Provides advice and oversight through all phases of implementation
- Directs the development and implementation of human resource strategy to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides the primary interface with client
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints

HRC Implementation Executive II (TA)	Minimum 12 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Possesses expert knowledge of establishing internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's implementation life cycle
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance, and cross-functional cloud readiness activities in support of solutions

Responsibilities:

- Oversees critical implementation workstreams to provide complete human resources life-cycle support ("cradle to grave") to enable and achieve their missions to manage risk, schedule, cost, and scope more effectively; oversees projects based upon the Government specifications and standards
- Leads the implementation of Human Resource, Organization, and Workforce Transformation solutions through development of detailed project plans and implementation of new processes, and creation of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Provides advice and oversight through all phases of implementation
- Directs the implementation of human resource strategy to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides the primary interface with client
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints

HRC Implementation Executive I (TA)	Minimum 11 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Possesses expert knowledge of establishing internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's implementation life cycle
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance, and cross-functional cloud readiness activities in support of solutions

Responsibilities:

- Oversees critical implementation workstreams to provide complete human resources life-cycle support ("cradle to grave") to enable and achieve their missions to manage risk, schedule, cost, and scope more effectively; oversees projects based upon the Government specifications and standards

- Leads the implementation of Human Resource, Organization, and Workforce Transformation solutions through development of detailed project plans and implementation of new processes, and creation of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Oversees human capital related implementation projects
- Reviews the project plans, designs and business and systems analysis
- Directs the implementation of human resource strategy to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides the primary interface with client
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints

HRC Implementation Lead I (TA)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Possesses expert knowledge of establishing internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's implementation life cycle
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance, and cross-functional cloud readiness activities in support of solutions

Responsibilities:

- Serves as primary lead for implementation of human capital solutions; collaborates with client in the definition, design, implementation, and operation of organization policies, practices, procedures, and attainment of operating goals
- Supports critical implementation workstreams to provide complete human resources life-cycle support ("cradle to grave") to enable and achieve their missions to manage risk, schedule, cost, and scope more effectively
- Leads the implementation of Human Resource, Organization, and Workforce Transformation solutions through development of detailed project plans and implementation of new processes, and creation of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Reviews project plans, designs, and business and systems analyses
- Provides advice and oversight through all phases of project implementation
- Oversees the implementation of human resource strategy to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related implementation plan
- Accountable for the implementation of human resources related solutions within estimated time frames and budget constraints

HRC Implementation Engagement Leader III (TA)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in managing the implementation of large projects or set of projects, including but not limited to establishing internal programs and procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance, and cross-functional cloud readiness activities in support of solutions

Responsibilities:

- Serves as senior interface to client on the design and implementation of human resources and organizational change management solutions
- Leads the implementation of Human Resource, Organization, and Workforce Transformation solutions through development of detailed project plans and implementation of new processes, and creation of knowledge transfer and train-the-trainer solutions to educate clients on the new processes

- Resolves problems and suggests creative solutions to human resources implementation challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Overseas the implementation aspects of the engagement within estimated time frames and budget constraints
- Assumes responsibility for project implementation delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Reviews and approves final recommendations provided to the client

HRC Implementation Engagement Leader II (TA)	Minimum 9 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in managing the implementation of large projects or set of projects, including but not limited to establishing internal programs and procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance, and cross-functional cloud readiness activities in support of solutions

Responsibilities:

- Serves as subject matter expert on the design and implementation of human resources and organizational change management solutions
- Leads the implementation of Human Resource, Organization, and Workforce Transformation solutions through development of detailed project plans and implementation of new processes, and creation of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Resolves problems and suggests creative solutions to human resources implementation challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Overseas the implementation aspects of the engagement within estimated time frames and budget constraints
- Assumes responsibility for project implementation delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and approves final recommendations provided to the client

HRC Implementation Engagement Leader I (TA)	Minimum 8 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in managing the implementation of large projects or set of projects, including but not limited to establishing internal programs and procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance, and cross-functional cloud readiness activities in support of solutions

Responsibilities:

- Serves as client subject matter expert on the design and implementation of human resources and organizational change management solutions
- Resolves problems and suggests creative solutions to human resources challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Leads the implementation of Human Resource, Organization, and Workforce Transformation solutions through development of detailed project plans and implementation of new processes, and creation of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Overseas the implementation aspects of the engagement within estimated time frames and budget constraints

- Assumes responsibility for project implementation delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Delivers presentations and leads level client meetings

HRC Implementation Project Lead III (TA)	Minimum 7 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions to support establishing internal programs, including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance, and cross-functional cloud readiness activities in support of solutions

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful solution implementations through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Leads the implementation of Human Resource, Organization, and Workforce Transformation solutions through development of detailed project plans and implementation of new processes, and creation of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Provides a communication channel between the client and the engagement team
- Advises and oversees implementation of project requirements
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client’s human resources problems and develops creative solutions and recommendations for implementation
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital implementation related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages one or more large project teams

HRC Implementation Project Lead II (TA)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions to support establishing internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance, and cross-functional cloud readiness activities in support of solutions

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful solution implementations through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Leads the implementation of Human Resource, Organization, and Workforce Transformation solutions through development of detailed project plans and implementation of new processes, and creation of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Provides a communication channel between the client and the engagement team
- Advises and oversees implementation of human capital related project requirements
- Manages project resources, budget activities, quality control practices, and project deliverables

- Analyzes client's human resources problems and develops creative solutions and recommendations for implementation
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Completes human capital implementation related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages a single large project team or multiple small project teams

HRC Implementation Project Lead I (TA)	Minimum 5 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions to support establishing internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance, and cross-functional cloud readiness activities in support of solutions

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful solution implementations through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Leads the implementation of Human Resource, Organization, and Workforce Transformation solutions through development of detailed project plans and implementation of new processes, and creation of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Provides a communication channel between the client and the engagement team
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources problems and develops creative solutions and recommendations for implementation
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Completes human capital related implementation tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages small project teams

HRC Implementation Sr. Professional IV (TA)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions to support establishment of internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance activities in support of solutions

Responsibilities:

- Directs junior team members in implementation of human capital support solutions related requirements, tasks, and deliverables
- Supports the implementation of Human Resource, Organization, and Workforce Transformation solutions through executing project plans and implementation of new processes, and delivery of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human capital solutions implementations
- Serves as a senior-level analytical correspondent within engagement teams
- Applies business modeling, process modeling, and business design techniques to human capital solutions

- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related implementation activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Manages a small project team

HRC Implementation Sr. Professional III (TA)	Minimum 4 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions to support establishment of internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance activities in support of solutions

Responsibilities:

- Directs junior team members in implementation of human capital support solutions related requirements, tasks, and deliverables
- Supports the implementation of Human Resource, Organization, and Workforce Transformation solutions through executing project plans and implementation of new processes, and delivery of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human capital solutions implementations
- Serves as a senior-level analytical correspondent within engagement teams
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related implementation activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses

HRC Implementation Sr. Professional II (TA)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions to support establishment of internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance activities in support of solutions

Responsibilities:

- Directs junior team members in implementation of human capital support solutions related requirements, tasks, and deliverables
- Supports the implementation of Human Resource, Organization, and Workforce Transformation solutions through executing project plans and implementation of new processes, and delivery of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Leads tasks relating to implementing human resources business and technical needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human capital solutions implementations
- Applies business modeling, process modeling, and business design techniques to human capital solutions

- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related implementation activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses

HRC Implementation Sr. Professional I (TA)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions to support establishment of internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance activities in support of solutions

Responsibilities:

- Directs junior team members in implementation of human capital support solutions related requirements, tasks, and deliverables
- Supports the implementation of Human Resource, Organization, and Workforce Transformation solutions through executing project plans and implementation of new processes, and delivery of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human capital solutions implementations
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related implementation activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses

HRC Implementation Mid Professional IV (TA)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions to support establishment of internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance activities in support of solutions

Responsibilities:

- Supports the implementation of Human Resource, Organization, and Workforce Transformation solutions through executing project plans and implementation of new processes, and delivery of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Researches and recommends best practices for, and supports implementation of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for implementing human resources solutions; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Manages development of multiple deliverables

HRC Implementation Mid Professional III (TA)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions to support establishment of internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance activities in support of solutions

Responsibilities:

- Supports the implementation of Human Resource, Organization, and Workforce Transformation solutions through executing project plans and implementation of new processes, and delivery of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Researches and recommends best practices for, and supports implementation of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations

HRC Implementation Mid Professional II (TA)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required for establishing internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance activities in support of solutions

Responsibilities:

- Supports the implementation of Human Resource, Organization, and Workforce Transformation solutions through executing project plans and implementation of new processes, and delivery of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Researches and recommends best practices for, and supports implementation of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations

HRC Implementation Mid Professional I (TA)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions to support establishment of internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance activities in support of solutions

Responsibilities:

- Supports the implementation of Human Resource, Organization, and Workforce Transformation solutions through executing project plans and implementation of new processes, and delivery of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Conducts research, and collects and distills data required for implementing human resources solutions; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Contributes to obtaining data for and developing reports for client meetings and presentations

HRC Implementation Jr Professional IV (TA)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions to support establishment of internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies +
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance activities in support of solutions

Responsibilities:

- Supports the implementation of Human Resource, Organization, and Workforce Transformation solutions through executing project plans and implementation of new processes, and delivery of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Conducts research, collects, and distills data to ensure implementation requirements needs are met
- Assesses and recommends available tools to support human resources implementations and operations
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics

HRC Implementation Jr Professional III (TA)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions to support establishment of internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance activities in support of solutions

Responsibilities:

- Supports the implementation of Human Resource, Organization, and Workforce Transformation solutions through executing project plans and implementation of new processes, and delivery of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Conducts research, collects, and distills data to ensure implementation requirements needs are met
- Assesses and recommends available tools to support human resources implementations and operations
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics

HRC Implementation Jr Professional II (TA)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required for implementing solutions to support establishment of internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies +
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance activities in support of solutions

Responsibilities:

- Supports the implementation of Human Resource, Organization, and Workforce Transformation solutions through executing project plans and implementation of new processes, and delivery of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Conducts research, collects, and distills data to ensure implementation requirements are met
- Assesses and recommends available tools to support human resources implementations and operations
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations

HRC Implementation Jr Professional I (TA)	Minimum 0 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required for implementing solutions to support establishment of internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance activities in support of solutions

Responsibilities:

- Supports the implementation of Human Resource, Organization, and Workforce Transformation solutions through executing project plans and implementation of new processes, and delivery of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Assesses and recommends available tools to support human resources implementations and operations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks

HRC Implementation Jr Staff IV (TA)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required for implementing solutions to support establishment of internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Experienced with data analysis and visualization

Responsibilities:

- Completes assigned implementation tasks with oversight
- Collects and distills data to ensure implementation requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues
- Qualified in making recommendations for next steps
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Jr Staff III (TA)	Minimum 3 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required for implementing solutions to support establishment of internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Experienced with data analysis and visualization

Responsibilities:

- Completes assigned implementation tasks with oversight
- Collects and distills data to ensure implementation requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues

- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Jr Staff II (TA)	Minimum 2 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required for implementing solutions to support establishment of internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in oral and written communication, and specific tools such as Microsoft Office products
- Experienced with data analysis

Responsibilities:

- Completes assigned implementation tasks with oversight
- Collects and distills data to ensure implementation requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Jr Staff I (TA)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required for implementing solutions to support establishment of internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in oral and written communication, and specific tools such as Microsoft Office products
- Experienced with data analysis

Responsibilities:

- Completes assigned implementation tasks with oversight
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

3. HUMAN RESOURCES CONSULTING SERVICES – OPERATIONS

LABOR CATEGORY	EXPERIENCE	EDUCATION
HRC Operations Executive II (TA)	Minimum 12 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and human resources operations
- Possesses expert knowledge of establishing internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's steady state

Responsibilities:

- Serves as a human capital and organizational operations subject matter expert
- Directs critical business and operational workstreams to provide complete human resources life-cycle support ("cradle to grave") to enable and achieve their missions to manage risk, schedule, cost, and scope more effectively; oversees projects based upon the Government specifications and standards
- Oversees all phases of human capital operations focused engagements

- Directs strategic and day-to-day operations of human capital solutions relating to, but not limited to, workforce, finance, scheduling, methodology, tools, and solution components
- Leads post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Conducts Strategy and Operating Model "Health Checks" and Remediation; Human Resource Operations and Process Optimization
- Provides the primary strategy interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Reviews and approves final recommendations provided to the client
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints

HRC Operations Executive I (TA)	Minimum 11 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and human resources operations
- Possesses expert knowledge of establishing internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's post implementation life cycle

Responsibilities:

- Serves as a human capital and organizational operations subject matter expert
- Directs critical operational workstreams to provide complete human resources life-cycle support ("cradle to grave") to enable and achieve their missions to manage risk, schedule, cost, and scope more effectively; oversees projects based upon the Government specifications and standards
- Reviews the project plans, designs and business and systems analysis
- Directs all phases of human capital related projects
- Directs day-to-day operations of human capital solutions relating to, but not limited to, workforce, finance, scheduling, methodology, tools, and solution components
- Leads post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Conducts Strategy and Operating Model "Health Checks" and Remediation; Human Resource Operations and Process Optimization
- Provides the primary interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints

HRC Operations Engagement Leader II (TA)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Possesses expert knowledge of human capital and organizational operations
- Experienced in managing large projects or set of projects, including but not limited to establishing internal programs and procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as senior interface to client on human resources and organizational operations and change management
- Resolves problems and suggests creative solutions to human capital operational challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Leads post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes

- Conducts Strategy and Operating Model "Health Checks" and Remediation; Human Resource Operations and Process Optimization
- Oversees the completion of human capital operations focused engagements
- Assumes responsibility for project delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Reviews and approves final recommendations provided to the client

HRC Operations Engagement Leader I (TA)	Minimum 8 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Possesses expert knowledge of human capital and organizational operations
- Experienced in managing large projects or set of projects, including but not limited to establishing internal programs and procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on organizational operations and change management
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources efforts
- Resolves problems and suggests creative solutions to human capital operational challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Leads post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Conducts Strategy and Operating Model "Health Checks" and Remediation; Human Resource Operations and Process Optimization
- Oversees the completion of human capital operations focused engagements
- Assumes responsibility for project delivery and oversight of human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Reviews and approves final recommendations provided to the client

HRC Operations Project Lead III (TA)	Minimum 7 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in the management of human resources operations, including, but not limited to establishing internal programs and procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in fostering and managing the relationships between the client and engagement teams
- Extensive experience in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful project operations through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Oversees human resources operations and related project requirements
- Leads post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Conducts Strategy and Operating Model "Health Checks" and Remediation; Human Resource Operations and Process Optimization
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources operational problems and develops creative solutions and recommendations for resolutions
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related operational tasks within estimated time frames and budget constraints

- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages one or more large project teams

HRC Operations Project Lead II (TA)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in the management of human resources operations, including, but not limited to establishing internal programs and procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in fostering and managing the relationships between the client and engagement teams
- Extensive experience in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful project operations through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Oversees human resources operations and related project requirements
- Leads post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Conducts Strategy and Operating Model “Health Checks” and Remediation; Human Resource Operations and Process Optimization
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client’s human resources operational problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Completes human capital related operational tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages a single large project team or multiple small project teams

HRC Operations Project Lead I (TA)	Minimum 5 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in the management of human resources operations, including, but not limited to establishing internal programs and procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in fostering and managing the relationships between the client and engagement teams
- Extensive experience in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful project operations through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Leads post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Conducts Strategy and Operating Model “Health Checks” and Remediation; Human Resource Operations and Process Optimization
- Oversees human resources operations and related project requirements
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client’s human resources operational problems and develops creative solutions and recommendations for resolutions
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings

- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages small project teams

HRC Operations Sr. Professional IV (TA)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in supporting human resources operations related to establishment of internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in the performance of human resources operations related engagement requirements, tasks, and deliverables
- Leads tasks relating to human resources operational business and technical needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources operations
- Supports post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Conducts Strategy and Operating Model “Health Checks” and Remediation; Human Resource Operations and Process Optimization
- Applies business modeling, process modeling, and business design techniques to human capital operations focused solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Manages a small project team

HRC Operations Sr. Professional III (TA)	Minimum 4 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in supporting human resources operations related to the establishment of internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in the performance of human resources operations related engagement requirements, tasks, and deliverables
- Leads tasks relating to human resources operational business and technical needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources operations
- Supports post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Conducts Strategy and Operating Model “Health Checks” and Remediation; Human Resource Operations and Process Optimization
- Applies business modeling, process modeling, and business design techniques to human capital operations focused solutions

- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses

HRC Operations Sr. Professional II (TA)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in supporting human resources operations related to the establishment of internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in the performance of human resources operations related engagement requirements, tasks, and deliverables
- Leads tasks relating to human resources operational business and technical needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources operations
- Supports post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Conducts Strategy and Operating Model “Health Checks” and Remediation; Human Resource Operations and Process Optimization
- Applies business modeling, process modeling, and business design techniques to human capital operations focused solutions
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses

HRC Operations Sr. Professional I (TA)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in supporting human resources operations related to the establishment of internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in the performance of human resources operations related engagement requirements, tasks, and deliverables
- Supports post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Conducts Strategy and Operating Model “Health Checks” and Remediation; Human Resource Operations and Process Optimization
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources operations
- Applies business modeling, process modeling, and business design techniques to human capital operations focused solutions

- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses

HRC Operations Mid Professional V (TA)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in supporting human resources operations related to the establishment of internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources operations related tasks and deliverables with no oversight
- Supports execution, operations, and maintenance of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts Strategy and Operating Model “Health Checks” and Remediation; Human Resource Operations and Process Optimization, and collects and distills data required for planning human resources activities; recommends applicable tools
- Supports post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments and development of multiple deliverables

HRC Operations Mid Professional IV (TA)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in supporting human resources operations related to the establishment of internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources operations related tasks and deliverables with no oversight
- Supports execution, operations, and maintenance of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts Strategy and Operating Model “Health Checks” and Remediation; Human Resource Operations and Process Optimization, and collects and distills data required for planning human resources activities; recommends applicable tools
- Supports post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments

HRC Operations Mid Professional III (TA)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in supporting human resources operations related to the establishment of internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources operations related tasks and deliverables with minimal oversight
- Supports execution, operations, and maintenance of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts Strategy and Operating Model “Health Checks” and Remediation; Human Resource Operations and Process Optimization, and collects and distills data required for planning human resources activities; recommends applicable tools
- Supports post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Contributes to obtaining data for and developing reports for client meetings and presentations

HRC Operations Mid Professional II (TA)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required to establish internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources operations related tasks and deliverables with minimal oversight
- Supports execution, operations, and maintenance of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Supports post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Contributes to obtaining data for and developing reports for client meetings and presentations

HRC Operations Mid Professional I (TA)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in supporting human resources operations related to the establishment of internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources operations related tasks and deliverables with oversight
- Supports execution, operations, and maintenance of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Supports post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Contributes to obtaining data for and developing reports for client meetings and presentations

HRC Operations Jr Professional IV (TA)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in supporting human resources operations related to the establishment of internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies

Responsibilities:

- Completes assigned human resources operational tasks with no oversight
- Conducts research, collects, and distills data to affect human capital solutions to ensure operational requirements are met
- Assesses and recommends available tools to support human resources implementations and operations
- Supports post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics

HRC Operations Jr Professional III (TA)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in supporting human resources operations related to the establishment of internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies

Responsibilities:

- Completes assigned human resources operational tasks with oversight from senior team members
- Conducts research, collects, and distills data to affect human capital solutions to ensure operational requirements are met
- Assesses and recommends available tools to support human resources implementations and operations
- Supports post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics

HRC Operations Jr Professional II (TA)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required to establish internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies

Responsibilities:

- Completes assigned human resources operational tasks with oversight from senior team members
- Conducts research, collects, and distills data to affect human capital solutions to ensure operational requirements are met
- Supports post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Assesses and recommends available tools to support human resources implementations and operations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks

HRC Operations Jr Professional I (TA)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in supporting human resources operations related to the establishment of internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies

Responsibilities:

- Completes assigned human resources operational tasks with oversight from senior team members
- Conducts research, collects, and distills data to affect human capital solutions to ensure operational requirements are met

- Supports post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks

HRC Operations Jr Staff IV (TA)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required to establish internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Experienced with data analysis and visualization

Responsibilities:

- Completes assigned operations tasks with oversight
- Conducts research, collects, and distills data to affect human capital solutions to ensure operational requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues
- Qualified in making recommendations for next steps
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Jr Staff III (TA)	Minimum 3 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required to establish internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Experienced with data analysis and visualization

Responsibilities:

- Completes assigned operations tasks with oversight
- Collects and distills data to affect human capital solutions to ensure operational requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Jr Staff II (TA)	Minimum 2 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required to establish internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in oral and written communication, and specific tools such as Microsoft Office products
- Experienced with data analysis

Responsibilities:

- Completes assigned operations tasks with oversight
- Collects and distills data to affect human capital solutions to ensure operational requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Jr Staff I (TA)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required to establish internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in oral and written communication, and specific tools such as Microsoft Office products
- Experienced with data analysis

Responsibilities:

- Completes assigned operations tasks with oversight
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

4. HUMAN RESOURCES TECHNOLOGY SERVICES – ADVISORY

LABOR CATEGORY	EXPERIENCE	EDUCATION
HRT Advisory Executive III (TA)	Minimum 14 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements
- Possesses expert knowledge of establishing internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle

Responsibilities:

- Provides strategic human resource technology consulting services – tackling critical and complex problems through the development of plans of action to help organizations meet their goals, partnering with clients to make clear data-driven choices to drive growth and enterprise value
- Guides critical technological, business, and operational areas to provide complete human resources life-cycle support ("cradle to grave") to enable and achieve their missions to manage risk, schedule, cost, and scope more effectively; oversees projects based upon the Government specifications and standards
- Leads the development of a recommendation for the Human Resources future-state roadmap
- Advises and oversees all phases of human capital related projects from systems design, implementation, maintenance, and operations to final completion
- Advises on the development and implementation of human resource strategy to provide solutions to client issues including, but not limited to, workforce finance, scheduling, methodology, tools, and solution components
- Provides the primary strategy interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints

HRT Advisory Executive II (TA)	Minimum 12 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements
- Possesses expert knowledge of establishing internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle

Responsibilities:

- Provides strategic human resource technology consulting services – tackling critical and complex problems through the development of plans of action to help organizations meet their goals, partnering with clients to make clear data-driven choices to drive growth and enterprise value
- Guides critical business, technological, and operational areas to provide complete human resources life-cycle support ("cradle to grave") to enable and achieve their missions to manage risk, schedule, cost, and scope more effectively; oversees projects based upon the Government specifications and standards
- Leads the development of a recommendation for the Human Resources future-state roadmap
- Advises on all phases of human capital related projects from project design, technologies, implementation, maintenance, and operations to final completion
- Advises on the development and implementation of human resource technologies to provide solutions to client issues including, but not limited to, workforce finance, scheduling, methodology, tools, and solution components
- Provides the primary interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Reviews and approves final recommendations provided to clients
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints

HRT Advisory Executive I (TA)	Minimum 11 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements
- Possesses expert knowledge of establishing internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle

Responsibilities:

- Provides strategic human resource technology consulting services – tackling critical and complex problems through the development of plans of action to help organizations meet their goals, partnering with clients to make clear data-driven choices to drive growth and enterprise value
- Guides critical business and operational areas to provide complete human resources life-cycle support ("cradle to grave") to enable and achieve their missions to manage risk, schedule, cost, and scope more effectively; oversees projects based upon the Government specifications and standards
- Leads the development of a recommendation for the Human Resources future-state roadmap
- Advises on all phases of human capital related projects from project design, implementation, maintenance, and operations to final completion
- Advises on the development of human resource strategy to provide solutions to client issues including, but not limited to, workforce finance, scheduling, methodology, tools, and solution components
- Provides the primary strategy interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints

HRT Advisory Lead II (TA)	Minimum 14 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements
- Possesses expert knowledge of establishing internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle

Responsibilities:

- Serves as a technological advisor to client and guides day-to-day activities of project teams
- Provides strategic human resource technology consulting services – tackling critical and complex problems through the development of plans of action to help organizations meet their goals, partnering with clients to make clear data-driven choices to drive growth and enterprise value
- Leads critical business, technological, and operations workstreams to provide complete human resources life-cycle support ("cradle to grave") to enable and achieve their missions to manage risk, schedule, cost, and scope more effectively
- Advises on the development and implementation of human resource strategies and technologies to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Leads the development of a recommendation for the Human Resources future-state roadmap
- Provides the primary interface with client; collaborates in the definition, implementation, and execution of organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports required for delivering presentations and leading client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints

HRT Advisory Lead I (TA)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements
- Possesses expert knowledge of establishing internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle

Responsibilities:

- Serves as a technological advisor to client and guides day-to-day activities of project teams
- Provides strategic human resource technology consulting services – tackling critical and complex problems through the development of plans of action to help organizations meet their goals, partnering with clients to make clear data-driven choices to drive growth and enterprise value
- Leads critical business, technological, and advisory workstreams to provide complete human resources life-cycle support ("cradle to grave") to enable and achieve their missions to manage risk, schedule, cost, and scope more effectively
- Leads the development of a recommendation for the Human Resources future-state roadmap
- Provides advice through all phases of human capital related projects from project design, implementation, maintenance, and operations to final completion
- Advises on the development and implementation of human resource strategy to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints

HRT Advisory Engagement Leader III (TA)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in managing large projects or set of projects, including but not limited to establishing internal programs and procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in providing strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value

Responsibilities:

- Serves as senior interface to client on human resources and organizational change management strategies and technologies
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Leads the development of a recommendation for the Human Resources future-state roadmap
- Oversees the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Reviews and analyzes reports required for delivering presentations and leading client meetings

HRT Advisory Engagement Leader II (TA)	Minimum 9 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in managing large projects or set of projects, including but not limited to establishing internal programs and procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in providing strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value

Responsibilities:

- Serves as subject matter expert on human resources and organizational change management strategies and technologies
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Leads the development of a recommendation for the Human Resources future-state roadmap
- Oversees the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Reviews and analyzes reports required for delivering presentations and leading client meetings

HRT Advisory Engagement Leader I (TA)	Minimum 8 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in managing large projects or set of projects, including but not limited to establishing internal programs and procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in providing strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value

Responsibilities:

- Serves as subject matter expert on human resources and organizational change management strategies and technologies

- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Leads the development of a recommendation for the Human Resources future-state roadmap
- Oversees the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Delivers presentations and leads level client meetings

HRT Advisory Solution Architect (TA)	Minimum 14 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in managing large projects or set of projects, including but not limited to establishing internal programs and procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in providing strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value

Responsibilities:

- Serves as subject matter expert on human resources and organizational change management strategies and technologies
- Provides subject matter expertise towards the design and rollout of human capital solutions and technologies
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Leads the development of a recommendation for the Human Resources future-state roadmap
- Oversees the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Reviews and analyzes reports required for delivering presentations and leading client meetings

HRT Advisory Project Lead III (TA)	Minimum 7 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising on internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in providing strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on technologies and involved in performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Provides a communication channel between the client and the engagement team
- Reviews the development of a recommendation for the Human Resources future-state roadmap
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's strategic problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages one or more large project teams

HRT Advisory Project Lead II (TA)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising on internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in providing strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on technologies involved in performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Provides a communication channel between the client and the engagement team
- Reviews the development of a recommendation for the Human Resources future-state roadmap
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's strategic problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages a single large project team or multiple small project teams

HRT Advisory Project Lead I (TA)	Minimum 5 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising on internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in providing strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on technologies involved in performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Provides a communication channel between the client and the engagement team
- Reviews the development of a recommendation for the Human Resources future-state roadmap
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's strategic problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages small project teams

HRT Advisory Architect (TA)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in managing large projects or set of projects, including but not limited to establishing internal programs and procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in fostering and managing the relationships between the client and engagement teams

- Experienced in providing strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value

Responsibilities:

- Serves as subject matter expert on human resources and organizational change management strategies and technologies
- Provides subject matter expertise towards the design and rollout of human capital solutions and technologies
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings

HRT Advisory Sr. Professional III (TA)	Minimum 4 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing advisory, technological, and program management support for human resources activities to include, but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in development and completion of human capital strategy related requirements, tasks, and deliverables
- Advises on and leads tasks relating to human resources business and technological needs
- Supports strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovating solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Manages a small project team

HRT Advisory Sr. Professional II (TA)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing advisory, technological, and program management support for human resources activities to include, but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in development and completion of human capital strategy related requirements, tasks, and deliverables
- Advises on and leads tasks relating to human resources business and technological needs

- Supports strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses

HRT Advisory Sr. Professional I (TA)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing advisory, technological, and program management support for human resources activities to include, but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in development and completion of human capital strategy related requirements, tasks, and deliverables
- Leads tasks relating to human resources business and technological needs
- Supports strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources project requirements
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses

HRT Advisory Mid Professional III (TA)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing advisory, technological, and program management support for human resources activities to include, but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with no oversight
- Supports strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value
- Researches and recommends best practices for business solutions, process improvements, workforce evaluations, technologies and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities

- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations

HRT Advisory Mid Professional II (TA)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing advisory, technological, and program management support for human resources activities to include, but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with minimal oversight
- Supports strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value
- Researches and recommends best practices for business solutions, process improvements, workforce evaluations, technologies, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations

HRT Advisory Mid Professional I (TA)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required in providing advisory and technological support to human resources projects including, but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with oversight
- Supports strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations

HRT Advisory Jr Professional II (TA)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing advisory, technological, and program management support for human resources activities to include, but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies

Responsibilities:

- Completes assigned human resources tasks with oversight
- Supports strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value

- Conducts research, collects, and distills data to ensure client business needs are met
- Assesses and recommends available tools to support human resources solutions
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, technologies, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics

HRT Advisory Jr Professional I (TA)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required in providing advisory and technological support to human resources projects including, but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies

Responsibilities:

- Completes assigned human resources tasks with oversight
- Supports strategic human resource consulting advisory services – tackling critical and complex problems through the development of recommendations to help organizations meet their goals and to drive growth and enterprise value
- Conducts research, collects, and distills data to ensure client business needs are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, technologies, methods, and processes in performing project tasks

5. HUMAN RESOURCES TECHNOLOGY SERVICES – IMPLEMENTATION

LABOR CATEGORY	EXPERIENCE	EDUCATION
HRT Implementation Executive III (TA)	Minimum 14 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Possesses expert knowledge of human capital strategies and technologies, and organization change management solutions, including, but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's implementation life cycle
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance, and cross-functional cloud readiness activities in support of solutions

Responsibilities:

- Serves as an expert on human capital solution implementations and technologies
- Oversees critical implementation workstreams to provide complete human resources life-cycle support ("cradle to grave") to enable and achieve their missions to manage risk, schedule, cost, and scope more effectively; oversees projects based upon the Government specifications and standards
- Leads the implementation of Human Resource, Organization, and Workforce Transformation solutions through development of detailed project plans and implementation of new processes, and creation of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Provides advice and oversight through all phases of implementation
- Directs the development and implementation of human resources technologies to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides the primary interface with the client
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints

HRT Implementation Executive II (TA)	Minimum 12 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Possesses expert knowledge of human capital strategies and technologies, and organization change management solutions, including, but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's implementation life cycle
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance, and cross-functional cloud readiness activities in support of solutions

Responsibilities:

- Oversees critical implementation workstreams to provide complete human resources life-cycle support ("cradle to grave") to enable and achieve their missions to manage risk, schedule, cost, and scope more effectively; oversees projects based upon the Government specifications and standards
- Leads the implementation of Human Resource, Organization, and Workforce Transformation solutions through development of detailed project plans and implementation of new processes, and creation of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Provides advice and oversight through all phases of implementation
- Directs the implementation of human resources technologies to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides the primary interface with the client
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints

HRT Implementation Executive I (TA)	Minimum 11 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Possesses expert knowledge of human capital strategies and technologies, and organization change management solutions, including, but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's implementation life cycle
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance, and cross-functional cloud readiness activities in support of solutions

Responsibilities:

- Serves as human resources technology implementation expert for the program/project(s)
- Oversees critical implementation workstreams to provide complete human resources life-cycle support ("cradle to grave") to enable and achieve their missions to manage risk, schedule, cost, and scope more effectively; oversees projects based upon the Government specifications and standards
- Leads the implementation of Human Resource, Organization, and Workforce Transformation solutions through development of detailed project plans and implementation of new processes, and creation of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Provides oversight through all phases of implementation
- Reviews the project plans, designs and business and systems analysis
- Directs the implementation of human resource strategy to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides the primary interface with the client
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints

HRT Implementation Lead I (TA)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Possesses expert knowledge of human capital strategies and technologies, and organization change management solutions, including, but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Skilled in implementing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's implementation life cycle
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance, and cross-functional cloud readiness activities in support of solutions

Responsibilities:

- Serves as primary lead for implementation of human capital solutions and technologies; collaborates with client in the definition, design, implementation, and operation of organization policies, practices, procedures, and attainment of operating goals
- Supports critical implementation workstreams to provide complete human resources life-cycle support ("cradle to grave") to enable and achieve their missions to manage risk, schedule, cost, and scope more effectively
- Leads the implementation of Human Resource, Organization, and Workforce Transformation solutions through development of detailed project plans and implementation of new processes, and creation of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Leads all phases of human capital related projects from project design, implementation, maintenance, and operations to final completion
- Oversees the development and implementation of human resource strategies and technologies to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related implementation plan
- Accountable for the implementation of human resources related solutions within estimated time frames and budget constraints

HRT Implementation Engagement Leader III (TA)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementation of human capital strategies, technologies, and organizational change management solutions
- Experienced in managing large projects or set of projects, including but not limited to establishing internal programs and procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance, and cross-functional cloud readiness activities in support of solutions

Responsibilities:

- Serves as senior interface to client on the design and implementation of human resources and organizational change management solutions and technologies
- Leads the implementation of Human Resource, Organization, and Workforce Transformation solutions through development of detailed project plans and implementation of new processes, and creation of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources technologies
- Resolves problems and suggests creative solutions to human resources challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Overseas the implementation aspects of the engagement within estimated time frames and budget constraints
- Assumes responsibility for project implementation delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Reviews and approves final recommendations provided to the client

HRT Implementation Engagement Leader II (TA)	Minimum 9 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementation of human capital strategies, technologies, and organizational change management solutions
- Experienced in managing large projects or set of projects, including but not limited to establishing internal programs and procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance, and cross-functional cloud readiness activities in support of solutions

Responsibilities:

- Serves as subject matter expert on the design and implementation of human resources and organizational change management solutions and technologies
- Leads the implementation of Human Resource, Organization, and Workforce Transformation solutions through development of detailed project plans and implementation of new processes, and creation of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources technologies
- Resolves problems and suggests creative solutions to human resources challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Overseas the implementation aspects of the engagement within estimated time frames and budget constraints
- Assumes responsibility for project implementation delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and approves final recommendations provided to the client

HRT Implementation Engagement Leader I (TA)	Minimum 8 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementation of human capital and organizational change management solutions and technologies
- Experienced in managing large projects or set of projects, including but not limited to establishing internal programs and procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance, and cross-functional cloud readiness activities in support of solutions

Responsibilities:

- Serves as subject matter expert on the design and implementation of human resources and organizational change management solutions and technologies
- Leads the implementation of Human Resource, Organization, and Workforce Transformation solutions through development of detailed project plans and implementation of new processes, and creation of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources technologies
- Resolves problems and suggests creative solutions to human resources challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Assumes responsibility for project implementation delivery and oversight of human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Delivers presentations and leads level client meetings

HRT Implementation Project Lead III (TA)	Minimum 7 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing human capital and organizational change management solutions and technologies related to establishing internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, providing guidance on implementation of technologies involved in performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Leads the implementation of Human Resource, Organization, and Workforce Transformation solutions through development of detailed project plans and implementation of new processes, and creation of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Provides a communication channel between the client and the engagement team
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources problems and develops creative solutions and recommendations for implementation
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related implementation tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages one or more large project teams

HRT Implementation Project Lead II (TA)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing human capital and organizational change management solutions and technologies related to establishing internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, providing guidance on the implementation of technologies involved in performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Leads the implementation of Human Resource, Organization, and Workforce Transformation solutions through development of detailed project plans and implementation of new processes, and creation of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Provides a communication channel between the client and the engagement team
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources problems and develops creative solutions and recommendations for implementation
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related implementation tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages a single large project team or multiple small project teams

HRT Implementation Project Lead I (TA)	Minimum 5 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing human capital and organizational change management solutions and technologies related to establishing internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful solution implementations through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Leads the implementation of Human Resource, Organization, and Workforce Transformation solutions through development of detailed project plans and implementation of new processes, and creation of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Provides a communication channel between the client and the engagement team
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources problems and develops creative solutions and recommendations for implementation
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Completes human capital related implementation tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages small project teams

HRT Implementation Architect (TA)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising clients in human capital strategy and organizational change management solutions and technologies
- Experienced in managing large projects or set of projects, including but not limited to establishing internal programs and procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance, and cross-functional cloud readiness activities in support of solutions

Responsibilities:

- Serves as subject matter expert on the implementation human resources and organizational change management strategies and technologies
- Leads the implementation of Human Resource, Organization, and Workforce Transformation solutions through development of detailed project plans and implementation of new processes, and creation of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Provides subject matter expertise towards the design, rollout, and management of human capital solutions and technologies
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific implementation tasks within estimated time frames and budget constraints
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Sr. Professional III (TA)	Minimum 4 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions and technologies to support establishment of internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance, and cross-functional cloud readiness activities in support of solutions

Responsibilities:

- Directs junior team members in implementation of human capital support solutions and technologies
- Supports the implementation of Human Resource, Organization, and Workforce Transformation solutions through development of detailed project plans and implementation of new processes, and creation of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human capital solutions implementations
- Serves as a senior-level analytical correspondent within engagement teams
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses

HRT Implementation Sr. Professional II (TA)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions and technologies to support human resources activities including, but not limited to supporting the establishment of internal programs and procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance, and cross-functional cloud readiness activities in support of solutions

Responsibilities:

- Directs junior team members in implementation of human capital support solutions and technologies
- Supports the implementation of Human Resource, Organization, and Workforce Transformation solutions through development of detailed project plans and implementation of new processes, and creation of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Leads tasks relating to human resources business and technical needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human capital solutions and technology implementations
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses

HRT Implementation Sr. Professional I (TA)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions and technologies to support human resources activities including, but not limited to supporting the establishment of internal programs and procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance, and cross-functional cloud readiness activities in support of solutions

Responsibilities:

- Directs junior team members in implementation of human capital solutions and technologies
- Supports the implementation of Human Resource, Organization, and Workforce Transformation solutions through development of detailed project plans and implementation of new processes, and creation of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human capital solutions implementations
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses

HRT Implementation Mid Professional IV (TA)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions and technologies to support human resources activities including, but not limited to supporting the establishment of internal programs and procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance, and cross-functional cloud readiness activities in support of solutions

Responsibilities:

- Supports the implementation of Human Resource, Organization, and Workforce Transformation solutions through development of detailed project plans and implementation of new processes, and creation of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Researches and recommends best practices for, and supports implementation of technologies, business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for implementing human resources solutions; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Manages development of multiple deliverables

HRT Implementation Mid Professional III (TA)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions and technologies to support human resources activities including, but not limited to supporting the establishment of internal programs and procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies

- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance, and cross-functional cloud readiness activities in support of solutions

Responsibilities:

- Supports the implementation of Human Resource, Organization, and Workforce Transformation solutions through development of detailed project plans and implementation of new processes, and creation of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Researches and recommends best practices for, and supports implementation of technologies, business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations

HRT Implementation Mid Professional II (TA)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required in implementing solutions and technologies to support human resources activities including, but not limited to supporting the establishment of internal programs and procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance, and cross-functional cloud readiness activities in support of solutions

Responsibilities:

- Supports the implementation of Human Resource, Organization, and Workforce Transformation solutions through development of detailed project plans and implementation of new processes, and creation of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Conducts research, and collects and distills data required for implementing human resources solutions; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations

HRT Implementation Mid Professional I (TA)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions and technologies to support establishing internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance, and cross-functional cloud readiness activities in support of solutions

Responsibilities:

- Supports the implementation of Human Resource, Organization, and Workforce Transformation solutions through development of detailed project plans and implementation of new processes, and creation of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Collects and distills data required for implementing human resources solutions; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Contributes to obtaining data for and developing reports for client meetings and presentations

HRT Implementation Jr Professional III (TA)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions and technologies to support establishing internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance, and cross-functional cloud readiness activities in support of solutions

Responsibilities:

- Supports the implementation of Human Resource, Organization, and Workforce Transformation solutions through development of detailed project plans and implementation of new processes, and creation of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Conducts research, collects, and distills data to ensure implementation and technological requirements are met
- Assesses and recommends available tools to support human resources solutions implementations
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics

HRT Implementation Jr Professional II (TA)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required in implementing solutions and technologies to support human resources activities including, but not limited to supporting the establishment of internal programs and procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance, and cross-functional cloud readiness activities in support of solutions

Responsibilities:

- Supports the implementation of Human Resource, Organization, and Workforce Transformation solutions through development of detailed project plans and implementation of new processes, and creation of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Conducts research, collects, and distills data to ensure implementation and technological requirements are met
- Assesses and recommends available tools to support human resources solutions implementations
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations

HRT Implementation Jr Professional I (TA)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions and technologies to support establishing internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in establishing foundations for quick mobilization by solidifying scope, implementation, and future-state resource planning, governance, and cross-functional cloud readiness activities in support of solutions

Responsibilities:

- Supports the implementation of Human Resource, Organization, and Workforce Transformation solutions through development of detailed project plans and implementation of new processes, and creation of knowledge transfer and train-the-trainer solutions to educate clients on the new processes
- Assesses and recommends available tools to support human resources solutions implementations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations

HRT Implementation Jr Staff IV (TA)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required in implementing solutions and technologies to support human resources activities including, but not limited to supporting the establishment of internal programs and procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Experienced with data analysis and visualization

Responsibilities:

- Completes assigned implementation tasks with oversight
- Collects and distills data to ensure implementation and technological requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, technologies, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues
- Qualified in making recommendations for next steps
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Jr Staff III (TA)	Minimum 3 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required in implementing solutions and technologies to support human resources activities including, but not limited to supporting the establishment of internal programs and procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Experienced with data analysis and visualization

Responsibilities:

- Completes assigned implementation tasks with oversight
- Collects and distills data to ensure implementation and technological requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, technologies, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Jr Staff II (TA)	Minimum 2 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required in implementing solutions and technologies to support human resources activities including, but not limited to supporting the establishment of internal programs and procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in oral and written communication, and specific tools such as Microsoft Office products
- Experienced with data analysis

Responsibilities:

- Completes assigned implementation tasks with oversight
- Collects and distills data to ensure implementation and technological requirements are met

- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, technologies, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Jr Staff I (TA)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required in implementing solutions and technologies to support human resources activities including, but not limited to supporting the establishment of internal programs and procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in oral and written communication, and specific tools such as Microsoft Office products
- Experienced with data analysis

Responsibilities:

- Completes assigned implementation tasks with oversight
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, technologies, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

6. HUMAN RESOURCES TECHNOLOGY SERVICES – OPERATIONS

LABOR CATEGORY	EXPERIENCE	EDUCATION
HRT Operations Executive II (TA)	Minimum 12 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and human resources operations and technologies
- Possesses expert knowledge of establishing internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's steady state

Responsibilities:

- Serves as a human capital and organizational operations and technology subject matter expert
- Directs critical business, technological and operational workstreams to provide complete human resources life-cycle support ("cradle to grave") to enable and achieve their missions to manage risk, schedule, cost, and scope more effectively; oversees projects based upon the Government specifications and standards
- Directs all phases of human capital operations focused engagements
- Directs strategic and day-to-day operations of human capital operations relating to, but not limited to, workforce, finance, scheduling, methodology, tools, and solution components
- Leads post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Conducts Strategy and Operating Model "Health Checks" and Remediation; Human Resource Operations and Process Optimization
- Provides the primary interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Reviews and approves final recommendations provided to the client
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints

HRT Operations Executive I (TA)	Minimum 11 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and human resources operations and technologies
- Possesses expert knowledge of establishing internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's post implementation life cycle

Responsibilities:

- Serves as a human capital operations technologies subject matter expert
- Directs critical operational workstreams to provide complete human resources life-cycle support ("cradle to grave") to enable and achieve their missions to manage risk, schedule, cost, and scope more effectively; oversees projects based upon the Government specifications and standards
- Directs all phases of human capital related projects
- Directs day-to-day operations of human capital solutions relating to, but not limited to, workforce, finance, scheduling, methodology, tools, and solution components
- Leads post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Conducts Strategy and Operating Model "Health Checks" and Remediation; Human Resource Operations and Process Optimization
- Provides the primary interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints

HRT Operations Lead I (TA)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and human resources operations and technologies
- Possesses expert knowledge of establishing internal programs including but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's post implementation life cycle

Responsibilities:

- Directs operational workstreams to provide complete human resources life-cycle support ("cradle to grave") to enable and achieve their missions to manage risk, schedule, cost, and scope more effectively; oversees projects based upon the Government specifications and standards
- Directs all phases of human capital related projects
- Directs day-to-day operations of human capital solutions relating to, but not limited to, workforce, finance, scheduling, methodology, tools, and solution components
- Leads post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Conducts Strategy and Operating Model "Health Checks" and Remediation; Human Resource Operations and Process Optimization
- Provides the primary interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints

HRT Operations Engagement Leader II (TA)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in human resources operations and technologies in areas relating to, but not limited to establishing internal programs and procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in managing large projects or set of projects
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on human resources and organizational change management operations and technologies
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Leads post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Conducts Strategy and Operating Model "Health Checks" and Remediation; Human Resource Operations and Process Optimization
- Oversees the completion of human capital operational tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Reviews and approves final recommendations provided to the client

HRT Operations Engagement Leader I (TA)	Minimum 8 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in human resources operations and technologies in areas related to, but not limited to establishing internal programs and procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in managing large projects or set of projects
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on organizational operations and change management technologies
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources technologies
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Leads post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Conducts Strategy and Operating Model "Health Checks" and Remediation; Human Resource Operations and Process Optimization
- Oversees the completion of human capital operational tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Reviews and approves final recommendations provided to the client

HRT Operations Project Lead III (TA)	Minimum 7 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in the management of human resources operations and technologies involved in, but not limited to establishing internal programs and procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in fostering and managing the relationships between the client and engagement teams
- Extensive experience in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on the operation of technologies involved in performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Leads post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Conducts Strategy and Operating Model "Health Checks" and Remediation; Human Resource Operations and Process Optimization
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources operational problems and develops creative solutions and recommendations for resolutions
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital operational tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages one or more large project teams

HRT Operations Project Lead II (TA)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in the management of human resources operations and technologies involved in, but not limited to establishing internal programs and procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in fostering and managing the relationships between the client and engagement teams
- Extensive experience in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on the operation of technologies involved in performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Leads post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Conducts Strategy and Operating Model "Health Checks" and Remediation; Human Resource Operations and Process Optimization
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources operational problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Completes human capital operational tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages a single large project team or multiple small project teams

HRT Operations Project Lead I (TA)	Minimum 5 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in the management of human resources operations and technologies involved in, but not limited to establishing internal programs and procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in fostering and managing the relationships between the client and engagement teams
- Extensive experience in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on the operation of technologies involved in performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Leads post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Conducts Strategy and Operating Model "Health Checks" and Remediation; Human Resource Operations and Process Optimization
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources operational problems and develops creative solutions and recommendations for resolutions
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital operational tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages small project teams

HRT Operations Sr. Professional IV (TA)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in human resources operations and technologies related to, but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in the use of technologies supporting human resources operations
- Leads tasks relating to human resources business and technological needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources operations
- Supports post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Conducts Strategy and Operating Model "Health Checks" and Remediation; Human Resource Operations and Process Optimization
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Manages a small project team

HRT Operations Sr. Professional III (TA)	Minimum 4 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in human resources operations and technologies related to, but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in the use of technologies supporting human resources operations
- Leads tasks relating to human resources business and technological needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources operations
- Supports post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Conducts Strategy and Operating Model "Health Checks" and Remediation; Human Resource Operations and Process Optimization
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses

HRT Operations Sr. Professional II (TA)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in human resources operations and technologies related to, but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in the use of technologies supporting human resources operations
- Leads tasks relating to human resources business and technological needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources operations and technologies
- Supports post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Conducts Strategy and Operating Model "Health Checks" and Remediation; Human Resource Operations and Process Optimization
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses

HRT Operations Sr. Professional I (TA)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in human resources operations and technologies related to, but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technological needs

Responsibilities:

- Directs junior team members in the use of technologies supporting human resources operations
- Supports post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Conducts Strategy and Operating Model “Health Checks” and Remediation; Human Resource Operations and Process Optimization
- Performs tasks relating to human resources operational needs with no oversight
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources operations and technologies
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses

HRT Operations Mid Professional V (TA)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing operational and technological support to projects related to, but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related operational tasks and deliverables with no oversight
- Supports execution, operations, and maintenance of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Supports post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Conducts Strategy and Operating Model “Health Checks” and Remediation; Human Resource Operations and Process Optimization
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments and development of multiple deliverables

HRT Operations Mid Professional IV (TA)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing operational and technological support to projects related to, but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related operational tasks and deliverables with no oversight
- Supports execution, operations, and maintenance of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Supports post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Conducts Strategy and Operating Model “Health Checks” and Remediation; Human Resource Operations and Process Optimization
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments

HRT Operations Mid Professional III (TA)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing operational and technological support to projects related to, but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related operational tasks and deliverables with oversight
- Supports execution, operations, and maintenance of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Supports post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Conducts Strategy and Operating Model “Health Checks” and Remediation; Human Resource Operations and Process Optimization
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Contributes to obtaining data for and developing reports for client meetings and presentations

HRT Operations Mid Professional II (TA)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required for providing operational and technological support to projects related to, but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related operational tasks and deliverables with oversight
- Supports execution, operations, and maintenance of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Supports post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Conducts Strategy and Operating Model “Health Checks” and Remediation; Human Resource Operations and Process Optimization
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Contributes to obtaining data for and developing reports for client meetings and presentations

HRT Operations Mid Professional I (TA)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in human resources operations and technologies related to, but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources operations related tasks and deliverables with minimal no oversight from senior team member
- Supports execution, operation, and maintenance of business solutions, technologies, process improvements, workforce evaluations, and benchmarking activities relating to human resources

- Supports post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Conducts Strategy and Operating Model “Health Checks” and Remediation; Human Resource Operations and Process Optimization
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Contributes to obtaining data for and developing reports for client meetings and presentations

HRT Operations Jr Professional III (TA)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in human resources operations and technologies related to, but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies

Responsibilities:

- Completes assigned human resources related operational tasks with oversight
- Conducts research, collects, and distills data to ensure operational and technological requirements are met
- Assesses and recommends available tools to support human resources operations
- Supports post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics

HRT Operations Jr Professional II (TA)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required for providing operational and technological support to projects related to, but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies

Responsibilities:

- Completes assigned human resources related operational tasks with oversight
- Conducts research, collects, and distills data to ensure operational and technological requirements are met
- Supports post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Assesses and recommends available tools to support human resources operations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks

HRT Operations Jr Professional I (TA)	Minimum 0 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required for providing operational and technological support to projects related to, but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies

Responsibilities:

- Completes assigned human resources operational tasks with oversight from senior team members
- Conducts research, collects, and distills data to ensure operational and technological requirements are met
- Supports post-deployment HR stabilization, operate, and maintain services and on-going support to ensure employees work well with the new system and processes
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks

- Assists with the creation of presentations

HRT Operations Jr Staff IV (TA)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required for providing operational and technological support to projects related to, but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Experienced with data analysis and visualization

Responsibilities:

- Completes assigned operations tasks with oversight
- Conducts research, collects, and distills data to ensure operational and technological requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues Qualified in making recommendations for next steps
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Jr Staff III (TA)	Minimum 3 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required for providing operational and technological support to projects related to, but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Experienced with data analysis and visualization

Responsibilities:

- Completes assigned operations tasks with oversight
- Conducts research, collects, and distills data to ensure operational and technological requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Jr Staff II (TA)	Minimum 2 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required for providing operational and technological support to projects related to, but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in oral and written communication, and specific tools such as Microsoft Office products
- Experienced with data analysis

Responsibilities:

- Completes assigned operations tasks with oversight
- Conducts research, collects, and distills data to ensure operational and technological requirements are met
- Contributes to obtaining data and reports for presentations and client meetings

- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Jr Staff I (TA)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required for providing operational and technological support to projects related to, but not limited to procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies
- Experienced in oral and written communication, and specific tools such as Microsoft Office products
- Experienced with data analysis

Responsibilities:

- Completes assigned operations tasks with oversight
- Conducts research, collects, and distills data to ensure operational and technological requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HUMAN CAPITAL HUMAN RESOURCES PROFESSIONAL SERVICES

Applicable to SINs: 524292, 524292(RC)

Deloitte's SIN 524292 rate card is comprised of three service lines [(1) Advisory, (2) Implementation and (3) Operations] each with specific Human Resource Consulting and Technology Professional Services labor categories and ceiling prices.

1. HUMAN RESOURCES CONSULTING SERVICES - ADVISORY

LABOR CATEGORY	EXPERIENCE	EDUCATION
HRC Advisory Executive III (SR)	Minimum 14 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements.
- Possesses expert knowledge of human capital strategy and organizational change management solutions and conducting Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves in an advisory capacity to client
- Guides critical business and operational areas to provide complete human resources life-cycle support ("cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Reviews project plans, designs, and business and systems analyses
- Advises and oversees all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Advises on the development and implementation of human resource strategy to provide solutions to client issues including, but not limited to, workforce finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related implementation plan
- Provides the primary strategy interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals

- Reviews and analyzes reports and directives, and obtains data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Executive II (SR)	Minimum 12 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements.
- Possesses expert knowledge of human capital strategy and organizational change management solutions and conducting Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves in an advisory capacity to client
- Guides critical business and operational areas to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Reviews project plans, designs, and business and systems analyses
- Advises on all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Advises on the development and implementation of human resource strategy to provide solutions to client issues including, but not limited to, workforce finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related implementation plan
- Provides the primary strategy interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives, and obtains data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Executive I (SR)	Minimum 11 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements.
- Possesses expert knowledge of human capital strategy and organizational change management solutions and conducting Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves in an advisory capacity to client
- Guides critical business and operational areas to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Reviews project plans, designs, and business and systems analyses
- Advises on all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Advises on the development of human resource strategy to provide solutions to client issues including, but not limited to, workforce finance, scheduling, methodology, tools, and solution components

- Provides quality assurance on human capital related implementation plan
- Provides the primary strategy interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives, and obtains data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Lead II (SR)	Minimum 14 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements.
- Possesses expert knowledge of human capital strategy and organizational change management solutions and conducting Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves in an advisory capacity to client and guides day-to-day activities of project teams
- Leads critical business and operations workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope
- Reviews project plans, designs, and business and systems analyses
- Provides advice and oversight through all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Advises on the development and implementation of human resource strategy to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related implementation plan
- Provides the primary strategy interface with client; collaborates in the definition, implementation, and execution of organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Lead I (SR)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements.
- Possesses expert knowledge of human capital strategy and organizational change management solutions and conducting Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves in an advisory capacity to client and guides day-to-day activities of project teams
- Leads critical business and operations workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope
- Reviews project plans, designs, and business and systems analyses
- Provides advice through all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion

- Advises on the development and implementation of human resource strategy to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related implementation plan
- Provides the primary strategy interface with client; collaborates in the definition of organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Engagement Leader III (SR)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising clients in human capital strategy and organizational change management solutions
- Experienced in managing large projects or set of projects delivering Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as senior interface to client on human resources and organizational change management strategy
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources efforts
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Engagement Leader II (SR)	Minimum 9 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising clients in human capital strategy and organizational change management solutions
- Experienced in managing large projects or set of projects delivering Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on human resources and organizational change management strategy
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources efforts
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of key business enablers on human capital projects

- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Engagement Leader I (SR)	Minimum 8 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising clients in human capital strategy and organizational change management solutions
- Experienced in managing large projects or set of projects delivering Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on human resources and organizational change management strategy
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources efforts
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Project Lead III (SR)	Minimum 7 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising on Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful project performance through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution.
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Advises and oversees implementation of human capital related project requirements
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's strategic problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations

- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages one or more large project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Project Lead II (SR)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising on Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful project performance through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution.
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Advises and oversees implementation of human capital related project requirements
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's strategic problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages a single large project team or multiple small project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Project Lead I (SR)	Minimum 5 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising on Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful project performance through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution.
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Advises and oversees implementation of human capital related project requirements

- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's strategic problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages small project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Sr. Professional III (SR)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing advisory and program management support for Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in development and completion of human capital related requirements, tasks, and deliverables
- Advises on and leads tasks relating to human resources business and technical needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources
- Serves as a senior-level analytical correspondent within engagement teams
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovating solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Manages a small project team
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Sr. Professional II (SR)	Minimum 4 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing advisory and program management support for Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in development and completion of human capital related requirements, tasks, and deliverables
- Leads tasks relating to human resources business and technical needs

- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovating solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Sr. Professional I (SR)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing advisory and program management support for Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in development and completion of human capital related requirements, tasks, and deliverables
- Performs tasks relating to human resources business needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovating solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Mid Professional IV (SR)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing advisory support for Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with no oversight
- Researches and recommends best practices for, and supports implementation of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Manages development of multiple deliverables

- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Mid Professional III (SR)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing advisory support for Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with no oversight
- Researches and recommends best practices for, and supports implementation of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Mid Professional II (SR)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing advisory support for Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with minimal oversight
- Researches and recommends best practices for, and supports implementation of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Mid Professional I (SR)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing advisory support for Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with oversight from senior team member
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools

- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Jr Professional III (SR)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing advisory support for Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support

Responsibilities:

- Completes assigned human resources tasks with no oversight
- Conducts research, collects and distills data to affect human capital solutions to ensure client business needs are met
- Assesses and recommends available tools to support human resources implementations and operations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Jr Professional II (SR)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing advisory support for Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support

Responsibilities:

- Completes assigned human resources tasks with oversight from senior team members
- Conducts research, collects and distills data to affect human capital solutions to ensure client business needs are met
- Assesses and recommends available tools to support human resources implementations and operations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Jr Professional I (SR)	Minimum 0 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the advisory support required for Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support

Responsibilities:

- Completes assigned human resources tasks with oversight from senior team members
- Conducts research, collects and distills data to affect human capital solutions to ensure client business needs are met
- Contributes to obtaining data and reports for presentations and client meetings
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

2. HUMAN RESOURCES CONSULTING SERVICES – IMPLEMENTATION

LABOR CATEGORY	EXPERIENCE	EDUCATION
HRC Implementation Executive III (SR)	Minimum 14 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and implementation of human capital solutions
- Possesses expert knowledge of Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as human resources solutions implementation expert for the program/project(s)
- Oversees critical business and operational workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Provides advice and oversight through all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Reviews the project plans, designs and business and systems analysis
- Directs the development and implementation of human resource strategy to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides the primary interface with client; collaborates in the definition, implementation, and execution of organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Executive II (SR)	Minimum 12 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and implementation of human capital solutions
- Possesses expert knowledge of Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as human resources solutions implementation expert for the program/project(s)
- Oversees critical business and operational workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Provides advice and oversight through all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Reviews the project plans, designs and business and systems analysis
- Directs the implementation of human resource strategy to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides the primary interface with client; collaborates in the definition, implementation, and execution of organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings

- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Executive I (SR)	Minimum 11 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and implementation of human capital solutions
- Possesses expert knowledge of Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as human resources solutions implementation expert for the program/project(s)
- Oversees critical business and operational workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Oversees human capital related projects from implementation, maintenance and operations, to final completion
- Reviews the project plans, designs and business and systems analysis
- Directs the implementation of human resource strategy to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides the primary interface with client; collaborates in the definition, implementation, and execution of organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Lead I (SR)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and implementation of human capital solutions
- Possesses expert knowledge of Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support
- Skilled in implementing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as primary lead for implementation of human capital solutions; collaborates with client in the definition, design, implementation, and operation of organization policies, practices, procedures, and attainment of operating goals
- Directs day-to-day activities of project teams
- Supports critical business and operational workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope
- Reviews project plans, designs, and business and systems analyses
- Provides advice and oversight through all phases of human capital related projects from project design, implementation, maintenance, and operations, to final completion
- Oversees the implementation of human resource strategy to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related implementation plan
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings

- Delivers presentations and leads strategic level client meetings
- Accountable for the implementation of human resources related solutions within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Engagement Leader III (SR)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementation of human capital strategy and organizational change management solutions
- Experienced in managing large projects or set of projects relating to Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as senior interface to client on the design and implementation of human resources and organizational change management solutions
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources efforts
- Resolves problems and suggests creative solutions to human resources challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Engagement Leader II (SR)	Minimum 9 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementation of human capital strategy and organizational change management solutions
- Experienced in managing large projects or set of projects relating to Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on the design and implementation of human resources and organizational change management solutions
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources efforts
- Resolves problems and suggests creative solutions to human resources challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings

- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Engagement Leader I (SR)	Minimum 8 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementation of human capital strategy and organizational change management solutions
- Experienced in managing large projects or set of projects relating to Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as client subject matter expert on the design and implementation of human resources and organizational change management solutions
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources efforts
- Resolves problems and suggests creative solutions to human resources challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Project Lead III (SR)	Minimum 7 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions for Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful solution implementations through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution.
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Advises and oversees implementation of human capital related project requirements
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources problems and develops creative solutions and recommendations for implementation
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints

- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages one or more large project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Project Lead II (SR)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions for Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful solution implementations through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution.
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Advises and oversees implementation of human capital related project requirements
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources problems and develops creative solutions and recommendations for implementation
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages a single large project team or multiple small project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Project Lead I (SR)	Minimum 5 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions for Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful solution implementations through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution.
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Advises and oversees implementation of human capital related project requirements
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources problems and develops creative solutions and recommendations for implementation

- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages small project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Sr. Professional IV (SR)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions for Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in implementation of human capital support solutions related requirements, tasks, and deliverables
- Advises on and leads tasks relating to human resources business and technical needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human capital solutions implementations
- Serves as a senior-level analytical correspondent within engagement teams
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Manages a small project team
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Sr. Professional III (SR)	Minimum 4 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions for Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in implementation of human capital support solutions related requirements, tasks, and deliverables
- Advises on and leads tasks relating to human resources business and technical needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human capital solutions implementations
- Serves as a senior-level analytical correspondent within engagement teams

- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Sr. Professional II (SR)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions for Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in implementation of human capital support solutions related requirements, tasks, and deliverables
- Leads tasks relating to human resources business and technical needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human capital solutions implementations
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Sr. Professional I (SR)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions for Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in implementation of human capital support solutions related requirements, tasks, and deliverables
- Performs tasks relating to human resources business and technical needs without oversight
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human capital solutions implementations
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce

- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Mid Professional IV (SR)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience supporting implementation of Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with no oversight
- Researches and recommends best practices for, and supports implementation of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for implementing human resources solutions; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Manages development of multiple deliverables
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Mid Professional III (SR)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience supporting implementation of Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with no oversight
- Researches and recommends best practices for, and supports implementation of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for implementing human resources solutions; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Mid Professional II (SR)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required to implement Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related implementation tasks and deliverables with minimal oversight
- Researches and recommends best practices for, and supports implementation of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for implementing human resources solutions; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Mid Professional I (SR)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experience supporting implementation of Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related implementation tasks and deliverables with oversight from senior team member
- Supports implementation of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for implementing human resources solutions; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Jr Professional IV (SR)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

Experience supporting implementation of Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support.

Responsibilities:

- Completes assigned human resources tasks with no oversight
- Conducts research, collects and distills data to ensure implementation requirements needs are met
- Assesses and recommends available tools to support human resources implementations and operations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Jr Professional III (SR)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience supporting implementation of Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support.

Responsibilities:

- Completes assigned human resources tasks with oversight from senior team members
- Conducts research, collects and distills data to ensure implementation requirements needs are met
- Assesses and recommends available tools to support human resources implementations and operations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Jr Professional II (SR)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

Demonstrated understanding of the support required to implement Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support.

Responsibilities:

- Completes assigned human resources tasks with oversight from senior team members
- Conducts research, collects and distills data to ensure implementation requirements are met
- Assesses and recommends available tools to support human resources implementations and operations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Jr Professional I (SR)	Minimum 0 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experience supporting implementation of Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support.

Responsibilities:

- Completes assigned human resources tasks with oversight from senior team members
- Assesses and recommends available tools to support human resources implementations and operations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Jr Staff IV (SR)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Experienced with data analysis and visualization
- Demonstrated understanding of the support required to implement Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support.

Responsibilities:

- Completes assigned implementation tasks with oversight
- Collects and distills data to ensure implementation requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations

- Collects data, undertakes analysis, and helps identify issues. Qualified in making recommendations for next steps
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Jr Staff III (SR)	Minimum 3 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Experienced with data analysis and visualization
- Demonstrated understanding of the support required to implement Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support.

Responsibilities:

- Completes assigned implementation tasks with oversight
- Collects and distills data to ensure implementation requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Jr Staff II (SR)	Minimum 2 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in oral and written communication, and specific tools such as Microsoft Office products
- Experienced with data analysis
- Demonstrated understanding of the support required to implement Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support.

Responsibilities:

- Completes assigned implementation tasks with oversight
- Collects and distills data to ensure implementation requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Jr Staff I (SR)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in oral and written communication, and specific tools such as Microsoft Office products
- Experienced with data analysis
- Demonstrated understanding of the support required to implement Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support.

Responsibilities:

- Completes assigned implementation tasks with oversight
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations

- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

3. HUMAN RESOURCES CONSULTING SERVICES – OPERATIONS

LABOR CATEGORY	EXPERIENCE	EDUCATION
HRC Operations Executive II (SR)	Minimum 12 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and human resources operations
- Possesses expert knowledge of Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as a human capital and organizational operations subject matter expert.
- Directs critical business and operational workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Reviews the project plans, designs and business and systems analysis
- Directs all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Directs strategic and day-to-day operations of human capital solutions relating to, but not limited to, workforce, finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related operations
- Provides the primary strategy interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Executive I (SR)	Minimum 11 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and human resources operations
- Possesses expert knowledge of Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as a human capital and organizational operations subject matter expert.
- Directs critical business and operational workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Reviews the project plans, designs and business and systems analysis
- Directs all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Directs day-to-day operations of human capital solutions relating to, but not limited to, workforce, finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related operations
- Provides the primary interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals

- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Engagement Leader II (SR)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in human capital strategies and operations
- Experienced in managing large projects or set of projects relating to Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support.
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as senior interface to client on human resources and organizational operations and change management
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources efforts
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Engagement Leader I (SR)	Minimum 8 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in human capital strategies and operations.
- Experienced in managing large projects or set of projects relating to Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support.
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on organizational operations and change management
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources efforts
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings

- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Project Lead III (SR)	Minimum 7 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in the operations and management of Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Extensive experience in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful project operations through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Advises and oversees human resources operations and related project requirements
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources operational problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages one or more large project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Project Lead II (SR)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in the operations and management of Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Extensive experience in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful project operations through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Advises and oversees human resources operations and related project requirements
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources operational problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations

- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages a single large project team or multiple small project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Project Lead I (SR)	Minimum 5 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in the operations and management of Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Extensive experience in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful project operations through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Advises and oversees human resources operations and related project requirements
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources operational problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages small project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Sr. Professional IV (SR)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in supporting human resources operations and Human Capital processing actions relating to employee separation or retirement work, to include, but not limited to notifications, determining terms of separation, transition counseling and support.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in the performance of human resources related requirements, tasks, and deliverables
- Advises on and leads tasks relating to human resources business and technical needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources operations

- Serves as a senior-level analytical correspondent within engagement teams
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Manages a small project team
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Sr. Professional III (SR)	Minimum 4 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in supporting human resources operations and Human Capital processing actions relating to employee separation or retirement work, to include, but not limited to notifications, determining terms of separation, transition counseling and support.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in the performance of human resources related requirements, tasks, and deliverables
- Advises on and leads tasks relating to human resources business and technical needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources operations
- Serves as a senior-level analytical correspondent within engagement teams
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Sr. Professional II (SR)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in supporting human resources operations and Human Capital processing actions relating to employee separation or retirement work, to include, but not limited to notifications, determining terms of separation, transition counseling and support.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in the performance of human resources related requirements, tasks, and deliverables
- Leads tasks relating to human resources business and technical needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources operations
- Applies business modeling, process modeling, and business design techniques to human capital solutions

- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Sr. Professional I (SR)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in supporting human resources operations and Human Capital processing actions relating to employee separation or retirement work, to include, but not limited to notifications, determining terms of separation, transition counseling and support.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in the performance of human resources related requirements, tasks, and deliverables
- Performs tasks relating to human resources business and technical needs without oversight
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources operations
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Mid Professional V (SR)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in supporting human resources operations and Human Capital processing actions relating to employee separation or retirement work, to include, but not limited to notifications, determining terms of separation, transition counseling and support.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with no oversight
- Supports execution, operations, and maintenance of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Manages development of multiple deliverables
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Mid Professional IV (SR)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in supporting human resources operations and Human Capital processing actions relating to employee separation or retirement work, to include, but not limited to notifications, determining terms of separation, transition counseling and support.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with no oversight
- Supports execution, operations, and maintenance of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Mid Professional III (SR)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in supporting human resources operations and Human Capital processing actions relating to employee separation or retirement work, to include, but not limited to notifications, determining terms of separation, transition counseling and support.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with minimal oversight
- Supports execution, operations, and maintenance of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Mid Professional II (SR)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of human resources operations and Human Capital processing actions relating to employee separation or retirement work, to include, but not limited to notifications, determining terms of separation, transition counseling and support.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with minimal oversight
- Supports execution, operations, and maintenance of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations

- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Mid Professional I (SR)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in supporting human resources operations and Human Capital processing actions relating to employee separation or retirement work, to include, but not limited to notifications, determining terms of separation, transition counseling and support.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources operations related engagement tasks and deliverables with oversight
- Supports execution, operations, and maintenance of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Jr Professional IV (SR)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in supporting human resources operations and Human Capital processing actions relating to employee separation or retirement work, to include, but not limited to notifications, determining terms of separation, transition counseling and support.

Responsibilities:

- Completes assigned human resources tasks with no oversight
- Conducts research, collects and distills data to affect human capital solutions to ensure operational requirements are met
- Assesses and recommends available tools to support human resources implementations and operations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Jr Professional III (SR)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in supporting human resources operations and Human Capital processing actions relating to employee separation or retirement work, to include, but not limited to notifications, determining terms of separation, transition counseling and support.

Responsibilities:

- Completes assigned human resources tasks with oversight from senior team members
- Conducts research, collects and distills data to affect human capital solutions to ensure operational requirements are met
- Assesses and recommends available tools to support human resources implementations and operations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Jr Professional II (SR)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of human resources operations and Human Capital processing actions relating to employee separation or retirement work, to include, but not limited to notifications, determining terms of separation, transition counseling and support.

Responsibilities:

- Completes assigned human resources tasks with oversight from senior team members
- Conducts research, collects and distills data to affect human capital solutions to ensure operational requirements are met
- Assesses and recommends available tools to support human resources implementations and operations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Jr Professional I (SR)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in supporting human resources operations and Human Capital processing actions relating to employee separation or retirement work, to include, but not limited to notifications, determining terms of separation, transition counseling and support.

Responsibilities:

- Completes assigned human resources tasks with oversight from senior team members
- Conducts research, collects and distills data to affect human capital solutions to ensure operational requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Jr Staff IV (SR)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Experienced with data analysis and visualization
- Demonstrated understanding of human resources operations and Human Capital processing actions relating to employee separation or retirement work, to include, but not limited to notifications, determining terms of separation, transition counseling and support.

Responsibilities:

- Completes assigned operations tasks with oversight
- Conducts research, collects and distills data to affect human capital solutions to ensure operational requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues. Qualified in making recommendations for next steps
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Jr Staff III (SR)	Minimum 3 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Experienced with data analysis and visualization
- Demonstrated understanding of human resources operations and Human Capital processing actions relating to employee separation or retirement work, to include, but not limited to notifications, determining terms of separation, transition counseling and support.

Responsibilities:

- Completes assigned operations tasks with oversight
- Collects and distills data to affect human capital solutions to ensure operational requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Jr Staff II (SR)	Minimum 2 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in oral and written communication, and specific tools such as Microsoft Office products
- Experienced with data analysis
- Demonstrated understanding of human resources operations and Human Capital processing actions relating to employee separation or retirement work, to include, but not limited to notifications, determining terms of separation, transition counseling and support.

Responsibilities:

- Completes assigned operations tasks with oversight
- Collects and distills data to affect human capital solutions to ensure operational requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Jr Staff I (SR)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in oral and written communication, and specific tools such as Microsoft Office products
- Experienced with data analysis
- Demonstrated understanding of human resources operations and Human Capital processing actions relating to employee separation or retirement work, to include, but not limited to notifications, determining terms of separation, transition counseling and support.

Responsibilities:

- Completes assigned operations tasks with oversight
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

4. HUMAN RESOURCES TECHNOLOGY SERVICES – ADVISORY

LABOR CATEGORY	EXPERIENCE	EDUCATION

HRT Advisory Executive III (SR)	Minimum 14 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements.
- Possesses expert knowledge of human capital strategies and technologies, and organizational change management solutions, and Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as an advisor on human capital strategies and technologies
- Guides critical technological, business and operational areas to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Reviews project plans, designs, and business and systems analyses
- Advises and oversees all phases of human capital related projects from systems design, implementation, maintenance and operations, to final completion
- Advises on the development and implementation of human resource strategy to provide solutions to client issues including, but not limited to, workforce finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related implementation plan
- Provides the primary strategy interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives, and obtains data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Executive II (SR)	Minimum 12 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements.
- Possesses expert knowledge of human capital strategies and technologies, and organizational change management solutions, and Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as an advisor on human capital strategies and technologies
- Guides critical business, technological, and operational areas to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Reviews project plans, designs, and business and systems analyses
- Advises on all phases of human capital related projects from project design, technologies, implementation, maintenance and operations, to final completion
- Advises on the development and implementation of human resource technologies to provide solutions to client issues including, but not limited to, workforce finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related implementation plan
- Provides the primary interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives, and obtains data required for delivering presentations and leading client meetings

- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Executive I (SR)	Minimum 11 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements.
- Possesses expert knowledge of human capital strategies and technologies, and organizational change management solutions, and Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as an advisor on human capital strategies and technologies
- Guides critical business and operational areas to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Reviews project plans, designs, and business and systems analyses
- Advises on all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Advises on the development of human resource strategy to provide solutions to client issues including, but not limited to, workforce finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related implementation plan
- Provides the primary strategy interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives, and obtains data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Lead II (SR)	Minimum 14 years consulting or related experience	Bachelor's degree or equivalent in a related field

- Experienced in executive level management and strategic advising to client engagements.
- Possesses expert knowledge of human capital strategies and technologies, and organizational change management solutions, and Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as a technological advisor to client and guides day-to-day activities of project teams
- Leads critical business, technological, and operations workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope
- Reviews project plans, designs, and business and systems analyses
- Provides advice and oversight through all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Advises on the development and implementation of human resource strategies and technologies to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related strategic plans

- Provides the primary interface with client; collaborates in the definition, implementation, and execution of organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Lead I (SR)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements.
- Possesses expert knowledge of human capital strategies and technologies, and organizational change management solutions, and Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as a technological advisor to client and guides day-to-day activities of project teams
- Leads critical business, technological, and advisory workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope
- Reviews project plans, designs, and business and systems analyses
- Provides advice through all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Advises on the development and implementation of human resource strategy to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related implementation plan
- Provides the primary interface with client; collaborates in the definition of organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Engagement Leader III (SR)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising clients in human capital strategies, technologies, and organizational change management solutions
- Experienced in managing large projects or set of projects supporting Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as senior interface to client on human resources and organizational change management strategies and technologies
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources technologies
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements

- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Engagement Leader II (SR)	Minimum 9 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising clients in human capital strategies, technologies, and organizational change management solutions
- Experienced in managing large projects or set of projects supporting Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on human resources and organizational change management strategies and technologies
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources technologies
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Engagement Leader I (SR)	Minimum 8 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising clients in human capital strategy and organizational change management solutions and technologies
- Experienced in managing large projects or set of projects supporting Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on human resources and organizational change management strategies and technologies
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources technologies
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements

- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Solution Architect (SR)	Minimum 14 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising clients in human capital strategy and organizational change management solutions and technologies
- Experienced in managing large projects or set of projects supporting Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on human resources and organizational change management strategies and technologies
- Provides subject matter expertise towards the design and rollout of human capital solutions and technologies
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources technologies
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Project Lead III (SR)	Minimum 7 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising on human capital projects and technologies, and Human Capital processing actions related to employee separation or retirement work, in areas including, but not limited to notifications, determining terms of separation, transition counseling and support
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on technologies and involved in performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution.
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Advises and oversees development of human capital strategies and technologies to meet project requirements

- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's strategic problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages one or more large project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Project Lead II (SR)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising on human capital projects and technologies, and Human Capital processing actions related to employee separation or retirement work, in areas including, but not limited to notifications, determining terms of separation, transition counseling and support
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on technologies involved in performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution.
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Advises on human capital related strategies and technologies
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's strategic problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages a single large project team or multiple small project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Project Lead I (SR)	Minimum 5 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising on human capital projects and technologies, and Human Capital processing actions related to employee separation or retirement work, in areas including, but not limited to notifications, determining terms of separation, transition counseling and support
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on technologies involved in performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution.

- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Advises on human capital strategies and technologies
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's strategic problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages small project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Architect (SR)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising clients in human capital strategy and organizational change management solutions and technologies
- Experienced in managing large projects or set of projects supporting Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support.
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on human resources and organizational change management strategies and technologies
- Provides subject matter expertise towards the design and rollout of human capital solutions and technologies
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Sr. Professional III (SR)	Minimum 4 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing advisory, technological, and program management support for human resources activities and Human Capital processing actions relating to employee separation or retirement work to include, but not limited to notifications, determining terms of separation, transition counseling and support.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in development and completion of human capital strategy related requirements, tasks, and deliverables
- Advises on and leads tasks relating to human resources business and technological needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources
- Serves as a senior-level analytical correspondent within engagement teams

- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovating solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Manages a small project team
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Sr. Professional II (SR)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing advisory, technological, and program management support for human resources activities and Human Capital processing actions relating to employee separation or retirement work to include, but not limited to notifications, determining terms of separation, transition counseling and support.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in development and completion of human capital strategy related requirements, tasks, and deliverables
- Advises on and leads tasks relating to human resources business and technological needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources
- Serves as a senior-level analytical correspondent within engagement teams
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Sr. Professional I (SR)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing advisory, technological, and program management support for human resources activities and Human Capital processing actions relating to employee separation or retirement work to include, but not limited to notifications, determining terms of separation, transition counseling and support.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in development and completion of human capital strategy related requirements, tasks, and deliverables
- Leads tasks relating to human resources business and technological needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources project requirements
- Applies business modeling, process modeling, and business design techniques to human capital solutions

- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Mid Professional III (SR)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing advisory, technological, and program management support for human resources activities and Human Capital processing actions relating to employee separation or retirement work to include, but not limited to notifications, determining terms of separation, transition counseling and support.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with no oversight
- Researches and recommends best practices for business solutions, process improvements, workforce evaluations, technologies and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Mid Professional II (SR)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing advisory, technological, and program management support for human resources activities and Human Capital processing actions relating to employee separation or retirement work to include, but not limited to notifications, determining terms of separation, transition counseling and support.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with minimal oversight
- Researches and recommends best practices for business solutions, process improvements, workforce evaluations, technologies, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Mid Professional I (SR)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the advisory, technological, and program management support required for human resources activities and Human Capital processing actions relating to employee separation or retirement

work to include, but not limited to notifications, determining terms of separation, transition counseling and support.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:
- Completes assigned human resources related engagement tasks and deliverables with oversight
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Jr Professional II (SR)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:
- Experienced in providing advisory, technological, and program management support for human resources activities and Human Capital processing actions relating to employee separation or retirement work to include, but not limited to notifications, determining terms of separation, transition counseling and support.

Responsibilities:
- Completes assigned human resources tasks with oversight
- Conducts research, collects and distills data to ensure client business needs are met
- Assesses and recommends available tools to support human resources solutions
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, technologies, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Jr Professional I (SR)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:
- Demonstrated understanding of the advisory, technological, and program management support required for human resources activities and Human Capital processing actions relating to employee separation or retirement work to include, but not limited to notifications, determining terms of separation, transition counseling and support.

Responsibilities:
- Completes assigned human resources tasks with oversight
- Conducts research, collects and distills data to ensure client business needs are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, technologies, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

5. HUMAN RESOURCES TECHNOLOGY SERVICES – IMPLEMENTATION

LABOR CATEGORY	EXPERIENCE	EDUCATION
HRT Implementation Executive III (SR)	Minimum 14 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:
- Experienced in executive level management and implementation of human capital solutions

- Possesses expert knowledge of human capital strategies and technologies, organization change management solutions, and Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as an expert on human capital solution implementations and technologies
- Oversees critical business, technological, and operational workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Provides advice and oversight through all phases of human capital related projects from project design, technologies, implementation, maintenance and operations, to final completion
- Reviews the project plans, designs and business and systems analysis
- Directs the development and implementation of human resources technologies to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides the primary interface with client; collaborates in the definition, implementation, and execution of organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Executive II (SR)	Minimum 12 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and implementation of human capital solutions and technologies
- Possesses expert knowledge of human capital strategies and technologies, organization change management solutions, and Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as an expert on human resources technology implementations
- Oversees critical business, technological, and operational workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Provides advice and oversight through all phases of human capital related projects from project design, technologies, implementation, maintenance and operations, to final completion
- Reviews the project plans, designs and business and systems analysis
- Directs the implementation of human resources technologies to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides the primary interface with client; collaborates in the definition, implementation, and execution of organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Executive I (SR)	Minimum 11 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and implementation of human capital solutions and technologies

- Possesses expert knowledge of human capital strategies and technologies, organization change management solutions, and Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as human resources technology implementation expert for the program/project(s)
- Oversees critical business, technological, and operational workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Provides oversight through all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Reviews the project plans, designs and business and systems analysis
- Directs the implementation of human resource strategy to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides the primary interface with client; collaborates in the definition, implementation, and execution of organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Lead I (SR)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and implementation of human capital solutions and technologies
- Possesses expert knowledge of human capital strategies and technologies, organization change management solutions, and Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support.
- Skilled in implementing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle

Responsibilities:

- Serves as primary lead for implementation of human capital solutions and technologies; collaborates with client in the definition, design, implementation, and operation of organization policies, practices, procedures, and attainment of operating goals
- Directs day-to-day activities of project teams
- Supports critical business and implementation workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope
- Reviews project plans, designs, and business and systems analyses
- Leads all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Oversees the development and implementation of human resource strategies and technologies to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related implementation plan
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the implementation of human resources related solutions within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Engagement Leader III (SR)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementation of human capital strategies, technologies, and organizational change management solutions
- Experienced in managing large projects or set of projects in support of Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support.
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as senior interface to client on the design and implementation of human resources and organizational change management solutions and technologies
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources technologies
- Resolves problems and suggests creative solutions to human resources challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Engagement Leader II (SR)	Minimum 9 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementation of human capital strategies, technologies, and organizational change management solutions
- Experienced in managing large projects or set of projects in support of Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support.
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on the design and implementation of human resources and organizational change management solutions and technologies
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources technologies
- Resolves problems and suggests creative solutions to human resources challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Engagement Leader I (SR)	Minimum 8 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementation of human capital and organizational change management solutions and technologies
- Experienced in managing large projects or set of projects in support of Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support.
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on the design and implementation of human resources and organizational change management solutions and technologies
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources technologies
- Resolves problems and suggests creative solutions to human resources challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Project Lead III (SR)	Minimum 7 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions and technologies to support human resources activities and Human Capital processing actions relating to employee separation or retirement work including, but not limited to notifications, determining terms of separation, transition counseling and support.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, providing guidance on implementation of technologies involved in performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution.
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Manages the implementation of human capital related technologies
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources problems and develops creative solutions and recommendations for implementation
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages one or more large project teams

- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Project Lead II (SR)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions and technologies to support human resources activities and Human Capital processing actions relating to employee separation or retirement work including, but not limited to notifications, determining terms of separation, transition counseling and support.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, providing guidance on the implementation of technologies involved in performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution.
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Manages implementation of human capital related technologies
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources problems and develops creative solutions and recommendations for implementation
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages a single large project team or multiple small project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Project Lead I (SR)	Minimum 5 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions and technologies to support human resources activities and Human Capital processing actions relating to employee separation or retirement work including, but not limited to notifications, determining terms of separation, transition counseling and support.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful solution implementations through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution.
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Advises and oversees implementation of human capital related project requirements
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources problems and develops creative solutions and recommendations for implementation
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality

- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages small project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Architect (SR)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing human capital strategy and organizational change management solutions and technologies
- Experienced in managing large projects or set of projects in support of Human Capital processing actions relating to employee separation or retirement work including, but not limited to notifications, determining terms of separation, transition counseling and support.
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on the implementation human resources and organizational change management strategies and technologies
- Provides subject matter expertise towards the design, rollout, and management of human capital solutions and technologies
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Sr. Professional III (SR)	Minimum 4 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions and technologies to support human resources activities and Human Capital processing actions relating to employee separation or retirement work including, but not limited to notifications, determining terms of separation, transition counseling and support.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in implementation of human capital support solutions and technologies
- Leads tasks relating to human resources business and technical needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human capital solutions implementations
- Serves as a senior-level analytical correspondent within engagement teams
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses

- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Sr. Professional II (SR)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions and technologies to support human resources activities and Human Capital processing actions relating to employee separation or retirement work including, but not limited to notifications, determining terms of separation, transition counseling and support.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in implementation of human capital support solutions and technologies
- Leads tasks relating to human resources business and technical needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human capital solutions and technology implementations
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Sr. Professional I (SR)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions and technologies to support human resources activities and Human Capital processing actions relating to employee separation or retirement work including, but not limited to notifications, determining terms of separation, transition counseling and support.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in implementation of human capital solutions and technologies
- Performs tasks relating to human resources business and technological needs without oversight
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human capital solutions implementations
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Mid Professional IV (SR)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience supporting implementation of solutions and technologies for Human Capital processing actions relating to employee separation or retirement work including, but not limited to notifications, determining terms of separation, transition counseling and support.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with no oversight
- Researches and recommends best practices for, and supports implementation of technologies, business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for implementing human resources solutions; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Manages development of multiple deliverables
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Mid Professional III (SR)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience supporting implementation of solutions and technologies for Human Capital processing actions relating to employee separation or retirement work including, but not limited to notifications, determining terms of separation, transition counseling and support.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with no oversight
- Researches and recommends best practices for, and supports implementation of technologies, business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for implementing human resources solutions; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Mid Professional II (SR)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required to implement solutions and technologies for Human Capital processing actions relating to employee separation or retirement work including, but not limited to notifications, determining terms of separation, transition counseling and support
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related implementation tasks and deliverables with oversight
- Supports implementation of technologies, business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for implementing human resources solutions; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities

- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Mid Professional I (SR)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experience supporting implementation of solutions and technologies for Human Capital processing actions relating to employee separation or retirement work including, but not limited to notifications, determining terms of separation, transition counseling and support.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related implementation tasks and deliverables with no minimal oversight from senior team member
- Supports implementation of business solutions, technologies, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Collects and distills data required for implementing human resources solutions; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Jr Professional III (SR)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience supporting implementation of solutions and technologies for Human Capital processing actions relating to employee separation or retirement work including, but not limited to notifications, determining terms of separation, transition counseling and support

Responsibilities:

- Completes assigned human resources tasks with oversight
- Conducts research, collects and distills data to ensure implementation and technological requirements are met
- Assesses and recommends available tools to support human resources solutions implementations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Jr Professional II (SR)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required to implement solutions and technologies for Human Capital processing actions relating to employee separation or retirement work including, but not limited to notifications, determining terms of separation, transition counseling and support

Responsibilities:

- Completes assigned human resources tasks with oversight
- Conducts research, collects and distills data to ensure implementation and technological requirements are met
- Assesses and recommends available tools to support human resources solutions implementations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations

- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Jr Professional I (SR)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experience supporting implementation of solutions and technologies for Human Capital processing actions relating to employee separation or retirement work including, but not limited to notifications, determining terms of separation, transition counseling and support.

Responsibilities:

- Completes assigned human resources tasks with oversight
- Assesses and recommends available tools to support human resources solutions implementations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Jr Staff IV (SR)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Experienced with data analysis and visualization
- Demonstrated understanding of the support required to implement solutions and technologies for Human Capital processing actions relating to employee separation or retirement work including, but not limited to notifications, determining terms of separation, transition counseling and support

Responsibilities:

- Completes assigned implementation tasks with oversight
- Collects and distills data to ensure implementation and technological requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, technologies, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues. Qualified in making recommendations for next steps
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Jr Staff III (SR)	Minimum 3 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Experienced with data analysis and visualization
- Demonstrated understanding of the support required to implement solutions and technologies for Human Capital processing actions relating to employee separation or retirement work including, but not limited to notifications, determining terms of separation, transition counseling and support

Responsibilities:

- Completes assigned implementation tasks with oversight
- Collects and distills data to ensure implementation and technological requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, technologies, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Jr Staff II (SR)	Minimum 2 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in oral and written communication, and specific tools such as Microsoft Office products
- Experienced with data analysis
- Demonstrated understanding of the support required to implement solutions and technologies for Human Capital processing actions relating to employee separation or retirement work including, but not limited to notifications, determining terms of separation, transition counseling and support

Responsibilities:

- Completes assigned implementation tasks with oversight
- Collects and distills data to ensure implementation and technological requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, technologies, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Jr Staff I (SR)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in oral and written communication, and specific tools such as Microsoft Office products
- Experienced with data analysis
- Demonstrated understanding of the support required to implement solutions and technologies for Human Capital processing actions relating to employee separation or retirement work including, but not limited to notifications, determining terms of separation, transition counseling and support

Responsibilities:

- Completes assigned implementation tasks with oversight
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, technologies, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

6. HUMAN RESOURCES TECHNOLOGY SERVICES – OPERATIONS

LABOR CATEGORY	EXPERIENCE	EDUCATION
HRT Operations Executive II (SR)	Minimum 12 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and human resources operations and technologies
- Possesses expert knowledge of human capital operations and solutions and Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as a human capital and organizational operations and technology subject matter expert.
- Directs critical business, technological and operational workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Reviews the project plans, designs and business and systems analysis
- Directs all phases of human capital related projects from project design, technologies, implementation, maintenance and operations, to final completion
- Directs strategic and day-to-day operations of human capital operations relating to, but not limited to, workforce, finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related operations

- Provides the primary interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Executive I (SR)	Minimum 11 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and human resources operations and technologies
- Possesses expert knowledge of human capital operations and solutions and Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as a human capital operations technologies subject matter expert.
- Directs critical business, technological, and operational workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Reviews the project plans, designs and business and systems analysis
- Directs operational components of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Directs day-to-day operations of human capital solutions relating to, but not limited to, workforce, finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related operations
- Provides the primary interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Lead I (SR)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and human resources operations and technologies
- Possesses expert knowledge of human capital operations and solutions and Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Directs critical business, technological, and operational workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Reviews the project plans, designs and business and systems analysis
- Directs operational components of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Directs day-to-day operations of human capital solutions relating to, but not limited to, workforce, finance, scheduling, methodology, tools, and solution components

- Provides quality assurance on human capital related operations
- Provides the primary interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Engagement Leader II (SR)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in human resources operations and technologies and Human Capital processing actions in areas relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support.
- Experienced in managing large projects or set of projects including, but not limited to talent acquisition and development; human capital strategy, policy, and operations; employee performance management; compensation and benefits; separation and retirement; workforce analytics and employee records; and organizational assessments and audits
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on human resources and organizational change management operations and technologies
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources technologies
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Engagement Leader I (SR)	Minimum 8 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in human resources operations and technologies and Human Capital processing actions in areas relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support.
- Experienced in managing large projects or set of projects including, but not limited to talent acquisition and development; human capital strategy, policy, and operations; employee performance management; compensation and benefits; separation and retirement; workforce analytics and employee records; and organizational assessments and audits
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on organizational operations and change management technologies
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources technologies

- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Project Lead III (SR)	Minimum 7 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in the management of human resources operations and technologies supporting Human Capital processing actions in areas relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Extensive experience in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on the operation of technologies involved in performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Manages human resources operations, technologies, and related project requirements
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources operational problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages one or more large project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Project Lead II (SR)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in the management of human resources operations and technologies supporting Human Capital processing actions in areas relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Extensive experience in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on the operation of technologies involved in performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Manages human resources operations, technologies, and related project tasks
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources operational problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages a single large project team or multiple small project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Project Lead I (SR)	Minimum 5 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in the management of human resources operations and technologies supporting Human Capital processing actions in areas relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Extensive experience in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on the operation of technologies involved in performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Manages human resources operations, technologies, and related project tasks
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources operational problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages small project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Sr. Professional IV (SR)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience supporting human resources operations and technologies for Human Capital processing actions relating to employee separation or retirement work related to, but not limited to notifications, determining terms of separation, transition counseling and support.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in the use of technologies supporting human resources operations
- Leads tasks relating to human resources business and technological needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources operations
- Serves as a senior-level analytical correspondent within engagement teams
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Manages a small project team
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Sr. Professional III (SR)	Minimum 4 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience supporting human resources operations and technologies for Human Capital processing actions relating to employee separation or retirement work related to, but not limited to notifications, determining terms of separation, transition counseling and support.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in the use of technologies supporting human resources operations
- Leads tasks relating to human resources business and technological needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources operations
- Serves as a senior-level analytical correspondent within engagement teams
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Sr. Professional II (SR)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience supporting human resources operations and technologies Human Capital processing actions relating to employee separation or retirement work related to, but not limited to notifications, determining terms of separation, transition counseling and support.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in the use of technologies supporting human resources operations
- Leads tasks relating to human resources business and technological needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources operations and technologies
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Sr. Professional I (SR)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience supporting human resources operations and technologies for Human Capital processing actions relating to employee separation or retirement work related to, but not limited to notifications, determining terms of separation, transition counseling and support.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technological needs

Responsibilities:

- Directs junior team members in the use of technologies supporting human resources operations
- Performs tasks relating to human resources business and technological needs with no oversight
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources operations and technologies
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Mid Professional V (SR)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing operational and technological support to Human Capital processing actions in areas relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with no oversight

- Supports execution, operations, and maintenance of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Manages development of multiple deliverables
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Mid Professional IV (SR)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing operational and technological support to Human Capital processing actions in areas relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with no oversight
- Supports execution, operations, and maintenance of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Mid Professional III (SR)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing operational and technological support to Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with oversight
- Supports execution, operations, and maintenance of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Mid Professional II (SR)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the operational and technological support required for Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with oversight
- Supports execution, operations, and maintenance of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and p
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Mid Professional I (SR)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experience providing operational and technological support to Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources operations related engagement tasks and deliverables with minimal no oversight from senior team member
- Supports execution, operation, and maintenance of business solutions, technologies, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Jr Professional III (SR)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing operational and technological support to Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support.

Responsibilities:

- Completes assigned human resources tasks with oversight
- Conducts research, collects and distills data to ensure operational and technological requirements are met
- Assesses and recommends available tools to support human resources operations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Jr Professional II (SR)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the operational and technological support required for Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support.

Responsibilities:

- Completes assigned human resources tasks with oversight
- Conducts research, collects and distills data to ensure operational and technological requirements are met
- Assesses and recommends available tools to support human resources operations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Jr Professional I (SR)	Minimum 0 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the operational and technological support required for Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support.

Responsibilities:

- Completes assigned human resources tasks with oversight from senior team members
- Conducts research, collects and distills data to ensure operational and technological requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Jr Staff IV (SR)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Experienced with data analysis and visualization
- Demonstrated understanding of the operational and technological support required for Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support.

Responsibilities:

- Completes assigned operations tasks with oversight
- Conducts research, collects and distills data to ensure operational and technological requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues. Qualified in making recommendations for next steps
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Jr Staff III (SR)	Minimum 3 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Experienced with data analysis and visualization

- Demonstrated understanding of the operational and technological support required for Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support.

Responsibilities:

- Completes assigned operations tasks with oversight
- Conducts research, collects and distills data to ensure operational and technological requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Jr Staff II (SR)	Minimum 2 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in oral and written communication, and specific tools such as Microsoft Office products
- Experienced with data analysis
- Demonstrated understanding of the operational and technological support required for Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support.

Responsibilities:

- Completes assigned operations tasks with oversight
- Conducts research, collects and distills data to ensure operational and technological requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Jr Staff I (SR)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in oral and written communication, and specific tools such as Microsoft Office products
- Experienced with data analysis
- Demonstrated understanding of the operational and technological support required for Human Capital processing actions relating to employee separation or retirement work, including, but not limited to notifications, determining terms of separation, transition counseling and support.

Responsibilities:

- Completes assigned operations tasks with oversight
- Conducts research, collects and distills data to ensure operational and technological requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HUMAN CAPITAL HUMAN RESOURCES PROFESSIONAL SERVICES

Applicable to SINs: 541214HR, 541214HR(RC) – Compensation and Benefits

Deloitte's SIN 541214HR rate card is comprised of three service lines [(1) Advisory, (2) Implementation and (3) Operations] each with specific Human Resource Consulting and Technology Professional Services labor categories and ceiling prices.

1. HUMAN RESOURCES CONSULTING SERVICES – ADVISORY

LABOR CATEGORY	EXPERIENCE	EDUCATION
HRC Advisory Executive III (CB)	Minimum 14 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements.
- Possesses expert knowledge of human capital strategy and organizational change management solutions and general Human Resources financial services, including but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves in an advisory capacity to client
- Guides critical business and operational areas to provide complete human resources life-cycle support ("cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Reviews project plans, designs, and business and systems analyses
- Advises and oversees all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Advises on the development and implementation of human resource strategy to provide solutions to client issues including, but not limited to, workforce finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related implementation plan
- Provides the primary strategy interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives, and obtains data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Executive II (CB)	Minimum 12 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements.
- Possesses expert knowledge of human capital strategy and organizational change management solutions and general Human Resources financial services, including but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves in an advisory capacity to client
- Guides critical business and operational areas to provide complete human resources life-cycle support ("cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Reviews project plans, designs, and business and systems analyses
- Advises on all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Advises on the development and implementation of human resource strategy to provide solutions to client issues including, but not limited to, workforce finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related implementation plan
- Provides the primary strategy interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals

- Reviews and analyzes reports and directives, and obtains data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Executive I (CB)	Minimum 11 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements.
- Possesses expert knowledge of human capital strategy and organizational change management solutions and general Human Resources financial services, including but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves in an advisory capacity to client
- Guides critical business and operational areas to provide complete human resources life-cycle support ("cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Reviews project plans, designs, and business and systems analyses
- Advises on all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Advises on the development of human resource strategy to provide solutions to client issues including, but not limited to, workforce finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related implementation plan
- Provides the primary strategy interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives, and obtains data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Lead II (CB)	Minimum 14 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements.
- Possesses expert knowledge of human capital strategy and organizational change management solutions and general Human Resources financial services, including but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves in an advisory capacity to client and guides day-to-day activities of project teams
- Leads critical business and operations workstreams to provide complete human resources life-cycle support ("cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope
- Reviews project plans, designs, and business and systems analyses
- Provides advice and oversight through all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion

- Advises on the development and implementation of human resource strategy to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related implementation plan
- Provides the primary strategy interface with client; collaborates in the definition, implementation, and execution of organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Lead I (CB)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements.
- Possesses expert knowledge of human capital strategy and organizational change management solutions and general Human Resources financial services, including but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves in an advisory capacity to client and guides day-to-day activities of project teams
- Leads critical business and operations workstreams to provide complete human resources life-cycle support ("cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope
- Reviews project plans, designs, and business and systems analyses
- Provides advice through all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Advises on the development and implementation of human resource strategy to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related implementation plan
- Provides the primary strategy interface with client; collaborates in the definition of organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Engagement Leader III (CB)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising clients in human capital strategy and organizational change management solutions
- Experienced in managing large projects or set of projects relating to general Human Resources financial services, including but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as senior interface to client on human resources and organizational change management strategy
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources efforts

- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Engagement Leader II (CB)	Minimum 9 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising clients in human capital strategy and organizational change management solutions
- Experienced in managing large projects or set of projects relating to general Human Resources financial services, including but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on human resources and organizational change management strategy
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources efforts
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Engagement Leader I (CB)	Minimum 8 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising clients in human capital strategy and organizational change management solutions
- Experienced in managing large projects or set of projects relating to general Human Resources financial services, including but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on human resources and organizational change management strategy
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources efforts
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations

- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Project Lead III (CB)	Minimum 7 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising on general Human Resources financial services, projects including but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful project performance through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution.
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Advises and oversees implementation of human capital related project requirements
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client’s strategic problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages one or more large project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Project Lead II (CB)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising on general Human Resources financial services projects, including but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful project performance through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution.
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Advises and oversees implementation of human capital related project requirements
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's strategic problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages a single large project team or multiple small project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Project Lead I (CB)	Minimum 5 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising on general Human Resources financial services projects, including but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful project performance through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution.
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Advises and oversees implementation of human capital related project requirements
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's strategic problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages small project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Sr. Professional III (CB)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing advisory and program management support for general Human Resources basic financial services, including but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in development and completion of human capital related requirements, tasks, and deliverables
- Advises on and leads tasks relating to human resources business and technical needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources
- Serves as a senior-level analytical correspondent within engagement teams
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovating solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Manages a small project team
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Sr. Professional II (CB)	Minimum 4 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing advisory and program management support for general Human Resources basic financial services, including but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in development and completion of human capital related requirements, tasks, and deliverables
- Leads tasks relating to human resources business and technical needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovating solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Sr. Professional I (CB)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing advisory and program management support for general Human Resources basic financial services, including but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in development and completion of human capital related requirements, tasks, and deliverables
- Performs tasks relating to human resources business needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovating solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Mid Professional IV (CB)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing advisory support for general Human Resources basic financial services, including but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with no oversight
- Researches and recommends best practices for, and supports implementation of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Manages development of multiple deliverables
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Mid Professional III (CB)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing advisory support for general Human Resources basic financial services, including but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with no oversight
- Researches and recommends best practices for, and supports implementation of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources

- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Mid Professional II (CB)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing advisory support for general Human Resources basic financial services, including but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with minimal oversight
- Researches and recommends best practices for, and supports implementation of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Mid Professional I (CB)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the advisory support required for general Human Resources basic financial services, including but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with oversight from senior team member
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Jr Professional III (CB)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing advisory support for general Human Resources basic financial services, including but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.

Responsibilities:

- Completes assigned human resources tasks with no oversight
- Conducts research, collects and distills data to affect human capital solutions to ensure client business needs are met
- Assesses and recommends available tools to support human resources implementations and operations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Jr Professional II (CB)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing advisory support for general Human Resources basic financial services, including but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.

Responsibilities:

- Completes assigned human resources tasks with oversight from senior team members
- Conducts research, collects and distills data to affect human capital solutions to ensure client business needs are met
- Assesses and recommends available tools to support human resources implementations and operations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Jr Professional I (CB)	Minimum 0 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the advisory support required for general Human Resources basic financial services, including but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.

Responsibilities:

- Completes assigned human resources tasks with oversight from senior team members
- Conducts research, collects and distills data to affect human capital solutions to ensure client business needs are met
- Contributes to obtaining data and reports for presentations and client meetings
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

2. HUMAN RESOURCES CONSULTING SERVICES – IMPLEMENTATION

LABOR CATEGORY	EXPERIENCE	EDUCATION
HRC Implementation Executive III (CB)	Minimum 14 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and implementation of human capital solutions
- Possesses expert knowledge of general Human Resources financial services, including but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.

- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as human resources solutions implementation expert for the program/project(s)
- Oversees critical business and operational workstreams to provide complete human resources life-cycle support ("cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Provides advice and oversight through all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Reviews the project plans, designs and business and systems analysis
- Directs the development and implementation of human resource strategy to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides the primary interface with client; collaborates in the definition, implementation, and execution of organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Executive II (CB)	Minimum 12 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and implementation of human capital solutions
- Possesses expert knowledge of general Human Resources financial services, including but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as human resources solutions implementation expert for the program/project(s)
- Oversees critical business and operational workstreams to provide complete human resources life-cycle support ("cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Provides advice and oversight through all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Reviews the project plans, designs and business and systems analysis
- Directs the implementation of human resource strategy to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides the primary interface with client; collaborates in the definition, implementation, and execution of organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Executive I (CB)	Minimum 11 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and implementation of human capital solutions

- Possesses expert knowledge of general Human Resources financial services, including but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as human resources solutions implementation expert for the program/project(s)
- Oversees critical business and operational workstreams to provide complete human resources life-cycle support ("cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Oversees human capital related projects from implementation, maintenance and operations, to final completion
- Reviews the project plans, designs and business and systems analysis
- Directs the implementation of human resource strategy to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides the primary interface with client; collaborates in the definition, implementation, and execution of organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Lead I (CB)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and implementation of human capital solutions
- Possesses expert knowledge of general Human Resources financial services, including but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Skilled in implementing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as primary lead for implementation of human capital solutions; collaborates with client in the definition, design, implementation, and operation of organization policies, practices, procedures, and attainment of operating goals
- Directs day-to-day activities of project teams
- Supports critical business and operational workstreams to provide complete human resources life-cycle support ("cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope
- Reviews project plans, designs, and business and systems analyses
- Provides advice and oversight through all phases of human capital related projects from project design, implementation, maintenance, and operations, to final completion
- Oversees the implementation of human resource strategy to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related implementation plan
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the implementation of human resources related solutions within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Engagement Leader III (CB)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementation of human capital strategy and organizational change management solutions
- Experienced in managing large projects or set of projects relating to general Human Resources financial services, including but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as senior interface to client on the design and implementation of human resources and organizational change management solutions
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources efforts
- Resolves problems and suggests creative solutions to human resources challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Engagement Leader II (CB)	Minimum 9 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementation of human capital strategy and organizational change management solutions
- Experienced in managing large projects or set of projects relating to general Human Resources financial services, including but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on the design and implementation of human resources and organizational change management solutions
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources efforts
- Resolves problems and suggests creative solutions to human resources challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Engagement Leader I (CB)	Minimum 8 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementation of human capital strategy and organizational change management solutions
- Experienced in managing large projects or set of projects relating to general Human Resources financial services, including but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as client subject matter expert on the design and implementation of human resources and organizational change management solutions
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources efforts
- Resolves problems and suggests creative solutions to human resources challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Project Lead III (CB)	Minimum 7 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions to support general Human Resources financial services including but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful solution implementations through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution.
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Advises and oversees implementation of human capital related project requirements
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client’s human resources problems and develops creative solutions and recommendations for implementation
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations

- Manages one or more large project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Project Lead II (CB)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions to support general Human Resources financial services, including but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful solution implementations through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution.
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Advises and oversees implementation of human capital related project requirements
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources problems and develops creative solutions and recommendations for implementation
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages a single large project team or multiple small project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Project Lead I (CB)	Minimum 5 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions to support general Human Resources financial services, including but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful solution implementations through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution.
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Advises and oversees implementation of human capital related project requirements
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources problems and develops creative solutions and recommendations for implementation

- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages small project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Sr. Professional IV (CB)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions to support general Human Resources basic financial services, including but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in implementation of human capital support solutions related requirements, tasks, and deliverables
- Advises on and leads tasks relating to human resources business and technical needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human capital solutions implementations
- Serves as a senior-level analytical correspondent within engagement teams
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Manages a small project team
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Sr. Professional III (CB)	Minimum 4 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions to support general Human Resources basic financial services, including but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in implementation of human capital support solutions related requirements, tasks, and deliverables
- Advises on and leads tasks relating to human resources business and technical needs

- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human capital solutions implementations
- Serves as a senior-level analytical correspondent within engagement teams
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Sr. Professional II (CB)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions to support general Human Resources basic financial services, including but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in implementation of human capital support solutions related requirements, tasks, and deliverables
- Leads tasks relating to human resources business and technical needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human capital solutions implementations
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Sr. Professional I (CB)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions to support general Human Resources basic financial services, including but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in implementation of human capital support solutions related requirements, tasks, and deliverables
- Performs tasks relating to human resources business and technical needs without oversight
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human capital solutions implementations

- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Mid Professional IV (CB)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience supporting implementation of general Human Resources basic financial services, including but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with no oversight
- Researches and recommends best practices for, and supports implementation of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for implementing human resources solutions; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Manages development of multiple deliverables
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Mid Professional III (CB)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience supporting implementation of general Human Resources basic financial services, including but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with no oversight
- Researches and recommends best practices for, and supports implementation of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for implementing human resources solutions; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Mid Professional II (CB)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of support required for the implementation of general Human Resources basic financial services, including but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related implementation tasks and deliverables with minimal oversight
- Researches and recommends best practices for, and supports implementation of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for implementing human resources solutions; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Mid Professional I (CB)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experience supporting implementation of general Human Resources basic financial services, including but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related implementation tasks and deliverables with oversight from senior team member
- Supports implementation of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for implementing human resources solutions; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Jr Professional IV (CB)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

Experience supporting implementation of general Human Resources basic financial services, including but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.

Responsibilities:

- Completes assigned human resources tasks with no oversight
- Conducts research, collects and distills data to ensure implementation requirements needs are met
- Assesses and recommends available tools to support human resources implementations and operations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.

- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Jr Professional III (CB)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience supporting implementation of general Human Resources basic financial services, including but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.

Responsibilities:

- Completes assigned human resources tasks with oversight from senior team members
- Conducts research, collects and distills data to ensure implementation requirements needs are met
- Assesses and recommends available tools to support human resources implementations and operations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Jr Professional II (CB)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required to implement and maintain general Human Resources basic financial services, including but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.

Responsibilities:

- Completes assigned human resources tasks with oversight from senior team members
- Conducts research, collects and distills data to ensure implementation requirements are met
- Assesses and recommends available tools to support human resources implementations and operations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Jr Professional I (CB)	Minimum 0 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experience supporting implementation of general Human Resources basic financial services, including but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.

Responsibilities:

- Completes assigned human resources tasks with oversight from senior team members
- Assesses and recommends available tools to support human resources implementations and operations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Jr Staff IV (CB)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Experienced with data analysis and visualization
- Demonstrated understanding of the support required to implement and maintain solutions for basic financial services, including but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services

Responsibilities:

- Completes assigned implementation tasks with oversight
- Collects and distills data to ensure implementation requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues. Qualified in making recommendations for next steps
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Jr Staff III (CB)	Minimum 3 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Experienced with data analysis and visualization
- Demonstrated understanding of the support required to implement and maintain solutions for basic financial services, including but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services

Responsibilities:

- Completes assigned implementation tasks with oversight
- Collects and distills data to ensure implementation requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Jr Staff II (CB)	Minimum 2 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in oral and written communication, and specific tools such as Microsoft Office products
- Experienced with data analysis
- Demonstrated understanding of the support required to implement and maintain solutions for basic financial services, including but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services

Responsibilities:

- Completes assigned implementation tasks with oversight
- Collects and distills data to ensure implementation requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Jr Staff I (CB)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in oral and written communication, and specific tools such as Microsoft Office products
- Experienced with data analysis
- Demonstrated understanding of the support required to implement and maintain solutions for basic financial services, including but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services

Responsibilities:

- Completes assigned implementation tasks with oversight
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

3. HUMAN RESOURCES CONSULTING SERVICES – OPERATIONS

LABOR CATEGORY	EXPERIENCE	EDUCATION
HRC Operations Executive II (CB)	Minimum 12 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and human resources operations
- Possesses expert knowledge of general Human Resources financial services, including but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as a human capital and organizational operations subject matter expert.
- Directs critical business and operational workstreams to provide complete human resources life-cycle support ("cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Reviews the project plans, designs and business and systems analysis
- Directs all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Directs strategic and day-to-day operations of human capital solutions relating to, but not limited to, workforce, finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related operations
- Provides the primary strategy interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Executive I (CB)	Minimum 11 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and human resources operations

- Possesses expert knowledge of general Human Resources financial services, including but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as a human capital and organizational operations subject matter expert.
- Directs critical business and operational workstreams to provide complete human resources life-cycle support ("cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Reviews the project plans, designs and business and systems analysis
- Directs all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Directs day-to-day operations of human capital solutions relating to, but not limited to, workforce, finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related operations
- Provides the primary interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Engagement Leader II (CB)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in Human Resources operations
- Experienced in managing large projects or set of projects relating to general Human Resources financial services, including but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as senior interface to client on human resources and organizational operations and change management
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources efforts
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Engagement Leader I (CB)	Minimum 8 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in Human Resources operations
- Experienced in managing large projects or set of projects relating to general Human Resources financial services, including but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on organizational operations and change management
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources efforts
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Project Lead III (CB)	Minimum 7 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in the management of general Human Resources operations and financial services, including but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Extensive experience in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful project operations through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Advises and oversees human resources operations and related project requirements
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client’s human resources operational problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages one or more large project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Project Lead II (CB)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in the management of general Human Resources operations and financial services, including but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Extensive experience in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful project operations through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Advises and oversees human resources operations and related project requirements
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources operational problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages a single large project team or multiple small project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Project Lead I (CB)	Minimum 5 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in the management of general Human Resources operations and financial services including but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Extensive experience in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful project operations through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Advises and oversees human resources operations and related project requirements
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources operational problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality

- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages small project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Sr. Professional IV (CB)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in general human resources operations and basic financial services, to include, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in the performance of human resources related requirements, tasks, and deliverables
- Advises on and leads tasks relating to human resources business and technical needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources operations
- Serves as a senior-level analytical correspondent within engagement teams
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Manages a small project team
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Sr. Professional III (CB)	Minimum 4 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in general human resources operations and basic financial services, to include, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in the performance of human resources related requirements, tasks, and deliverables
- Advises on and leads tasks relating to human resources business and technical needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources operations
- Serves as a senior-level analytical correspondent within engagement teams
- Applies business modeling, process modeling, and business design techniques to human capital solutions

- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Sr. Professional II (CB)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in general human resources operations and basic financial services, to include, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in the performance of human resources related requirements, tasks, and deliverables
- Leads tasks relating to human resources business and technical needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources operations
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Sr. Professional I (CB)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in general human resources operations and basic financial services, to include, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in the performance of human resources related requirements, tasks, and deliverables
- Performs tasks relating to human resources business and technical needs without oversight
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources operations
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce

- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Mid Professional V (CB)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing support in general human resources operations and basic financial services, to include, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with no oversight
- Supports execution, operations, and maintenance of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Manages development of multiple deliverables
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Mid Professional IV (CB)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing support in general human resources operations and basic financial services, to include, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with no oversight
- Supports execution, operations, and maintenance of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Mid Professional III (CB)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing support in general human resources operations and basic financial services, to include, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.

- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with minimal oversight
- Supports execution, operations, and maintenance of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Mid Professional II (CB)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required for general human resources operations and basic financial services, to include, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with minimal oversight
- Supports execution, operations, and maintenance of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Mid Professional I (CB)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experience providing support in general Human Resources operations and basic financial services, to include, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources operations related engagement tasks and deliverables with oversight
- Supports execution, operations, and maintenance of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Jr Professional IV (CB)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing support to Human Resources and project management operations, and general Human Resources basic financial services including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.

Responsibilities:

- Completes assigned human resources tasks with no oversight
- Conducts research, collects and distills data to affect human capital solutions to ensure operational requirements are met
- Assesses and recommends available tools to support human resources implementations and operations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Jr Professional III (CB)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing support to human resources and project management operations, and general Human Resources basic financial services, including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.

Responsibilities:

- Completes assigned human resources tasks with oversight from senior team members
- Conducts research, collects and distills data to affect human capital solutions to ensure operational requirements are met
- Assesses and recommends available tools to support human resources implementations and operations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Jr Professional II (CB)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required for human resources and project management operations, and general Human Resources basic financial services including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.

Responsibilities:

- Completes assigned human resources tasks with oversight from senior team members
- Conducts research, collects and distills data to affect human capital solutions to ensure operational requirements are met
- Assesses and recommends available tools to support human resources implementations and operations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Jr Professional I (CB)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experience providing support to Human Resources and project management operations, and general Human Resources basic financial services including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.

Responsibilities:

- Completes assigned human resources tasks with oversight from senior team members
- Conducts research, collects and distills data to affect human capital solutions to ensure operational requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Jr Staff IV (CB)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Experienced with data analysis and visualization
- Demonstrated understanding of the support required for general Human Resources operations and basic financial services, including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services

Responsibilities:

- Completes assigned operations tasks with oversight
- Conducts research, collects and distills data to affect human capital solutions to ensure operational requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues. Qualified in making recommendations for next steps
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Jr Staff III (CB)	Minimum 3 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Demonstrated understanding of the support required for general Human Resources operations and basic financial services, including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services

Responsibilities:

- Completes assigned operations tasks with oversight
- Collects and distills data to affect human capital solutions to ensure operational requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Jr Staff II (CB)	Minimum 2 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in oral and written communication, and specific tools such as Microsoft Office products
- Experienced with data analysis
- Demonstrated understanding of the support required for general Human Resources operations and basic financial services, including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services

Responsibilities:

- Completes assigned operations tasks with oversight
- Collects and distills data to affect human capital solutions to ensure operational requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Jr Staff I (CB)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in oral and written communication, and specific tools such as Microsoft Office products
- Experienced with data analysis
- Demonstrated understanding of the support required for general Human Resources operations and basic financial services, including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services

Responsibilities:

- Completes assigned operations tasks with oversight
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

4. HUMAN RESOURCES TECHNOLOGY SERVICES – ADVISORY

LABOR CATEGORY	EXPERIENCE	EDUCATION
HRT Advisory Executive III (CB)	Minimum 14 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements.
- Possesses expert knowledge of human capital strategies and technologies, and organizational change management solutions and general Human Resources financial services, including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as an advisor on human capital strategies and technologies
- Guides critical technological, business and operational areas to provide complete human resources life-cycle support ("cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Reviews project plans, designs, and business and systems analyses
- Advises and oversees all phases of human capital related projects from systems design, implementation, maintenance and operations, to final completion

- Advises on the development and implementation of human resource strategy to provide solutions to client issues including, but not limited to, workforce finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related implementation plan
- Provides the primary strategy interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives, and obtains data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Executive II (CB)	Minimum 12 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements.
- Possesses expert knowledge of human capital strategies and technologies, and organizational change management solutions and general Human Resources financial services, including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as an advisor on human capital strategies and technologies
- Guides critical business, technological, and operational areas to provide complete human resources life-cycle support ("cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Reviews project plans, designs, and business and systems analyses
- Advises on all phases of human capital related projects from project design, technologies, implementation, maintenance and operations, to final completion
- Advises on the development and implementation of human resource technologies to provide solutions to client issues including, but not limited to, workforce finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related implementation plan
- Provides the primary interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives, and obtains data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Executive I (CB)	Minimum 11 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements.
- Possesses expert knowledge of human capital strategies and technologies, and organizational change management solutions and general Human Resources financial services, including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as an advisor on human capital strategies and technologies

- Guides critical business and operational areas to provide complete human resources life-cycle support ("cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Reviews project plans, designs, and business and systems analyses
- Advises on all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Advises on the development of human resource strategy to provide solutions to client issues including, but not limited to, workforce finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related implementation plan
- Provides the primary strategy interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives, and obtains data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Lead II (CB)	Minimum 14 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements.
- Possesses expert knowledge of human capital strategies and technologies, and organizational change management solutions and general Human Resources financial services, including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as a technological advisor to client and guides day-to-day activities of project teams
- Leads critical business, technological, and operations workstreams to provide complete human resources life-cycle support ("cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope
- Reviews project plans, designs, and business and systems analyses
- Provides advice and oversight through all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Advises on the development and implementation of human resource strategies and technologies to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related strategic plans
- Provides the primary interface with client; collaborates in the definition, implementation, and execution of organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Lead I (CB)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements.
- Possesses expert knowledge of human capital strategies and technologies, and organizational change management solutions and general Human Resources financial services, including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.

- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as a technological advisor to client and guides day-to-day activities of project teams
- Leads critical business, technological, and advisory workstreams to provide complete human resources life-cycle support ("cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope
- Reviews project plans, designs, and business and systems analyses
- Provides advice through all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Advises on the development and implementation of human resource strategy to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related implementation plan
- Provides the primary interface with client; collaborates in the definition of organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Engagement Leader III (CB)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising clients in human capital strategies, technologies, and organizational change management solutions
- Experienced in managing large projects or set of projects relating to general Human Resources financial services, including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as senior interface to client on human resources and organizational change management strategies and technologies
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources technologies
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Engagement Leader II (CB)	Minimum 9 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising clients in human capital strategies, technologies, and organizational change management solutions
- Experienced in managing large projects or set of projects relating to general Human Resources financial services, including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on human resources and organizational change management strategies and technologies
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources technologies
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Engagement Leader I (CB)	Minimum 8 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising clients in human capital strategy and organizational change management solutions and technologies
- Experienced in managing large projects or set of projects relating to general Human Resources financial services, including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on human resources and organizational change management strategies and technologies
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources technologies
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Solution Architect (CB)	Minimum 14 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising clients in human capital strategy and organizational change management solutions and technologies
- Experienced in managing large projects or set of projects relating to general Human Resources financial services, including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on human resources and organizational change management strategies and technologies
- Provides subject matter expertise towards the design and rollout of human capital solutions and technologies
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources technologies
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Project Lead III (CB)	Minimum 7 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising on human capital projects and technologies, and general Human Resources financial services in areas including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on technologies and involved in performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution.
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Advises and oversees development of human capital strategies and technologies to meet project requirements
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client’s strategic problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations

- Manages one or more large project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Project Lead II (CB)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising on human capital projects and technologies, and general Human Resources financial services in areas including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on technologies involved in performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution.
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Advises on human capital related strategies and technologies
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's strategic problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages a single large project team or multiple small project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Project Lead I (CB)	Minimum 5 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising on human capital projects and technologies, and general Human Resources financial services in areas including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on technologies involved in performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution.
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Advises on human capital strategies and technologies
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's strategic problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations

- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages small project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Architect (CB)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising clients in human capital strategy and organizational change management solutions and technologies
- Experienced in managing large projects or set of projects relating to general Human Resources financial services, including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on human resources and organizational change management strategies and technologies
- Provides subject matter expertise towards the design and rollout of human capital solutions and technologies
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Sr. Professional III (CB)	Minimum 4 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing advisory, technological, and program management support for human resources activities and general Human Resources basic financial services to include, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in development and completion of human capital strategy related requirements, tasks, and deliverables
- Advises on and leads tasks relating to human resources business and technological needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources
- Serves as a senior-level analytical correspondent within engagement teams
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovating solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions

- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Manages a small project team
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Sr. Professional II (CB)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing advisory, technological, and program management support for human resources activities and general Human Resources basic financial services to include, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in development and completion of human capital strategy related requirements, tasks, and deliverables
- Advises on and leads tasks relating to human resources business and technological needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources
- Serves as a senior-level analytical correspondent within engagement teams
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Sr. Professional I (CB)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing advisory, technological, and program management support for human resources activities and general Human Resources basic financial services to include, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in development and completion of human capital strategy related requirements, tasks, and deliverables
- Leads tasks relating to human resources business and technological needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources project requirements
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions

- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Mid Professional III (CB)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing advisory, technological, and program management support for human resources activities and general Human Resources basic financial services to include, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with no oversight
- Researches and recommends best practices for business solutions, process improvements, workforce evaluations, technologies and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Mid Professional II (CB)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing advisory, technological, and program management support for human resources activities and general Human Resources basic financial services to include, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with minimal oversight
- Researches and recommends best practices for business solutions, process improvements, workforce evaluations, technologies, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Mid Professional I (CB)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of advisory, technological, and program management support for human resources activities and general Human Resources basic financial services to include, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.

- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with oversight
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Jr Professional II (CB)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing advisory, technological, and program management support for human resources activities and general Human Resources basic financial services to include, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.

Responsibilities:

- Completes assigned human resources tasks with oversight
- Conducts research, collects and distills data to ensure client business needs are met
- Assesses and recommends available tools to support human resources solutions
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, technologies, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Jr Professional I (CB)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of advisory, technological, and program management support for human resources activities and general Human Resources basic financial services to include, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.

Responsibilities:

- Completes assigned human resources tasks with oversight
- Conducts research, collects and distills data to ensure client business needs are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, technologies, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

5. HUMAN RESOURCES TECHNOLOGY SERVICES – IMPLEMENTATION

LABOR CATEGORY	EXPERIENCE	EDUCATION
HRT Implementation Executive III (CB)	Minimum 14 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and implementation of human capital solutions

- Possesses expert knowledge of human capital strategies and technologies, and organization change management solutions, and general Human Resources financial services, including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as an expert on human capital solution implementations and technologies
- Oversees critical business, technological, and operational workstreams to provide complete human resources life-cycle support ("cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Provides advice and oversight through all phases of human capital related projects from project design, technologies, implementation, maintenance and operations, to final completion
- Reviews the project plans, designs and business and systems analysis
- Directs the development and implementation of human resources technologies to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides the primary interface with client; collaborates in the definition, implementation, and execution of organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Executive II (CB)	Minimum 12 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and implementation of human capital solutions and technologies
- Possesses expert knowledge of human capital strategies and technologies, and organization change management solutions, and general Human Resources financial services, including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as an expert on human resources technology implementations
- Oversees critical business, technological, and operational workstreams to provide complete human resources life-cycle support ("cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Provides advice and oversight through all phases of human capital related projects from project design, technologies, implementation, maintenance and operations, to final completion
- Reviews the project plans, designs and business and systems analysis
- Directs the implementation of human resources technologies to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides the primary interface with client; collaborates in the definition, implementation, and execution of organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Executive I (CB)	Minimum 11 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and implementation of human capital solutions and technologies
- Possesses expert knowledge of human capital strategies and technologies, and organization change management solutions, and general Human Resources financial services, including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as human resources technology implementation expert for the program/project(s)
- Oversees critical business, technological, and operational workstreams to provide complete human resources life-cycle support ("cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Provides oversight through all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Reviews the project plans, designs and business and systems analysis
- Directs the implementation of human resource strategy to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides the primary interface with client; collaborates in the definition, implementation, and execution of organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Lead I (CB)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and implementation of human capital solutions and technologies
- Possesses expert knowledge of human capital strategies and technologies, and organization change management solutions, and general Human Resources financial services, including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Skilled in implementing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle
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Responsibilities:

- Serves as primary lead for implementation of human capital solutions and technologies; collaborates with client in the definition, design, implementation, and operation of organization policies, practices, procedures, and attainment of operating goals
- Directs day-to-day activities of project teams
- Supports critical business and implementation workstreams to provide complete human resources life-cycle support ("cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope
- Reviews project plans, designs, and business and systems analyses
- Leads all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Oversees the development and implementation of human resource strategies and technologies to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related implementation plan
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the implementation of human resources related solutions within estimated time frames and budget constraints

- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Engagement Leader III (CB)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementation of human capital strategies, technologies, and organizational change management solutions
- Experienced in managing large projects or set of projects relating to general Human Resources financial services, including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as senior interface to client on the design and implementation of human resources and organizational change management solutions and technologies
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources technologies
- Resolves problems and suggests creative solutions to human resources challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Engagement Leader II (CB)	Minimum 9 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementation of human capital strategies, technologies, and organizational change management solutions
- Experienced in managing large projects or set of projects relating to general Human Resources financial services, including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on the design and implementation of human resources and organizational change management solutions and technologies
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources technologies
- Resolves problems and suggests creative solutions to human resources challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables

- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Engagement Leader I (CB)	Minimum 8 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementation of human capital and organizational change management solutions and technologies
- Experienced in managing large projects or set of projects relating to general Human Resources financial services, including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on the design and implementation of human resources and organizational change management solutions and technologies
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources technologies
- Resolves problems and suggests creative solutions to human resources challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Project Lead III (CB)	Minimum 7 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions and technologies to support human resources activities and general Human Resources financial services, including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, providing guidance on implementation of technologies involved in performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution.
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Manages the implementation of human capital related technologies
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client’s human resources problems and develops creative solutions and recommendations for implementation

- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages one or more large project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Project Lead II (CB)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions and technologies to support human resources activities and general Human Resources financial services, including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, providing guidance on the implementation of technologies involved in performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution.
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Manages implementation of human capital related technologies
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client’s human resources problems and develops creative solutions and recommendations for implementation
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages a single large project team or multiple small project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Project Lead I (CB)	Minimum 5 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions and technologies to support human resources activities and general Human Resources financial services, including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful solution implementations through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution.
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Advises and oversees implementation of human capital related project requirements
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources problems and develops creative solutions and recommendations for implementation
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages small project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Architect (CB)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising clients in human capital strategy and organizational change management solutions and technologies
- Experienced in managing large projects or set of projects relating to general Human Resources financial services, including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on the implementation human resources and organizational change management strategies and technologies
- Provides subject matter expertise towards the design, rollout, and management of human capital solutions and technologies
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Sr. Professional III (CB)	Minimum 4 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions and technologies to support human resources activities and general Human Resources basic financial services, including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in implementation of human capital support solutions and technologies
- Leads tasks relating to human resources business and technical needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human capital solutions implementations
- Serves as a senior-level analytical correspondent within engagement teams
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Sr. Professional II (CB)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions and technologies to support human resources activities and general Human Resources basic financial services, including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in implementation of human capital support solutions and technologies
- Leads tasks relating to human resources business and technical needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human capital solutions and technology implementations
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Sr. Professional I (CB)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions and technologies to support human resources activities and general Human Resources basic financial services, including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in implementation of human capital solutions and technologies

- Performs tasks relating to human resources business and technological needs without oversight
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human capital solutions implementations
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Mid Professional IV (CB)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience supporting implementation of solutions and technologies for general Human Resources basic financial services, including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with no oversight
- Researches and recommends best practices for, and supports implementation of technologies, business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for implementing human resources solutions; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Manages development of multiple deliverables
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Mid Professional III (CB)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience supporting implementation of solutions and technologies for general Human Resources basic financial services, including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with no oversight
- Researches and recommends best practices for, and supports implementation of technologies, business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for implementing human resources solutions; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations

- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Mid Professional II (CB)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required to implement solutions and technologies for general Human Resources basic financial services, including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related implementation tasks and deliverables with oversight
- Supports implementation of technologies, business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for implementing human resources solutions; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Mid Professional I (CB)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experience supporting implementation of solutions and technologies for general Human Resources basic financial services including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related implementation tasks and deliverables with no minimal oversight from senior team member
- Supports implementation of business solutions, technologies, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Collects and distills data required for implementing human resources solutions; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Jr Professional III (CB)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience supporting implementation of solutions and technologies for general Human Resources basic financial services including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.

Responsibilities:

- Completes assigned human resources tasks with oversight
- Conducts research, collects and distills data to ensure implementation and technological requirements are met
- Assesses and recommends available tools to support human resources solutions implementations

- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Jr Professional II (CB)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required to implement solutions and technologies for general Human Resources basic financial services, including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.

Responsibilities:

- Completes assigned human resources tasks with oversight
- Conducts research, collects and distills data to ensure implementation and technological requirements are met
- Assesses and recommends available tools to support human resources solutions implementations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Jr Professional I (CB)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experience supporting implementation of solutions and technologies for general Human Resources basic financial services including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.

Responsibilities:

- Completes assigned human resources tasks with oversight
- Assesses and recommends available tools to support human resources solutions implementations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Jr Staff IV (CB)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Experienced with data analysis and visualization
- Demonstrated understanding of the support required to implement solutions and technologies for general Human Resources basic financial services, including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.

Responsibilities:

- Completes assigned implementation tasks with oversight
- Collects and distills data to ensure implementation and technological requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, technologies, methods, and processes in performing project tasks
- Assists with the creation of presentations

- Collects data, undertakes analysis, and helps identify issues. Qualified in making recommendations for next steps
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Jr Staff III (CB)	Minimum 3 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Experienced with data analysis and visualization
- Demonstrated understanding of the support required to implement solutions and technologies for general Human Resources basic financial services, including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.

Responsibilities:

- Completes assigned implementation tasks with oversight
- Collects and distills data to ensure implementation and technological requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, technologies, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Jr Staff II (CB)	Minimum 2 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in oral and written communication, and specific tools such as Microsoft Office products
- Experienced with data analysis
- Demonstrated understanding of the support required to implement solutions and technologies for general Human Resources basic financial services, including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.

Responsibilities:

- Completes assigned implementation tasks with oversight
- Collects and distills data to ensure implementation and technological requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, technologies, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Jr Staff I (CB)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in oral and written communication, and specific tools such as Microsoft Office products
- Experienced with data analysis
- Demonstrated understanding of the support required to implement solutions and technologies for general Human Resources basic financial services, including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.

Responsibilities:

- Completes assigned implementation tasks with oversight
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, technologies, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

6. HUMAN RESOURCES TECHNOLOGY SERVICES – OPERATIONS

LABOR CATEGORY	EXPERIENCE	EDUCATION
HRT Operations Executive II (CB)	Minimum 12 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and human resources operations and technologies
- Possesses expert knowledge of human capital operations and solutions and general Human Resources financial services, including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as a human capital and organizational operations and technology subject matter expert.
- Directs critical business, technological and operational workstreams to provide complete human resources life-cycle support ("cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Reviews the project plans, designs and business and systems analysis
- Directs all phases of human capital related projects from project design, technologies, implementation, maintenance and operations, to final completion
- Directs strategic and day-to-day operations of human capital operations relating to, but not limited to, workforce, finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related operations
- Provides the primary interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Executive I (CB)	Minimum 11 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and human resources operations and technologies
- Possesses expert knowledge of human capital operations and solutions and general Human Resources financial services, including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as a human capital operations technologies subject matter expert.
- Directs critical business, technological, and operational workstreams to provide complete human resources life-cycle support ("cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Reviews the project plans, designs and business and systems analysis

- Directs operational components of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Directs day-to-day operations of human capital solutions relating to, but not limited to, workforce, finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related operations
- Provides the primary interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Lead I (CB)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and human resources operations and technologies
- Possesses expert knowledge of human capital operations and solutions and general Human Resources financial services, including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Directs critical business, technological, and operational workstreams to provide complete human resources life-cycle support ("cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Reviews the project plans, designs and business and systems analysis
- Directs operational components of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Directs day-to-day operations of human capital solutions relating to, but not limited to, workforce, finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related operations
- Provides the primary interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Engagement Leader II (CB)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in human resources operations and technologies in areas relating to general Human Resources financial services, including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Experienced in managing large projects or set of projects
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on human resources and organizational change management operations and technologies

- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources technologies
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Engagement Leader I (CB)	Minimum 8 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in human resources operations and technologies in areas relating to general Human Resources financial services, including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Experienced in managing large projects or set of projects
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on organizational operations and change management technologies
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources technologies
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Project Lead III (CB)	Minimum 7 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in the management of human resources operations and technologies relating to general Human Resources financial services, including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Extensive experience in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on the operation of technologies involved in performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Manages human resources operations, technologies, and related project requirements
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources operational problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages one or more large project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Project Lead II (CB)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in the management of human resources operations and technologies relating to general Human Resources financial services, including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Extensive experience in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on the operation of technologies involved in performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Manages human resources operations, technologies, and related project tasks
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources operational problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages a single large project team or multiple small project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Project Lead I (CB)	Minimum 5 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in the management of human resources operations and technologies relating to general Human Resources financial services, including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Extensive experience in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on the operation of technologies involved in performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Manages human resources operations, technologies, and related project tasks
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources operational problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages small project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Sr. Professional IV (CB)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing operational and technological support to projects related to general Human Resources basic financial services, including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in the use of technologies supporting human resources operations
- Leads tasks relating to human resources business and technological needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources operations
- Serves as a senior-level analytical correspondent within engagement teams
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Manages a small project team
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Sr. Professional III (CB)	Minimum 4 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing operational and technological support to projects related to general Human Resources basic financial services, including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in the use of technologies supporting human resources operations
- Leads tasks relating to human resources business and technological needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources operations
- Serves as a senior-level analytical correspondent within engagement teams
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Sr. Professional II (CB)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing operational and technological support to projects related to general Human Resources basic financial services, including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in the use of technologies supporting human resources operations
- Leads tasks relating to human resources business and technological needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources operations and technologies
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Sr. Professional I (CB)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing operational and technological support to projects related to general Human Resources basic financial services, including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technological needs

Responsibilities:

- Directs junior team members in the use of technologies supporting human resources operations
- Performs tasks relating to human resources business and technological needs with no oversight
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources operations and technologies
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Mid Professional V (CB)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing operational and technological support to projects related to general Human Resources basic financial services, including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with no oversight
- Supports execution, operations, and maintenance of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Manages development of multiple deliverables
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Mid Professional IV (CB)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing operational and technological support to projects related to general Human Resources basic financial services, including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with no oversight

- Supports execution, operations, and maintenance of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Mid Professional III (CB)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing operational and technological support to projects related to general Human Resources basic financial services, including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with oversight
- Supports execution, operations, and maintenance of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Mid Professional II (CB)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the operational and technological support required for general Human Resources basic financial services including but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with oversight
- Supports execution, operations, and maintenance of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and p
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Mid Professional I (CB)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experience providing operational and technological support to projects related to general Human Resources basic financial services, including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.

- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources operations related engagement tasks and deliverables with minimal no oversight from senior team member
- Supports execution, operation, and maintenance of business solutions, technologies, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Jr Professional III (CB)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing operational and technological support to projects related to general Human Resources basic financial services, including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.

Responsibilities:

- Completes assigned human resources tasks with oversight
- Conducts research, collects and distills data to ensure operational and technological requirements are met
- Assesses and recommends available tools to support human resources operations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Jr Professional II (CB)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the operational and technological support required for general Human Resources basic financial services, including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.

Responsibilities:

- Completes assigned human resources tasks with oversight
- Conducts research, collects and distills data to ensure operational and technological requirements are met
- Assesses and recommends available tools to support human resources operations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Jr Professional I (CB)	Minimum 0 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the operational and technological support required for general Human Resources basic financial services, including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.

Responsibilities:

- Completes assigned human resources tasks with oversight from senior team members
- Conducts research, collects and distills data to ensure operational and technological requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Jr Staff IV (CB)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Experienced with data analysis and visualization
- Demonstrated understanding of the operational and technological support required for general Human Resources basic financial services, including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.

Responsibilities:

- Completes assigned operations tasks with oversight
- Conducts research, collects and distills data to ensure operational and technological requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues. Qualified in making recommendations for next steps
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Jr Staff III (CB)	Minimum 3 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Experienced with data analysis and visualization
- Demonstrated understanding of the operational and technological support required for general Human Resources basic financial services, including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.

Responsibilities:

- Completes assigned operations tasks with oversight
- Conducts research, collects and distills data to ensure operational and technological requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Jr Staff II (CB)	Minimum 2 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in oral and written communication, and specific tools such as Microsoft Office products
- Experienced with data analysis

- Demonstrated understanding of the operational and technological support required for general Human Resources basic financial services, including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.

Responsibilities:

- Completes assigned operations tasks with oversight
- Conducts research, collects and distills data to ensure operational and technological requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Jr Staff I (CB)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in oral and written communication, and specific tools such as Microsoft Office products
- Experienced with data analysis
- Demonstrated understanding of the operational and technological support required for general Human Resources basic financial services, including, but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services.

Responsibilities:

- Completes assigned operations tasks with oversight
- Conducts research, collects and distills data to ensure operational and technological requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HUMAN CAPITAL HUMAN RESOURCES PROFESSIONAL SERVICES

Applicable to SINs: 541611W, 541611W(RC)

Deloitte's SIN 541611W rate card is comprised of three service lines [(1) Advisory, (2) Implementation and (3) Operations] each with specific Human Resource Consulting and Technology Professional Services labor categories and ceiling prices.

1. HUMAN RESOURCES CONSULTING SERVICES - ADVISORY

LABOR CATEGORY	EXPERIENCE	EDUCATION
HRC Advisory Executive III (WA)	Minimum 14 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements.
- Possesses expert knowledge of implementing systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves in an advisory capacity to client
- Guides critical business and operational areas to provide complete human resources life-cycle support ("cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards

- Reviews project plans, designs, and business and systems analyses
- Advises and oversees all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Advises on the development and implementation of human resource strategy to provide solutions to client issues including, but not limited to, workforce finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related implementation plan
- Provides the primary strategy interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives, and obtains data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Executive II (WA)	Minimum 12 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements.
- Possesses expert knowledge of implementing systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves in an advisory capacity to client
- Guides critical business and operational areas to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Reviews project plans, designs, and business and systems analyses
- Advises on all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Advises on the development and implementation of human resource strategy to provide solutions to client issues including, but not limited to, workforce finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related implementation plan
- Provides the primary strategy interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives, and obtains data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Executive I (WA)	Minimum 11 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements.
- Possesses expert knowledge of implementing systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves in an advisory capacity to client
- Guides critical business and operational areas to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Reviews project plans, designs, and business and systems analyses
- Advises on all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Advises on the development of human resource strategy to provide solutions to client issues including, but not limited to, workforce finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related implementation plan
- Provides the primary strategy interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives, and obtains data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Lead II (WA)	Minimum 14 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements.
- Possesses expert knowledge of implementing systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves in an advisory capacity to client and guides day-to-day activities of project teams
- Leads critical business and operations workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope
- Reviews project plans, designs, and business and systems analyses
- Provides advice and oversight through all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Advises on the development and implementation of human resource strategy to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related implementation plan
- Provides the primary strategy interface with client; collaborates in the definition, implementation, and execution of organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Lead I (WA)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements.
- Possesses expert knowledge of implementing systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.

- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves in an advisory capacity to client and guides day-to-day activities of project teams
- Leads critical business and operations workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope
- Reviews project plans, designs, and business and systems analyses
- Provides advice through all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Advises on the development and implementation of human resource strategy to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related implementation plan
- Provides the primary strategy interface with client; collaborates in the definition of organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Engagement Leader III (WA)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising clients in human capital strategy and organizational change management solutions
- Experienced in managing large projects or set of projects related to the implementing of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as senior interface to client on human resources and organizational change management strategy
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources efforts
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Engagement Leader II (WA)	Minimum 9 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising clients in human capital strategy and organizational change management solutions
- Experienced in managing large projects or set of projects related to the implementing of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on human resources and organizational change management strategy
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources efforts
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Engagement Leader I (WA)	Minimum 8 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising clients in human capital strategy and organizational change management solutions
- Experienced in managing large projects or set of projects related to the implementing of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on human resources and organizational change management strategy
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources efforts
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Project Lead III (WA)	Minimum 7 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising on implementing systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful project performance through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution.
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Advises and oversees implementation of human capital related project requirements
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's strategic problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages one or more large project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Project Lead II (WA)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising on implementing systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful project performance through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution.
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Advises and oversees implementation of human capital related project requirements
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's strategic problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages a single large project team or multiple small project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Project Lead I (WA)	Minimum 5 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising on the implementation systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.

- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful project performance through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution.
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Advises and oversees implementation of human capital related project requirements
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's strategic problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages small project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Sr. Professional III (WA)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing advisory and program management support for the implementation of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in development and completion of human capital related requirements, tasks, and deliverables
- Advises on and leads tasks relating to human resources business and technical needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources
- Serves as a senior-level analytical correspondent within engagement teams
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovating solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Manages a small project team
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Sr. Professional II (WA)	Minimum 4 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing advisory and program management support for the implementation of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in development and completion of human capital related requirements, tasks, and deliverables
- Leads tasks relating to human resources business and technical needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovating solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Sr. Professional I (WA)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing advisory and program management support for the implementation of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in development and completion of human capital related requirements, tasks, and deliverables
- Performs tasks relating to human resources business needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovating solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Mid Professional IV (WA)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing advisory support for the implementation of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with no oversight
- Researches and recommends best practices for, and supports implementation of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Manages development of multiple deliverables
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Mid Professional III (WA)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing advisory support for the implementation of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with no oversight
- Researches and recommends best practices for, and supports implementation of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Mid Professional II (WA)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing advisory support for the implementation of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with minimal oversight
- Researches and recommends best practices for, and supports implementation of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Mid Professional I (WA)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the advisory support required to implement systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with oversight from senior team member
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Jr Professional III (WA)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience supporting advisory efforts for the implementation of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.

Responsibilities:

- Completes assigned human resources tasks with no oversight
- Conducts research, collects and distills data to affect human capital solutions to ensure client business needs are met
- Assesses and recommends available tools to support human resources implementations and operations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Jr Professional II (WA)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience supporting advisory efforts for the implementation of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.

Responsibilities:

- Completes assigned human resources tasks with oversight from senior team members
- Conducts research, collects and distills data to affect human capital solutions to ensure client business needs are met
- Assesses and recommends available tools to support human resources implementations and operations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Jr Professional I (WA)	Minimum 0 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the advisory support required for the implementation of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.

Responsibilities:

- Completes assigned human resources tasks with oversight from senior team members
- Conducts research, collects and distills data to affect human capital solutions to ensure client business needs are met
- Contributes to obtaining data and reports for presentations and client meetings
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

2. HUMAN RESOURCES CONSULTING SERVICES – IMPLEMENTATION

LABOR CATEGORY	EXPERIENCE	EDUCATION
HRC Implementation Executive III (WA)	Minimum 14 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and implementation of human capital solutions
- Possesses expert knowledge of implementing systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as human resources solutions implementation expert for the program/project(s)
- Oversees critical business and operational workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Provides advice and oversight through all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Reviews the project plans, designs and business and systems analysis
- Directs the development and implementation of human resource strategy to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides the primary interface with client; collaborates in the definition, implementation, and execution of organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Executive II (WA)	Minimum 12 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and implementation of human capital solutions
- Possesses expert knowledge of implementing of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as human resources solutions implementation expert for the program/project(s)

- Oversees critical business and operational workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Provides advice and oversight through all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Reviews the project plans, designs and business and systems analysis
- Directs the implementation of human resource strategy to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides the primary interface with client; collaborates in the definition, implementation, and execution of organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Executive I (WA)	Minimum 11 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and implementation of human capital solutions
- Possesses expert knowledge of implementing of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as human resources solutions implementation expert for the program/project(s)
- Oversees critical business and operational workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Oversees human capital related projects from implementation, maintenance and operations, to final completion
- Reviews the project plans, designs and business and systems analysis
- Directs the implementation of human resource strategy to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides the primary interface with client; collaborates in the definition, implementation, and execution of organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Lead I (WA)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and implementation of human capital solutions
- Possesses expert knowledge of implementing systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Skilled in implementing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as primary lead for implementation of human capital solutions; collaborates with client in the definition, design, implementation, and operation of organization policies, practices, procedures, and attainment of operating goals
- Directs day-to-day activities of project teams
- Supports critical business and operational workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope
- Reviews project plans, designs, and business and systems analyses
- Provides advice and oversight through all phases of human capital related projects from project design, implementation, maintenance, and operations, to final completion
- Oversees the implementation of human resource strategy to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related implementation plan
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the implementation of human resources related solutions within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Engagement Leader III (WA)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementation of human capital strategy and organizational change management solutions
- Experienced in managing large projects or set of projects relating to implementing systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as senior interface to client on the design and implementation of human resources and organizational change management solutions
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources efforts
- Resolves problems and suggests creative solutions to human resources challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Engagement Leader II (WA)	Minimum 9 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementation of human capital strategy and organizational change management solutions
- Experienced in managing large projects or set of projects relating to implementing systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on the design and implementation of human resources and organizational change management solutions
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources efforts
- Resolves problems and suggests creative solutions to human resources challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Engagement Leader I (WA)	Minimum 8 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementation of human capital strategy and organizational change management solutions
- Experienced in managing large projects or set of projects relating to implementing systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as client subject matter expert on the design and implementation of human resources and organizational change management solutions
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources efforts
- Resolves problems and suggests creative solutions to human resources challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Project Lead III (WA)	Minimum 7 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions to support the implementation of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful solution implementations through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution.
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Advises and oversees implementation of human capital related project requirements
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources problems and develops creative solutions and recommendations for implementation
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages one or more large project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Project Lead II (WA)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions to support the implementation of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful solution implementations through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution.
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Advises and oversees implementation of human capital related project requirements
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources problems and develops creative solutions and recommendations for implementation
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages a single large project team or multiple small project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Project Lead I (WA)	Minimum 5 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions to support the implementation of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful solution implementations through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution.
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Advises and oversees implementation of human capital related project requirements
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources problems and develops creative solutions and recommendations for implementation
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages small project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Sr. Professional IV (WA)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions to support the implementation of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in implementation of human capital support solutions related requirements, tasks, and deliverables
- Advises on and leads tasks relating to human resources business and technical needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human capital solutions implementations
- Serves as a senior-level analytical correspondent within engagement teams
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Manages a small project team
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Sr. Professional III (WA)	Minimum 4 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions to support the implementation of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in implementation of human capital support solutions related requirements, tasks, and deliverables
- Advises on and leads tasks relating to human resources business and technical needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human capital solutions implementations
- Serves as a senior-level analytical correspondent within engagement teams
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Sr. Professional II (WA)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions to support the implementation of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in implementation of human capital support solutions related requirements, tasks, and deliverables
- Leads tasks relating to human resources business and technical needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human capital solutions implementations
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Sr. Professional I (WA)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions to support the implementation of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in implementation of human capital support solutions related requirements, tasks, and deliverables
- Performs tasks relating to human resources business and technical needs without oversight
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human capital solutions implementations
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Mid Professional IV (WA)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience supporting the implementation of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with no oversight
- Researches and recommends best practices for, and supports implementation of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for implementing human resources solutions; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Manages development of multiple deliverables
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Mid Professional III (WA)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in supporting the implementation of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with no oversight
- Researches and recommends best practices for, and supports implementation of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources

- Conducts research, and collects and distills data required for implementing human resources solutions; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Mid Professional II (WA)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required for the implementation of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related implementation tasks and deliverables with minimal oversight
- Researches and recommends best practices for, and supports implementation of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for implementing human resources solutions; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Mid Professional I (WA)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in supporting the implementation of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related implementation tasks and deliverables with oversight from senior team member
- Supports implementation of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for implementing human resources solutions; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Jr Professional IV (WA)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in supporting the implementation of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.

Responsibilities:

- Completes assigned human resources tasks with no oversight
- Conducts research, collects and distills data to ensure implementation requirements needs are met
- Assesses and recommends available tools to support human resources implementations and operations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Jr Professional III (WA)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in supporting the implementation of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.

Responsibilities:

- Completes assigned human resources tasks with oversight from senior team members
- Conducts research, collects and distills data to ensure implementation requirements needs are met
- Assesses and recommends available tools to support human resources implementations and operations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Jr Professional II (WA)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required for the implementation of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.

Responsibilities:

- Completes assigned human resources tasks with oversight from senior team members
- Conducts research, collects and distills data to ensure implementation requirements are met
- Assesses and recommends available tools to support human resources implementations and operations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Jr Professional I (WA)	Minimum 0 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in supporting the implementation of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.

Responsibilities:

- Completes assigned human resources tasks with oversight from senior team members
- Assesses and recommends available tools to support human resources implementations and operations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations

- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Jr Staff IV (WA)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Experienced with data analysis and visualization
- Demonstrated understanding of the support required to implement systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions

Responsibilities:

- Completes assigned implementation tasks with oversight
- Collects and distills data to ensure implementation requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues. Qualified in making recommendations for next steps
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Jr Staff III (WA)	Minimum 3 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Experienced with data analysis and visualization
- Demonstrated understanding of the support required to implement systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions

Responsibilities:

- Completes assigned implementation tasks with oversight
- Collects and distills data to ensure implementation requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Jr Staff II (WA)	Minimum 2 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in oral and written communication, and specific tools such as Microsoft Office products
- Experienced with data analysis
- Demonstrated understanding of the support required to implement systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions

Responsibilities:

- Completes assigned implementation tasks with oversight
- Collects and distills data to ensure implementation requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations

- Collects data, undertakes analysis, and helps identify issues.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Jr Staff I (WA)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in oral and written communication, and specific tools such as Microsoft Office products
- Experienced with data analysis
- Demonstrated understanding of the support required to implement systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions
- Demonstrated understanding of the support required to create, implement, and maintain employee

Responsibilities:

- Completes assigned implementation tasks with oversight
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

3. HUMAN RESOURCES CONSULTING SERVICES – OPERATIONS

LABOR CATEGORY	EXPERIENCE	EDUCATION
HRC Operations Executive II (WA)	Minimum 12 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and human resources operations
- Possesses expert knowledge of implementing systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as a human capital and organizational operations subject matter expert.
- Directs critical business and operational workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Reviews the project plans, designs and business and systems analysis
- Directs all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Directs strategic and day-to-day operations of human capital solutions relating to, but not limited to, workforce, finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related operations
- Provides the primary strategy interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Executive I (WA)	Minimum 11 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and human resources operations

- Possesses expert knowledge of implementing systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as a human capital and organizational operations subject matter expert.
- Directs critical business and operational workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Reviews the project plans, designs and business and systems analysis
- Directs all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Directs day-to-day operations of human capital solutions relating to, but not limited to, workforce, finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related operations
- Provides the primary interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Engagement Leader II (WA)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Possesses expert knowledge of implementing systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as senior interface to client on human resources and organizational operations and change management
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources efforts
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Engagement Leader I (WA)	Minimum 8 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Possesses expert knowledge of implementing systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on organizational operations and change management
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources efforts
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Project Lead III (WA)	Minimum 7 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in the management of human resources operations, including, but not limited to implementing systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Extensive experience in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful project operations through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Advises and oversees human resources operations and related project requirements
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources operational problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages one or more large project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Project Lead II (WA)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in the management of human resources operations, including, but not limited to implementing systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Extensive experience in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful project operations through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Advises and oversees human resources operations and related project requirements
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources operational problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages a single large project team or multiple small project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Project Lead I (WA)	Minimum 5 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in the management of human resources operations, including, but not limited to implementing systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Extensive experience in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful project operations through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Advises and oversees human resources operations and related project requirements
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources operational problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints

- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages small project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Sr. Professional IV (WA)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in human resources operations, to include, but not limited to the implementation of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in the performance of human resources related requirements, tasks, and deliverables
- Advises on and leads tasks relating to human resources business and technical needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources operations
- Serves as a senior-level analytical correspondent within engagement teams
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Manages a small project team
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Sr. Professional III (WA)	Minimum 4 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in human resources operations, to include, but not limited to the implementation of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in the performance of human resources related requirements, tasks, and deliverables
- Advises on and leads tasks relating to human resources business and technical needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources operations
- Serves as a senior-level analytical correspondent within engagement teams
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions

- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Sr. Professional II (WA)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in human resources operations, to include, but not limited to the implementation of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in the performance of human resources related requirements, tasks, and deliverables
- Leads tasks relating to human resources business and technical needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources operations
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Sr. Professional I (WA)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in human resources operations, to include, but not limited to the implementation of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in the performance of human resources related requirements, tasks, and deliverables
- Performs tasks relating to human resources business and technical needs without oversight
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources operations
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Mid Professional V (WA)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing support to human resources operations including, but not limited to the implementation of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with no oversight
- Supports execution, operations, and maintenance of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Manages development of multiple deliverables
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Mid Professional IV (WA)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing support to human resources operations including, but not limited to the implementation of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with no oversight
- Supports execution, operations, and maintenance of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Mid Professional III (WA)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing support to human resources operations including, but not limited to the implementation of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with minimal oversight

- Supports execution, operations, and maintenance of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Mid Professional II (WA)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the human resources operations support required for the implementation of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with minimal oversight
- Supports execution, operations, and maintenance of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Mid Professional I (WA)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experience providing support to human resources operations including, but not limited to the implementation of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources operations related engagement tasks and deliverables with oversight
- Supports execution, operations, and maintenance of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Jr Professional IV (WA)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing support to human resources and project management operations including, but not limited to the implementation of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.

Responsibilities:

- Completes assigned human resources tasks with no oversight
- Conducts research, collects and distills data to affect human capital solutions to ensure operational requirements are met
- Assesses and recommends available tools to support human resources implementations and operations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Jr Professional III (WA)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing support to human resources and project management operations including, but not limited to the implementation of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.

Responsibilities:

- Completes assigned human resources tasks with oversight from senior team members
- Conducts research, collects and distills data to affect human capital solutions to ensure operational requirements are met
- Assesses and recommends available tools to support human resources implementations and operations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Jr Professional II (WA)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the human resources operations support required for the implementation of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.

Responsibilities:

- Completes assigned human resources tasks with oversight from senior team members
- Conducts research, collects and distills data to affect human capital solutions to ensure operational requirements are met
- Assesses and recommends available tools to support human resources implementations and operations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Jr Professional I (WA)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experience providing support to human resources and project management operations including, but not limited to the implementation of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.

Responsibilities:

- Completes assigned human resources tasks with oversight from senior team members
- Conducts research, collects and distills data to affect human capital solutions to ensure operational requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Jr Staff IV (WA)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required to implement systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions

Responsibilities:

- Completes assigned operations tasks with oversight
- Conducts research, collects and distills data to affect human capital solutions to ensure operational requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues. Qualified in making recommendations for next steps
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Jr Staff III (WA)	Minimum 3 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Experienced with data analysis and visualization
- Demonstrated understanding of the human resources operations support required to implement systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions

Responsibilities:

- Completes assigned operations tasks with oversight
- Collects and distills data to affect human capital solutions to ensure operational requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Jr Staff II (WA)	Minimum 2 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in oral and written communication, and specific tools such as Microsoft Office products
- Experienced with data analysis
- Demonstrated understanding of the support required to implement systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions

Responsibilities:

- Completes assigned operations tasks with oversight
- Collects and distills data to affect human capital solutions to ensure operational requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Jr Staff I (WA)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in oral and written communication, and specific tools such as Microsoft Office products
- Experienced with data analysis
- Demonstrated understanding of the support required to implement systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions

Responsibilities:

- Completes assigned operations tasks with oversight
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

4. HUMAN RESOURCES TECHNOLOGY SERVICES – ADVISORY

LABOR CATEGORY	EXPERIENCE	EDUCATION
HRT Advisory Executive III (WA)	Minimum 14 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements.
- Possesses expert knowledge of implementing systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as an advisor on human capital strategies and technologies
- Guides critical technological, business and operational areas to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Reviews project plans, designs, and business and systems analyses
- Advises and oversees all phases of human capital related projects from systems design, implementation, maintenance and operations, to final completion
- Advises on the development and implementation of human resource strategy to provide solutions to client issues including, but not limited to, workforce finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related implementation plan
- Provides the primary strategy interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives, and obtains data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints

- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Executive II (WA)	Minimum 12 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements.
- Possesses expert knowledge of implementing systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as an advisor on human capital strategies and technologies
- Guides critical business, technological, and operational areas to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Reviews project plans, designs, and business and systems analyses
- Advises on all phases of human capital related projects from project design, technologies, implementation, maintenance and operations, to final completion
- Advises on the development and implementation of human resource technologies to provide solutions to client issues including, but not limited to, workforce finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related implementation plan
- Provides the primary interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives, and obtains data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Executive I (WA)	Minimum 11 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements.
- Possesses expert knowledge of implementing systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as an advisor on human capital strategies and technologies
- Guides critical business and operational areas to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Reviews project plans, designs, and business and systems analyses
- Advises on all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Advises on the development of human resource strategy to provide solutions to client issues including, but not limited to, workforce finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related implementation plan
- Provides the primary strategy interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives, and obtains data required for delivering presentations and leading client meetings

- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Lead II (WA)	Minimum 14 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements.
- Possesses expert knowledge of implementing systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as a technological advisor to client and guides day-to-day activities of project teams
- Leads critical business, technological, and operations workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope
- Reviews project plans, designs, and business and systems analyses
- Provides advice and oversight through all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Advises on the development and implementation of human resource strategies and technologies to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related strategic plans
- Provides the primary interface with client; collaborates in the definition, implementation, and execution of organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Lead I (WA)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements.
- Possesses expert knowledge of implementing systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as a technological advisor to client and guides day-to-day activities of project teams
- Leads critical business, technological, and advisory workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope
- Reviews project plans, designs, and business and systems analyses
- Provides advice through all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Advises on the development and implementation of human resource strategy to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related implementation plan

- Provides the primary interface with client; collaborates in the definition of organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Engagement Leader III (WA)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising clients in human capital strategies, technologies, and organizational change management solutions
- Experienced in managing large projects or set of projects including, but not limited to implementing systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as senior interface to client on human resources and organizational change management strategies and technologies
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources technologies
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Engagement Leader II (WA)	Minimum 9 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising clients in human capital strategies, technologies, and organizational change management solutions
- Experienced in managing large projects or set of projects including, but not limited to implementing systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on human resources and organizational change management strategies and technologies
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources technologies
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements

- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Engagement Leader I (WA)	Minimum 8 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising clients in human capital strategy and organizational change management solutions and technologies
- Experienced in managing large projects or set of projects including, but not limited to implementing of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on human resources and organizational change management strategies and technologies
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources technologies
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Solution Architect (WA)	Minimum 14 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising clients in human capital strategy and organizational change management solutions and technologies
- Experienced in advising on implementing systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on human resources and organizational change management strategies and technologies
- Provides subject matter expertise towards the design and rollout of human capital solutions and technologies
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources technologies

- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Project Lead III (WA)	Minimum 7 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising on human capital projects and technologies in areas including, but not limited to implementing systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on technologies and involved in performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution.
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Advises and oversees development of human capital strategies and technologies to meet project requirements
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's strategic problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages one or more large project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Project Lead II (WA)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising on human capital projects and technologies in areas including, but not limited to implementing systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on technologies involved in performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution.
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Advises on human capital related strategies and technologies
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's strategic problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages a single large project team or multiple small project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Project Lead I (WA)	Minimum 5 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising on human capital projects and technologies in areas including, but not limited to implementing systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on technologies involved in performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution.
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Advises on human capital strategies and technologies
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's strategic problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages small project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Architect (WA)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising clients in human capital strategy and organizational change management solutions and technologies

- Experienced in managing large projects or set of projects including, but not limited to implementing systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on human resources and organizational change management strategies and technologies
- Provides subject matter expertise towards the design and rollout of human capital solutions and technologies
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Sr. Professional III (WA)	Minimum 4 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing advisory, technological, and program management support for human resources activities to include, but not limited to the implementation of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in development and completion of human capital strategy related requirements, tasks, and deliverables
- Advises on and leads tasks relating to human resources business and technological needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources
- Serves as a senior-level analytical correspondent within engagement teams
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovating solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Manages a small project team
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Sr. Professional II (WA)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing advisory, technological, and program management support for human resources activities to include, but not limited to the implementation of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables

- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in development and completion of human capital strategy related requirements, tasks, and deliverables
- Advises on and leads tasks relating to human resources business and technological needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources
- Serves as a senior-level analytical correspondent within engagement teams
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Sr. Professional I (WA)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing advisory, technological, and program management support for human resources activities to include, but not limited to the implementation of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in development and completion of human capital strategy related requirements, tasks, and deliverables
- Leads tasks relating to human resources business and technological needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources project requirements
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Mid Professional III (WA)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing advisory, technological, and program management support for human resources activities to include, but not limited to the implementation of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with no oversight

- Researches and recommends best practices for business solutions, process improvements, workforce evaluations, technologies and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Mid Professional II (WA)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing advisory, technological, and program management support for human resources activities to include, but not limited to the implementation of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with minimal oversight
- Researches and recommends best practices for business solutions, process improvements, workforce evaluations, technologies, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Mid Professional I (WA)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the advisory, technological, and program management support required for human resources activities to include, but not limited to the implementation of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with oversight
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Jr Professional II (WA)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing advisory, technological, and program management support for human resources activities to include, but not limited to the implementation of systematic, flexible, and inclusive processes to

review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.

Responsibilities:

- Completes assigned human resources tasks with oversight
- Conducts research, collects and distills data to ensure client business needs are met
- Assesses and recommends available tools to support human resources solutions
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, technologies, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Jr Professional I (WA)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding to the advisory, technological, and program management support required for human resources activities to include, but not limited to the implementation of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.

Responsibilities:

- Completes assigned human resources tasks with oversight
- Conducts research, collects and distills data to ensure client business needs are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, technologies, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

5. HUMAN RESOURCES TECHNOLOGY SERVICES – IMPLEMENTATION

LABOR CATEGORY	EXPERIENCE	EDUCATION
HRT Implementation Executive III (WA)	Minimum 14 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and implementation of human capital solutions
- Possesses expert knowledge of human capital strategies and technologies, and organization change management solutions, including, but not limited to implementing systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions. .
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as an expert on human capital solution implementations and technologies
- Oversees critical business, technological, and operational workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Provides advice and oversight through all phases of human capital related projects from project design, technologies, implementation, maintenance and operations, to final completion
- Reviews the project plans, designs and business and systems analysis
- Directs the development and implementation of human resources technologies to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides the primary interface with client; collaborates in the definition, implementation, and execution of organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings

- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Executive II (WA)	Minimum 12 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and implementation of human capital solutions and Possesses expert knowledge of human capital strategies and technologies, and organization change management solutions, including, but not limited to implementing systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as an expert on human resources technology implementations
- Oversees critical business, technological, and operational workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Provides advice and oversight through all phases of human capital related projects from project design, technologies, implementation, maintenance and operations, to final completion
- Reviews the project plans, designs and business and systems analysis
- Directs the implementation of human resources technologies to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides the primary interface with client; collaborates in the definition, implementation, and execution of organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Executive I (WA)	Minimum 11 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and implementation of human capital solutions and technologies
- Experienced in executive level management and implementation of human capital solutions and Possesses expert knowledge of human capital strategies and technologies, and organization change management solutions, including, but not limited to implementing systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as human resources technology implementation expert for the program/project(s)
- Oversees critical business, technological, and operational workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Provides oversight through all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Reviews the project plans, designs and business and systems analysis
- Directs the implementation of human resource strategy to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides the primary interface with client; collaborates in the definition, implementation, and execution of organization policies, practices, procedures, and attainment of operating goals

- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Lead I (WA)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and implementation of human capital solutions and technologies
- Possesses expert knowledge of human capital strategies, technologies, and organizational change management solutions including, but not limited to implementing systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions
- Skilled in implementing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle

.**Responsibilities:**

- Serves as primary lead for implementation of human capital solutions and technologies; collaborates with client in the definition, design, implementation, and operation of organization policies, practices, procedures, and attainment of operating goals
- Directs day-to-day activities of project teams
- Supports critical business and implementation workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope
- Reviews project plans, designs, and business and systems analyses
- Leads all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Oversees the development and implementation of human resource strategies and technologies to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related implementation plan
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the implementation of human resources related solutions within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Engagement Leader III (WA)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementation of human capital strategies, technologies, and organizational change management solutions
- Experienced in managing large projects or set of projects including, but not limited to implementing systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as senior interface to client on the design and implementation of human resources and organizational change management solutions and technologies
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources technologies
- Resolves problems and suggests creative solutions to human resources challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements

- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Engagement Leader II (WA)	Minimum 9 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementation of human capital strategies, technologies, and organizational change management solutions
- Experienced in managing large projects or set of projects including, but not limited to implementing systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on the design and implementation of human resources and organizational change management solutions and technologies
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources technologies
- Resolves problems and suggests creative solutions to human resources challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Engagement Leader I (WA)	Minimum 8 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementation of human capital and organizational change management solutions and technologies
- Experienced in managing large projects or set of projects including, but not limited to implementing systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on the design and implementation of human resources and organizational change management solutions and technologies
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources technologies

- Resolves problems and suggests creative solutions to human resources challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Project Lead III (WA)	Minimum 7 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions and technologies to support human resources activities including, but not limited to implementing systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, providing guidance on implementation of technologies involved in performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution.
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Manages the implementation of human capital related technologies
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources problems and develops creative solutions and recommendations for implementation
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages one or more large project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Project Lead II (WA)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions and technologies to support human resources activities including, but not limited to implementing systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, providing guidance on the implementation of technologies involved in performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution.
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Manages implementation of human capital related technologies
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources problems and develops creative solutions and recommendations for implementation
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages a single large project team or multiple small project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Project Lead I (WA)	Minimum 5 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions and technologies to support human resources activities including, but not limited to implementing systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful solution implementations through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution.
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Advises and oversees implementation of human capital related project requirements
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources problems and develops creative solutions and recommendations for implementation
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages small project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Architect (WA)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising clients in human capital strategy and organizational change management solutions and technologies
- Experienced in managing large projects or set of projects including, but not limited to implementing systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on the implementation human resources and organizational change management strategies and technologies
- Provides subject matter expertise towards the design, rollout, and management of human capital solutions and technologies
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Sr. Professional III (WA)	Minimum 4 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in supporting the implementation of solutions and technologies to support human resources activities including, but not limited to implementing systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in implementation of human capital support solutions and technologies
- Leads tasks relating to human resources business and technical needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human capital solutions implementations
- Serves as a senior-level analytical correspondent within engagement teams
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Sr. Professional II (WA)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in supporting the implementation of solutions and technologies to support human resources activities including, but not limited to implementing systematic, flexible, and inclusive processes to review

workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in implementation of human capital support solutions and technologies
- Leads tasks relating to human resources business and technical needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human capital solutions and technology implementations
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Sr. Professional I (WA)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in supporting the implementation of solutions and technologies to support human resources activities including, but not limited to implementing systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in implementation of human capital solutions and technologies
- Performs tasks relating to human resources business and technological needs without oversight
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human capital solutions implementations
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Mid Professional IV (WA)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in supporting the implementation of solutions and technologies to support human resources activities including, but not limited to implementing systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with no oversight

- Researches and recommends best practices for, and supports implementation of technologies, business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for implementing human resources solutions; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Manages development of multiple deliverables
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Mid Professional III (WA)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in supporting the implementation of solutions and technologies to support human resources activities including, but not limited to implementing systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with no oversight
- Researches and recommends best practices for, and supports implementation of technologies, business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for implementing human resources solutions; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Mid Professional II (WA)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the implementation support required for solutions and technologies in support of human resources activities including, but not limited to implementing systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.

Responsibilities:

- Completes assigned human resources related implementation tasks and deliverables with oversight
- Supports implementation of technologies, business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for implementing human resources solutions; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Mid Professional I (WA)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in supporting the implementation of solutions and technologies to support human resources activities including, but not limited to implementing systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.

Responsibilities:

- Completes assigned human resources related implementation tasks and deliverables with no minimal oversight from senior team member
- Supports implementation of business solutions, technologies, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Collects and distills data required for implementing human resources solutions; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Jr Professional III (WA)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in supporting the implementation of solutions and technologies to support human resources activities including, but not limited to implementing systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.

Responsibilities:

- Completes assigned human resources tasks with oversight
- Conducts research, collects and distills data to ensure implementation and technological requirements are met
- Assesses and recommends available tools to support human resources solutions implementations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Jr Professional II (WA)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the implementation support required for solutions and technologies in support of human resources activities including, but not limited to implementing systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions

Responsibilities:

- Completes assigned human resources tasks with oversight
- Conducts research, collects and distills data to ensure implementation and technological requirements are met
- Assesses and recommends available tools to support human resources solutions implementations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Jr Professional I (WA)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in supporting the implementation of solutions and technologies to support human resources activities including, but not limited to implementing systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.

Responsibilities:

- Completes assigned human resources tasks with oversight
- Assesses and recommends available tools to support human resources solutions implementations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Jr Staff IV (WA)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Experienced with data analysis and visualization
- Demonstrated understanding of the support required to implement systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions

Responsibilities:

- Completes assigned implementation tasks with oversight
- Collects and distills data to ensure implementation and technological requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, technologies, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues. Qualified in making recommendations for next steps
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Jr Staff III (WA)	Minimum 3 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Experienced with data analysis and visualization
- Demonstrated understanding of the support required to implement systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions

Responsibilities:

- Completes assigned implementation tasks with oversight
- Collects and distills data to ensure implementation and technological requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, technologies, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Jr Staff II (WA)	Minimum 2 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in oral and written communication, and specific tools such as Microsoft Office products

- Experienced with data analysis
- Demonstrated understanding of the support required to implement systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decision

Responsibilities:

- Completes assigned implementation tasks with oversight
- Collects and distills data to ensure implementation and technological requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, technologies, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Jr Staff I (WA)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in oral and written communication, and specific tools such as Microsoft Office products
- Experienced with data analysis
- Demonstrated understanding of the support required to implement systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions

Responsibilities:

- Completes assigned implementation tasks with oversight
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, technologies, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

6. HUMAN RESOURCES TECHNOLOGY SERVICES – OPERATIONS

LABOR CATEGORY	EXPERIENCE	EDUCATION
HRT Operations Executive II (WA)	Minimum 12 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and human resources operations and technologies
- Possesses expert knowledge of human capital operations and solutions, including, but not limited to implementing systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as a human capital and organizational operations and technology subject matter expert.
- Directs critical business, technological and operational workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Reviews the project plans, designs and business and systems analysis
- Directs all phases of human capital related projects from project design, technologies, implementation, maintenance and operations, to final completion
- Directs strategic and day-to-day operations of human capital operations relating to, but not limited to, workforce, finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related operations
- Provides the primary interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings

- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Executive I (WA)	Minimum 11 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and human resources operations and technologies
- Possesses expert knowledge of human capital operations and solutions, including, but not limited to implementing systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as a human capital operations technologies subject matter expert.
- Directs critical business, technological, and operational workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Reviews the project plans, designs and business and systems analysis
- Directs operational components of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Directs day-to-day operations of human capital solutions relating to, but not limited to, workforce, finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related operations
- Provides the primary interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Lead I (WA)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and human resources operations and technologies
- Possesses expert knowledge of human capital operations and solutions, including, but not limited to implementing systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Directs critical business, technological, and operational workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Reviews the project plans, designs and business and systems analysis
- Directs operational components of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Directs day-to-day operations of human capital solutions relating to, but not limited to, workforce, finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related operations

- Provides the primary interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Engagement Leader II (WA)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in human resources operations and technologies
- Experienced in managing large projects or set of projects including, but not limited to implementing systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on human resources and organizational change management operations and technologies
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources technologies
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Engagement Leader I (WA)	Minimum 8 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in human resources operations and technologies
- Experienced in managing large projects or set of projects including, but not limited to implementing systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on organizational operations and change management technologies
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources technologies
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of human capital projects

- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Project Lead III (WA)	Minimum 7 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in the management of human resources operations and technologies involved in, but not limited to implementing systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Extensive experience in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on the operation of technologies involved in performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Manages human resources operations, technologies, and related project requirements
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources operational problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages one or more large project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Project Lead II (WA)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in the management of human resources operations and technologies involved in, but not limited to implementing systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Extensive experience in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on the operation of technologies involved in performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution

- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Manages human resources operations, technologies, and related project tasks
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources operational problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages a single large project team or multiple small project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Project Lead I (WA)	Minimum 5 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in the management of human resources operations and technologies involved in, but not limited to implementing systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Extensive experience in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on the operation of technologies involved in performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Manages human resources operations, technologies, and related project tasks
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources operational problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages small project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Sr. Professional IV (WA)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in human resources operations and technologies related to, but not limited to supporting the implementation of systematic, flexible, and inclusive processes to review workforce and performance data,

metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:
- Directs junior team members in the use of technologies supporting human resources operations
- Leads tasks relating to human resources business and technological needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources operations
- Serves as a senior-level analytical correspondent within engagement teams
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Manages a small project team
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Sr. Professional III (WA)	Minimum 4 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:
- Experienced in human resources operations and technologies related to, but not limited to supporting the implementation of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:
- Directs junior team members in the use of technologies supporting human resources operations
- Leads tasks relating to human resources business and technological needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources operations
- Serves as a senior-level analytical correspondent within engagement teams
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Sr. Professional II (WA)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:
- Experienced in human resources operations and technologies related to, but not limited to supporting the implementation of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions

- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in the use of technologies supporting human resources operations
- Leads tasks relating to human resources business and technological needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources operations and technologies
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Sr. Professional I (WA)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in human resources operations and technologies related to, but not limited to supporting the implementation of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technological needs

Responsibilities:

- Directs junior team members in the use of technologies supporting human resources operations
- Performs tasks relating to human resources business and technological needs with no oversight
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources operations and technologies
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Mid Professional V (WA)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing operational and technological support to projects related to, but not limited to supporting the implementation of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with no oversight

- Supports execution, operations, and maintenance of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Manages development of multiple deliverables
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Mid Professional IV (WA)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing operational and technological support to projects related to, but not limited to supporting the implementation of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with no oversight
- Supports execution, operations, and maintenance of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Mid Professional III (WA)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing operational and technological support to projects related to, but not limited to supporting the implementation of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with oversight
- Supports execution, operations, and maintenance of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Mid Professional II (WA)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the operational and technological support required for the implementation of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with oversight
- Supports execution, operations, and maintenance of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and p
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Mid Professional I (WA)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experience providing operational and technological support to projects related to, but not limited to supporting the implementation of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources operations related engagement tasks and deliverables with minimal no oversight from senior team member
- Supports execution, operation, and maintenance of business solutions, technologies, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Jr Professional III (WA)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing operational and technological support to projects related to, but not limited to supporting the implementation of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions

Responsibilities:

- Completes assigned human resources tasks with oversight
- Conducts research, collects and distills data to ensure operational and technological requirements are met
- Assesses and recommends available tools to support human resources operations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Jr Professional II (WA)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the operational and technological support required for the implementation of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions

Responsibilities:

- Completes assigned human resources tasks with oversight
- Conducts research, collects and distills data to ensure operational and technological requirements are met
- Assesses and recommends available tools to support human resources operations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Jr Professional I (WA)	Minimum 0 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the operational and technological support required for the implementation of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions

Responsibilities:

- Completes assigned human resources tasks with oversight from senior team members
- Conducts research, collects and distills data to ensure operational and technological requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Jr Staff IV (WA)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Experienced with data analysis and visualization
- Demonstrated understanding of the operational and technological support required for the implementation of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions

Responsibilities:

- Completes assigned operations tasks with oversight
- Conducts research, collects and distills data to ensure operational and technological requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues. Qualified in making recommendations for next steps
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Jr Staff III (WA)	Minimum 3 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Experienced with data analysis and visualization
- Demonstrated understanding of the operational and technological support required for the implementation of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions

Responsibilities:

- Completes assigned operations tasks with oversight
- Conducts research, collects and distills data to ensure operational and technological requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Jr Staff II (WA)	Minimum 2 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in oral and written communication, and specific tools such as Microsoft Office products
- Experienced with data analysis
- Demonstrated understanding of the operational and technological support required for the implementation of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions

Responsibilities:

- Completes assigned operations tasks with oversight
- Conducts research, collects and distills data to ensure operational and technological requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Jr Staff I (WA)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in oral and written communication, and specific tools such as Microsoft Office products
- Experienced with data analysis
- Demonstrated understanding of the operational and technological support required for the implementation of systematic, flexible, and inclusive processes to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operations requirements to make informed Human Capital Management decisions

Responsibilities:

- Completes assigned operations tasks with oversight
- Conducts research, collects and distills data to ensure operational and technological requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HUMAN CAPITAL HUMAN RESOURCES PROFESSIONAL SERVICES

Applicable to SINs: 541612EPM, 541612EPM(RC)

Deloitte's SIN 541612EPM rate card is comprised of three service lines [(1) Advisory, (2) Implementation and (3) Operations] each with specific Human Resource Consulting and Technology Professional Services labor categories and ceiling prices.

1. HUMAN RESOURCES CONSULTING SERVICES - ADVISORY

LABOR CATEGORY	EXPERIENCE	EDUCATION
HRC Advisory Executive III (EPM)	Minimum 14 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements.
- Possesses expert knowledge in the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves in an advisory capacity to client
- Guides critical business and operational areas to provide complete human resources life-cycle support ("cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Reviews project plans, designs, and business and systems analyses
- Advises and oversees all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Advises on the development and implementation of human resource strategy to provide solutions to client issues including, but not limited to, workforce finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related implementation plan
- Provides the primary strategy interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives, and obtains data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Executive II (EPM)	Minimum 12 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements.
- Possesses expert knowledge in the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves in an advisory capacity to client
- Guides critical business and operational areas to provide complete human resources life-cycle support ("cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Reviews project plans, designs, and business and systems analyses

- Advises on all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Advises on the development and implementation of human resource strategy to provide solutions to client issues including, but not limited to, workforce finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related implementation plan
- Provides the primary strategy interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives, and obtains data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Executive I (EPM)	Minimum 11 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements.
- Possesses expert knowledge in the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves in an advisory capacity to client
- Guides critical business and operational areas to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Reviews project plans, designs, and business and systems analyses
- Advises on all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Advises on the development of human resource strategy to provide solutions to client issues including, but not limited to, workforce finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related implementation plan
- Provides the primary strategy interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives, and obtains data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Lead II (EPM)	Minimum 14 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements.
- Possesses expert knowledge in the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves in an advisory capacity to client and guides day-to-day activities of project teams
- Leads critical business and operations workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope

- Reviews project plans, designs, and business and systems analyses
- Provides advice and oversight through all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Advises on the development and implementation of human resource strategy to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related implementation plan
- Provides the primary strategy interface with client; collaborates in the definition, implementation, and execution of organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Lead I (EPM)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements.
- Possesses expert knowledge in the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves in an advisory capacity to client and guides day-to-day activities of project teams
- Leads critical business and operations workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope
- Reviews project plans, designs, and business and systems analyses
- Provides advice through all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Advises on the development and implementation of human resource strategy to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related implementation plan
- Provides the primary strategy interface with client; collaborates in the definition of organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Engagement Leader III (EPM)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising clients in human capital strategy and organizational change management solutions
- Experienced in managing large projects or set of relating to the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as senior interface to client on human resources and organizational change management strategy
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources efforts
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations

- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Engagement Leader II (EPM)	Minimum 9 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising clients in human capital strategy and organizational change management solutions
- Experienced in managing large projects or set of projects relating to the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on human resources and organizational change management strategy
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources efforts
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Engagement Leader I (EPM)	Minimum 8 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising clients in human capital strategy and organizational change management solutions
- Experienced in managing large projects or set of projects relating to the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on human resources and organizational change management strategy
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources efforts
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives

- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Project Lead III (EPM)	Minimum 7 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising on the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful project performance through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution.
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Advises and oversees implementation of human capital related project requirements
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's strategic problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages one or more large project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Project Lead II (EPM)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising on the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful project performance through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution.
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Advises and oversees implementation of human capital related project requirements
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's strategic problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations

- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages a single large project team or multiple small project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Project Lead I (EPM)	Minimum 5 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising on the creation, implementation, and maintenance of employee performance management practices, programs, and activities.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful project performance through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution.
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Advises and oversees implementation of human capital related project requirements
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's strategic problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages small project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Sr. Professional III (EPM)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing advisory and program management support for the creation, implementation, and maintenance of employee performance management practices, programs, and activities.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in development and completion of human capital related requirements, tasks, and deliverables
- Advises on and leads tasks relating to human resources business and technical needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources
- Serves as a senior-level analytical correspondent within engagement teams
- Applies business modeling, process modeling, and business design techniques to human capital solutions

- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovating solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Manages a small project team
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Sr. Professional II (EPM)	Minimum 4 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing advisory and program management support for the creation, implementation, and maintenance of employee performance management practices, programs, and activities.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in development and completion of human capital related requirements, tasks, and deliverables
- Leads tasks relating to human resources business and technical needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovating solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Sr. Professional I (EPM)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing advisory and program management support for the creation, implementation, and maintenance of employee performance management practices, programs, and activities.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in development and completion of human capital related requirements, tasks, and deliverables
- Performs tasks relating to human resources business needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovating solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses

- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Mid Professional IV (EPM)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing advisory support to the creation, implementation, and maintenance of employee performance management practices, programs, and activities.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with no oversight
- Researches and recommends best practices for, and supports implementation of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Manages development of multiple deliverables
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Mid Professional III (EPM)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing advisory support to the creation, implementation, and maintenance of employee performance management practices, programs, and activities.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with no oversight
- Researches and recommends best practices for, and supports implementation of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Mid Professional II (EPM)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing advisory support to the creation, implementation, and maintenance of employee performance management practices, programs, and activities.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with minimal oversight
- Researches and recommends best practices for, and supports implementation of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools

- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Mid Professional I (EPM)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the advisory support required for the creation, implementation, and maintenance of employee performance management practices, programs, and activities.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with oversight from senior team member
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Jr Professional III (EPM)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing supporting the creation, implementation, and maintenance of employee performance management practices, programs, and activities.

Responsibilities:

- Completes assigned human resources tasks with no oversight
- Conducts research, collects and distills data to affect human capital solutions to ensure client business needs are met
- Assesses and recommends available tools to support human resources implementations and operations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Jr Professional II (EPM)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in supporting the creation, implementation, and maintenance of employee performance management practices, programs, and activities.

Responsibilities:

- Completes assigned human resources tasks with oversight from senior team members
- Conducts research, collects and distills data to affect human capital solutions to ensure client business needs are met
- Assesses and recommends available tools to support human resources implementations and operations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations

- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Jr Professional I (EPM)	Minimum 0 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required for the creation, implementation, and maintenance of employee performance management practices, programs, and activities.

Responsibilities:

- Completes assigned human resources tasks with oversight from senior team members
- Conducts research, collects and distills data to affect human capital solutions to ensure client business needs are met
- Contributes to obtaining data and reports for presentations and client meetings
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

2. HUMAN RESOURCES CONSULTING SERVICES – IMPLEMENTATION

LABOR CATEGORY	EXPERIENCE	EDUCATION
HRC Implementation Executive III (EPM)	Minimum 14 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and implementation of human capital solutions
- Possesses expert knowledge in the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as human resources solutions implementation expert for the program/project(s)
- Oversees critical business and operational workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Provides advice and oversight through all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Reviews the project plans, designs and business and systems analysis
- Directs the development and implementation of human resource strategy to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides the primary interface with client; collaborates in the definition, implementation, and execution of organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Executive II (EPM)	Minimum 12 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and implementation of human capital solutions
- Possesses expert knowledge in the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as human resources solutions implementation expert for the program/project(s)
- Oversees critical business and operational workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Provides advice and oversight through all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Reviews the project plans, designs and business and systems analysis
- Directs the implementation of human resource strategy to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides the primary interface with client; collaborates in the definition, implementation, and execution of organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Executive I (EPM)	Minimum 11 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and implementation of human capital solutions
- Possesses expert knowledge in the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as human resources solutions implementation expert for the program/project(s)
- Oversees critical business and operational workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Oversees human capital related projects from implementation, maintenance and operations, to final completion
- Reviews the project plans, designs and business and systems analysis
- Directs the implementation of human resource strategy to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides the primary interface with client; collaborates in the definition, implementation, and execution of organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Lead I (EPM)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and implementation of human capital solutions
- Possesses expert knowledge in the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.
- Skilled in implementing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as primary lead for implementation of human capital solutions; collaborates with client in the definition, design, implementation, and operation of organization policies, practices, procedures, and attainment of operating goals
- Directs day-to-day activities of project teams
- Supports critical business and operational workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope
- Reviews project plans, designs, and business and systems analyses
- Provides advice and oversight through all phases of human capital related projects from project design, implementation, maintenance, and operations, to final completion
- Oversees the implementation of human resource strategy to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related implementation plan
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the implementation of human resources related solutions within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Engagement Leader III (EPM)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementation of human capital strategy and organizational change management solutions
- Experienced in managing large projects or set of projects relating to the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as senior interface to client on the design and implementation of human resources and organizational change management solutions
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources efforts
- Resolves problems and suggests creative solutions to human resources challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Engagement Leader II (EPM)	Minimum 9 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementation of human capital strategy and organizational change management solutions
- Experienced in managing large projects or set of projects relating to the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on the design and implementation of human resources and organizational change management solutions

- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources efforts
- Resolves problems and suggests creative solutions to human resources challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Engagement Leader I (EPM)	Minimum 8 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementation of human capital strategy and organizational change management solutions
- Experienced in managing large projects or set of projects relating to the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as client subject matter expert on the design and implementation of human resources and organizational change management solutions
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources efforts
- Resolves problems and suggests creative solutions to human resources challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Project Lead III (EPM)	Minimum 7 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions to support the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful solution implementations through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution.
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements

- Provides a communication channel between the client and the engagement team
- Advises and oversees implementation of human capital related project requirements
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources problems and develops creative solutions and recommendations for implementation
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages one or more large project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Project Lead II (EPM)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions to support the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful solution implementations through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution.
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Advises and oversees implementation of human capital related project requirements
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources problems and develops creative solutions and recommendations for implementation
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages a single large project team or multiple small project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Project Lead I (EPM)	Minimum 5 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions to support the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful solution implementations through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution.
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Advises and oversees implementation of human capital related project requirements
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources problems and develops creative solutions and recommendations for implementation
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages small project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Sr. Professional IV (EPM)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions to support the creation, implementation, and maintenance of employee performance management practices, programs, and activities.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in implementation of human capital support solutions related requirements, tasks, and deliverables
- Advises on and leads tasks relating to human resources business and technical needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human capital solutions implementations
- Serves as a senior-level analytical correspondent within engagement teams
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Manages a small project team
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Sr. Professional III (EPM)	Minimum 4 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions to support the creation, implementation, and maintenance of employee performance management practices, programs, and activities.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables

- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in implementation of human capital support solutions related requirements, tasks, and deliverables
- Advises on and leads tasks relating to human resources business and technical needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human capital solutions implementations
- Serves as a senior-level analytical correspondent within engagement teams
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Sr. Professional II (EPM)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions to support the creation, implementation, and maintenance of employee performance management practices, programs, and activities.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in implementation of human capital support solutions related requirements, tasks, and deliverables
- Leads tasks relating to human resources business and technical needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human capital solutions implementations
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Sr. Professional I (EPM)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions to support the creation, implementation, and maintenance of employee performance management practices, programs, and activities.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in implementation of human capital support solutions related requirements, tasks, and deliverables

- Performs tasks relating to human resources business and technical needs without oversight
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human capital solutions implementations
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Mid Professional IV (EPM)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in supporting the creation, implementation, and maintenance of employee performance management practices, programs, and activities.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with no oversight
- Researches and recommends best practices for, and supports implementation of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for implementing human resources solutions; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Manages development of multiple deliverables
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Mid Professional III (EPM)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in supporting the creation, implementation, and maintenance of employee performance management practices, programs, and activities.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with no oversight
- Researches and recommends best practices for, and supports implementation of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for implementing human resources solutions; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Mid Professional II (EPM)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in supporting the creation, implementation, and maintenance of employee performance management practices, programs, and activities.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related implementation tasks and deliverables with minimal oversight
- Researches and recommends best practices for, and supports implementation of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for implementing human resources solutions; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Mid Professional I (EPM)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in supporting the creation, implementation, and maintenance of employee performance management practices, programs, and activities.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related implementation tasks and deliverables with oversight from senior team member
- Supports implementation of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for implementing human resources solutions; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Jr Professional IV (EPM)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in supporting the creation, implementation, and maintenance of employee performance management practices, programs, and activities.

Responsibilities:

- Completes assigned human resources tasks with no oversight
- Conducts research, collects and distills data to ensure implementation requirements needs are met
- Assesses and recommends available tools to support human resources implementations and operations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Jr Professional III (EPM)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in supporting the creation, implementation, and maintenance of employee performance management practices, programs, and activities.

Responsibilities:

- Completes assigned human resources tasks with oversight from senior team members
- Conducts research, collects and distills data to ensure implementation requirements needs are met
- Assesses and recommends available tools to support human resources implementations and operations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Jr Professional II (EPM)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required to create, implement, and maintain employee performance management practices, programs, and activities.

Responsibilities:

- Completes assigned human resources tasks with oversight from senior team members
- Conducts research, collects and distills data to ensure implementation requirements are met
- Assesses and recommends available tools to support human resources implementations and operations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Jr Professional I (EPM)	Minimum 0 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in supporting the creation, implementation, and maintenance of employee performance management practices, programs, and activities.

Responsibilities:

- Completes assigned human resources tasks with oversight from senior team members
- Assesses and recommends available tools to support human resources implementations and operations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Jr Staff IV (EPM)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Experienced with data analysis and visualization
- Demonstrated understanding of the support required to create, implement, and maintain employee performance management practices, programs, and activities

Responsibilities:

- Completes assigned implementation tasks with oversight
- Collects and distills data to ensure implementation requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations

- Collects data, undertakes analysis, and helps identify issues. Qualified in making recommendations for next steps
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Jr Staff III (EPM)	Minimum 3 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Experienced with data analysis and visualization
- Demonstrated understanding of the support required to create, implement, and maintain employee performance management practices, programs, and activities

Responsibilities:

- Completes assigned implementation tasks with oversight
- Collects and distills data to ensure implementation requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Jr Staff II (EPM)	Minimum 2 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in oral and written communication, and specific tools such as Microsoft Office products
- Experienced with data analysis
- Demonstrated understanding of the support required to create, implement, and maintain employee performance management practices, programs, and activities

Responsibilities:

- Completes assigned implementation tasks with oversight
- Collects and distills data to ensure implementation requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Jr Staff I (EPM)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in oral and written communication, and specific tools such as Microsoft Office products
- Experienced with data analysis
- Demonstrated understanding of the support required to create, implement, and maintain employee performance management practices, programs, and activities

Responsibilities:

- Completes assigned implementation tasks with oversight
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

3. HUMAN RESOURCES CONSULTING SERVICES – OPERATIONS

LABOR CATEGORY	EXPERIENCE	EDUCATION
HRC Operations Executive II (EPM)	Minimum 12 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and human resources operations
- Possesses expert knowledge in the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as a human capital and organizational operations subject matter expert.
- Directs critical business and operational workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Reviews the project plans, designs and business and systems analysis
- Directs all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Directs strategic and day-to-day operations of human capital solutions relating to, but not limited to, workforce, finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related operations
- Provides the primary strategy interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Executive I (EPM)	Minimum 11 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and human resources operations
- Possesses expert knowledge in the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as a human capital and organizational operations subject matter expert.
- Directs critical business and operational workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Reviews the project plans, designs and business and systems analysis
- Directs all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Directs day-to-day operations of human capital solutions relating to, but not limited to, workforce, finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related operations
- Provides the primary interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints

- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Engagement Leader II (EPM)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in human resources operations, including, but not limited to the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as senior interface to client on human resources and organizational operations and change management
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources efforts
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Engagement Leader I (EPM)	Minimum 8 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in human resources operations, including, but not limited to the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on organizational operations and change management
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources efforts
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Project Lead III (EPM)	Minimum 7 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in the management of human resources operations, including, but not limited to the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Extensive experience in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful project operations through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Advises and oversees human resources operations and related project requirements
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources operational problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages one or more large project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Project Lead II (EPM)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in the management of human resources operations, including, but not limited to the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Extensive experience in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful project operations through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Advises and oversees human resources operations and related project requirements
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources operational problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages a single large project team or multiple small project teams

- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Project Lead I (EPM)	Minimum 5 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in the management of human resources operations, including, but not limited to the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Extensive experience in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful project operations through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Advises and oversees human resources operations and related project requirements
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources operational problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages small project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Sr. Professional IV (EPM)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in human resources operations, to include, but not limited to the creation, implementation, and maintenance of employee performance management practices, programs, and activities.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in the performance of human resources related requirements, tasks, and deliverables
- Advises on and leads tasks relating to human resources business and technical needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources operations
- Serves as a senior-level analytical correspondent within engagement teams
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions

- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Manages a small project team
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Sr. Professional III (EPM)	Minimum 4 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in human resources operations, to include, but not limited to the creation, implementation, and maintenance of employee performance management practices, programs, and activities.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in the performance of human resources related requirements, tasks, and deliverables
- Advises on and leads tasks relating to human resources business and technical needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources operations
- Serves as a senior-level analytical correspondent within engagement teams
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Sr. Professional II (EPM)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in human resources operations, to include, but not limited to the creation, implementation, and maintenance of employee performance management practices, programs, and activities.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in the performance of human resources related requirements, tasks, and deliverables
- Leads tasks relating to human resources business and technical needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources operations
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Sr. Professional I (EPM)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in human resources operations, to include, but not limited to the creation, implementation, and maintenance of employee performance management practices, programs, and activities.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in the performance of human resources related requirements, tasks, and deliverables
- Performs tasks relating to human resources business and technical needs without oversight
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources operations
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Mid Professional V (EPM)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing support to human resources operations including, but not limited to the creation, implementation, and maintenance of employee performance management practices, programs, and activities.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with no oversight
- Supports execution, operations, and maintenance of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Manages development of multiple deliverables
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Mid Professional IV (EPM)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing support to human resources operations including, but not limited to the creation, implementation, and maintenance of employee performance management practices, programs, and activities.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with no oversight

- Supports execution, operations, and maintenance of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Mid Professional III (EPM)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing support to human resources operations including, but not limited to the creation, implementation, and maintenance of employee performance management practices, programs, and activities.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with minimal oversight
- Supports execution, operations, and maintenance of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Mid Professional II (EPM)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the human resources operations support required to for the creation, implementation, and maintenance of employee performance management practices, programs, and activities.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with minimal oversight
- Supports execution, operations, and maintenance of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Mid Professional I (EPM)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experience providing support to human resources operations including, but not limited to the creation, implementation, and maintenance of employee performance management practices, programs, and activities.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources operations related engagement tasks and deliverables with oversight

- Supports execution, operations, and maintenance of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Jr Professional IV (EPM)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing support to human resources and project management operations including, but not limited to the creation, implementation, and maintenance of employee performance management practices, programs, and activities.

Responsibilities:

- Completes assigned human resources tasks with no oversight
- Conducts research, collects and distills data to affect human capital solutions to ensure operational requirements are met
- Assesses and recommends available tools to support human resources implementations and operations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Jr Professional III (EPM)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing support to human resources and project management operations including, but not limited to the creation, implementation, and maintenance of employee performance management practices, programs, and activities.

Responsibilities:

- Completes assigned human resources tasks with oversight from senior team members
- Conducts research, collects and distills data to affect human capital solutions to ensure operational requirements are met
- Assesses and recommends available tools to support human resources implementations and operations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Jr Professional II (EPM)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the human resources operations support required to for the creation, implementation, and maintenance of employee performance management practices, programs, and activities.

Responsibilities:

- Completes assigned human resources tasks with oversight from senior team members
- Conducts research, collects and distills data to affect human capital solutions to ensure operational requirements are met
- Assesses and recommends available tools to support human resources implementations and operations
- Contributes to obtaining data and reports for presentations and client meetings

- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Jr Professional I (EPM)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experience providing support to human resources and project management operations including, but not limited to the creation, implementation, and maintenance of employee performance management practices, programs, and activities.

Responsibilities:

- Completes assigned human resources tasks with oversight from senior team members
- Conducts research, collects and distills data to affect human capital solutions to ensure operational requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Jr Staff IV (EPM)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the human resources operations support required to for the creation, implementation, and maintenance of employee performance management practices, programs, and activities.

Responsibilities:

- Completes assigned operations tasks with oversight
- Conducts research, collects and distills data to affect human capital solutions to ensure operational requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues. Qualified in making recommendations for next steps
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Jr Staff III (EPM)	Minimum 3 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Experienced with data analysis and visualization
- Demonstrated understanding of the human resources operations support required to for the creation, implementation, and maintenance of employee performance management practices, programs, and activities.

Responsibilities:

- Completes assigned operations tasks with oversight
- Collects and distills data to affect human capital solutions to ensure operational requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Jr Staff II (EPM)	Minimum 2 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in oral and written communication, and specific tools such as Microsoft Office products
- Experienced with data analysis
- Demonstrated understanding of the human resources operations support required to for the creation, implementation, and maintenance of employee performance management practices, programs, and activities.

Responsibilities:

- Completes assigned operations tasks with oversight
- Collects and distills data to affect human capital solutions to ensure operational requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Jr Staff I (EPM)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in oral and written communication, and specific tools such as Microsoft Office products
- Experienced with data analysis
- Demonstrated understanding of the human resources operations support required to for the creation, implementation, and maintenance of employee performance management practices, programs, and activities.

Responsibilities:

- Completes assigned operations tasks with oversight
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

4. HUMAN RESOURCES TECHNOLOGY SERVICES – ADVISORY

LABOR CATEGORY	EXPERIENCE	EDUCATION
HRT Advisory Executive III (EPM)	Minimum 14 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements.
- Possesses expert knowledge of the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as an advisor on human capital strategies and technologies
- Guides critical technological, business and operational areas to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Reviews project plans, designs, and business and systems analyses
- Advises and oversees all phases of human capital related projects from systems design, implementation, maintenance and operations, to final completion
- Advises on the development and implementation of human resource strategy to provide solutions to client issues including, but not limited to, workforce finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related implementation plan
- Provides the primary strategy interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals

- Reviews and analyzes reports and directives, and obtains data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Executive II (EPM)	Minimum 12 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements.
- Possesses expert knowledge of the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as an advisor on human capital strategies and technologies
- Guides critical business, technological, and operational areas to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Reviews project plans, designs, and business and systems analyses
- Advises on all phases of human capital related projects from project design, technologies, implementation, maintenance and operations, to final completion
- Advises on the development and implementation of human resource technologies to provide solutions to client issues including, but not limited to, workforce finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related implementation plan
- Provides the primary interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives, and obtains data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Executive I (EPM)	Minimum 11 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements.
- Possesses expert knowledge of the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as an advisor on human capital strategies and technologies
- Guides critical business and operational areas to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Reviews project plans, designs, and business and systems analyses
- Advises on all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Advises on the development of human resource strategy to provide solutions to client issues including, but not limited to, workforce finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related implementation plan

- Provides the primary strategy interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives, and obtains data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Lead II (EPM)	Minimum 14 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements.
- Possesses expert knowledge of the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as a technological advisor to client and guides day-to-day activities of project teams
- Leads critical business, technological, and operations workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope
- Reviews project plans, designs, and business and systems analyses
- Provides advice and oversight through all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Advises on the development and implementation of human resource strategies and technologies to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related strategic plans
- Provides the primary interface with client; collaborates in the definition, implementation, and execution of organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Lead I (EPM)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements.
- Possesses expert knowledge of the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as a technological advisor to client and guides day-to-day activities of project teams
- Leads critical business, technological, and advisory workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope
- Reviews project plans, designs, and business and systems analyses
- Provides advice through all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Advises on the development and implementation of human resource strategy to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components

- Provides quality assurance on human capital related implementation plan
- Provides the primary interface with client; collaborates in the definition of organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Engagement Leader III (EPM)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising clients in human capital strategies, technologies, and organizational change management solutions
- Experienced in managing large projects or set of projects including, but not limited to the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as senior interface to client on human resources and organizational change management strategies and technologies
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources technologies
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Engagement Leader II (EPM)	Minimum 9 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising clients in human capital strategies, technologies, and organizational change management solutions
- Experienced in managing large projects or set of projects including, but not limited to the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on human resources and organizational change management strategies and technologies
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources technologies
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints

- Assumes responsibility for project delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Engagement Leader I (EPM)	Minimum 8 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising clients in human capital strategy and organizational change management solutions and technologies
- Experienced in managing large projects or set of projects including, but not limited to the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on human resources and organizational change management strategies and technologies
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources technologies
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Solution Architect (EPM)	Minimum 14 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising clients in human capital strategy and organizational change management solutions and technologies
- Experienced in advising on the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on human resources and organizational change management strategies and technologies
- Provides subject matter expertise towards the design and rollout of human capital solutions and technologies
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources technologies
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints

- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Project Lead III (EPM)	Minimum 7 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising on human capital projects and technologies in areas including, but not limited to the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on technologies and involved in performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution.
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Advises and oversees development of human capital strategies and technologies to meet project requirements
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's strategic problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages one or more large project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Project Lead II (EPM)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising on human capital projects and technologies in areas including, but not limited to the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on technologies involved in performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution.
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Advises on human capital related strategies and technologies

- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's strategic problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages a single large project team or multiple small project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Project Lead I (EPM)	Minimum 5 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising on human capital projects and technologies in areas including, but not limited to the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on technologies involved in performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution.
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Advises on human capital strategies and technologies
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's strategic problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages small project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Architect (EPM)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising clients in human capital strategy and organizational change management solutions and technologies
- Experienced in managing large projects or set of projects including, but not limited to the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on human resources and organizational change management strategies and technologies
- Provides subject matter expertise towards the design and rollout of human capital solutions and technologies

- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Sr. Professional III (EPM)	Minimum 4 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing advisory, technological, and program management support for human resources activities to include, but not limited to the creation, implementation, and maintenance of employee performance management practices, programs, and activities.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in development and completion of human capital strategy related requirements, tasks, and deliverables
- Advises on and leads tasks relating to human resources business and technological needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources
- Serves as a senior-level analytical correspondent within engagement teams
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovating solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Manages a small project team
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Sr. Professional II (EPM)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing advisory, technological, and program management support for human resources activities to include, but not limited to the creation, implementation, and maintenance of employee performance management practices, programs, and activities.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in development and completion of human capital strategy related requirements, tasks, and deliverables
- Advises on and leads tasks relating to human resources business and technological needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources
- Serves as a senior-level analytical correspondent within engagement teams
- Applies business modeling, process modeling, and business design techniques to human capital solutions

- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Sr. Professional I (EPM)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing advisory, technological, and program management support for human resources activities to include, but not limited to the creation, implementation, and maintenance of employee performance management practices, programs, and activities.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in development and completion of human capital strategy related requirements, tasks, and deliverables
- Leads tasks relating to human resources business and technological needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources project requirements
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Mid Professional III (EPM)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing advisory, technological, and program management support for human resources activities to include, but not limited to the creation, implementation, and maintenance of employee performance management practices, programs, and activities.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with no oversight
- Researches and recommends best practices for business solutions, process improvements, workforce evaluations, technologies and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Mid Professional II (EPM)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing advisory, technological, and program management support for human resources activities to include, but not limited to the creation, implementation, and maintenance of employee performance management practices, programs, and activities.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with minimal oversight
- Researches and recommends best practices for business solutions, process improvements, workforce evaluations, technologies, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Mid Professional I (EPM)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the advisory, technological, and program management support required for human resources activities to include, but not limited to the creation, implementation, and maintenance of employee performance management practices, programs, and activities.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with oversight
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Jr Professional II (EPM)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing advisory, technological, and program management support for human resources activities to include, but not limited to the creation, implementation, and maintenance of employee performance management practices, programs, and activities.

Responsibilities:

- Completes assigned human resources tasks with oversight
- Conducts research, collects and distills data to ensure client business needs are met
- Assesses and recommends available tools to support human resources solutions
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, technologies, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Jr Professional I (EPM)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the advisory, technological, and program management support required for human resources activities to include, but not limited to the creation, implementation, and maintenance of employee performance management practices, programs, and activities.

Responsibilities:

- Completes assigned human resources tasks with oversight
- Conducts research, collects and distills data to ensure client business needs are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, technologies, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

5. HUMAN RESOURCES TECHNOLOGY SERVICES – IMPLEMENTATION

LABOR CATEGORY	EXPERIENCE	EDUCATION
HRT Implementation Executive III (EPM)	Minimum 14 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and implementation of human capital solutions
- Possesses expert knowledge of human capital strategies and technologies, and organization change management solutions, including, but not limited to the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as an expert on human capital solution implementations and technologies
- Oversees critical business, technological, and operational workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Provides advice and oversight through all phases of human capital related projects from project design, technologies, implementation, maintenance and operations, to final completion
- Reviews the project plans, designs and business and systems analysis
- Directs the development and implementation of human resources technologies to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides the primary interface with client; collaborates in the definition, implementation, and execution of organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Executive II (EPM)	Minimum 12 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Possesses expert knowledge of human capital strategies and technologies, and organization change management solutions, including, but not limited to the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as an expert on human resources technology implementations

- Oversees critical business, technological, and operational workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Provides advice and oversight through all phases of human capital related projects from project design, technologies, implementation, maintenance and operations, to final completion
- Reviews the project plans, designs and business and systems analysis
- Directs the implementation of human resources technologies to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides the primary interface with client; collaborates in the definition, implementation, and execution of organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Executive I (EPM)	Minimum 11 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and implementation of human capital solutions and technologies
- Possesses expert knowledge of human capital strategies and technologies, and organization change management solutions, including, but not limited to the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as human resources technology implementation expert for the program/project(s)
- Oversees critical business, technological, and operational workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Provides oversight through all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Reviews the project plans, designs and business and systems analysis
- Directs the implementation of human resource strategy to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides the primary interface with client; collaborates in the definition, implementation, and execution of organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Lead I (EPM)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and implementation of human capital solutions and technologies
- Possesses expert knowledge of human capital strategies, technologies, and organizational change management solutions including, but not limited to the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.
- Skilled in implementing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle

Responsibilities:

- Serves as primary lead for implementation of human capital solutions and technologies; collaborates with client in the definition, design, implementation, and operation of organization policies, practices, procedures, and attainment of operating goals
- Directs day-to-day activities of project teams
- Supports critical business and implementation workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope
- Reviews project plans, designs, and business and systems analyses
- Leads all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Oversees the development and implementation of human resource strategies and technologies to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related implementation plan
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the implementation of human resources related solutions within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Engagement Leader III (EPM)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementation of human capital strategies, technologies, and organizational change management solutions
- Experienced in managing large projects or set of projects including, but not limited to the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as senior interface to client on the design and implementation of human resources and organizational change management solutions and technologies
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources technologies
- Resolves problems and suggests creative solutions to human resources challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Engagement Leader II (EPM)	Minimum 9 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementation of human capital strategies, technologies, and organizational change management solutions

- Experienced in managing large projects or set of projects including, but not limited to the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on the design and implementation of human resources and organizational change management solutions and technologies
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources technologies
- Resolves problems and suggests creative solutions to human resources challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Engagement Leader I (EPM)	Minimum 8 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementation of human capital and organizational change management solutions and technologies
- Experienced in managing large projects or set of projects including, but not limited to the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on the design and implementation of human resources and organizational change management solutions and technologies
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources technologies
- Resolves problems and suggests creative solutions to human resources challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Project Lead III (EPM)	Minimum 7 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions and technologies to support human resources activities including, but not limited to the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, providing guidance on implementation of technologies involved in performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution.
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Manages the implementation of human capital related technologies
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources problems and develops creative solutions and recommendations for implementation
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages one or more large project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Project Lead II (EPM)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions and technologies to support human resources activities including, but not limited to the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, providing guidance on the implementation of technologies involved in performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution.
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Manages implementation of human capital related technologies
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources problems and develops creative solutions and recommendations for implementation
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages a single large project team or multiple small project teams

- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Project Lead I (EPM)	Minimum 5 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions and technologies to support human resources activities including, but not limited to the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful solution implementations through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution.
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Advises and oversees implementation of human capital related project requirements
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources problems and develops creative solutions and recommendations for implementation
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages small project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Architect (EPM)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising clients in human capital strategy and organizational change management solutions and technologies
- Experienced in managing large projects or set of projects including, but not limited to the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on the implementation human resources and organizational change management strategies and technologies
- Provides subject matter expertise towards the design, rollout, and management of human capital solutions and technologies
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Sr. Professional III (EPM)	Minimum 4 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in supporting the implementation of solutions and technologies to support human resources activities including, but not limited to the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in implementation of human capital support solutions and technologies
- Leads tasks relating to human resources business and technical needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human capital solutions implementations
- Serves as a senior-level analytical correspondent within engagement teams
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Sr. Professional II (EPM)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in supporting the implementation of solutions and technologies to support human resources activities including, but not limited to the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in implementation of human capital support solutions and technologies
- Leads tasks relating to human resources business and technical needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human capital solutions and technology implementations
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Sr. Professional I (EPM)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in supporting the implementation of solutions and technologies to support human resources activities including, but not limited to the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in implementation of human capital solutions and technologies
- Performs tasks relating to human resources business and technological needs without oversight
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human capital solutions implementations
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Mid Professional IV (EPM)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in supporting the implementation of solutions and technologies to support human resources activities including, but not limited to the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with no oversight
- Researches and recommends best practices for, and supports implementation of technologies, business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for implementing human resources solutions; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Manages development of multiple deliverables
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Mid Professional III (EPM)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in supporting the implementation of solutions and technologies to support human resources activities including, but not limited to the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with no oversight
- Researches and recommends best practices for, and supports implementation of technologies, business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for implementing human resources solutions; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities

- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Mid Professional II (EPM)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required for the implementation of solutions and technologies to support human resources activities including, but not limited to the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.

Responsibilities:

- Completes assigned human resources related implementation tasks and deliverables with oversight
- Supports implementation of technologies, business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for implementing human resources solutions; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Mid Professional I (EPM)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in supporting the implementation of solutions and technologies to support human resources activities including, but not limited to the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.

Responsibilities:

- Completes assigned human resources related implementation tasks and deliverables with no minimal oversight from senior team member
- Supports implementation of business solutions, technologies, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Collects and distills data required for implementing human resources solutions; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Jr Professional III (EPM)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in supporting the implementation of solutions and technologies to support human resources activities including, but not limited to the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.

Responsibilities:

- Completes assigned human resources tasks with oversight
- Conducts research, collects and distills data to ensure implementation and technological requirements are met
- Assesses and recommends available tools to support human resources solutions implementations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.

- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Jr Professional II (EPM)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required for the implementation of solutions and technologies to support human resources activities including, but not limited to the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.

Responsibilities:

- Completes assigned human resources tasks with oversight
- Conducts research, collects and distills data to ensure implementation and technological requirements are met
- Assesses and recommends available tools to support human resources solutions implementations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Jr Professional I (EPM)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in supporting the implementation of solutions and technologies to support human resources activities including, but not limited to the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.

Responsibilities:

- Completes assigned human resources tasks with oversight
- Assesses and recommends available tools to support human resources solutions implementations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Jr Staff IV (EPM)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Experienced with data analysis and visualization
- Demonstrated understanding of the support required to create, implement, and maintain employee performance management practices, programs, and activities

Responsibilities:

- Completes assigned implementation tasks with oversight
- Collects and distills data to ensure implementation and technological requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, technologies, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues. Qualified in making recommendations for next steps
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Jr Staff III (EPM)	Minimum 3 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Experienced with data analysis and visualization
- Demonstrated understanding of the support required to create, implement, and maintain employee performance management practices, programs, and activities

Responsibilities:

- Completes assigned implementation tasks with oversight
- Collects and distills data to ensure implementation and technological requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, technologies, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Jr Staff II (EPM)	Minimum 2 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in oral and written communication, and specific tools such as Microsoft Office products
- Experienced with data analysis
- Demonstrated understanding of the support required to create, implement, and maintain employee performance management practices, programs, and activities

Responsibilities:

- Completes assigned implementation tasks with oversight
- Collects and distills data to ensure implementation and technological requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, technologies, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Jr Staff I (EPM)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in oral and written communication, and specific tools such as Microsoft Office products
- Experienced with data analysis
- Demonstrated understanding of the support required to create, implement, and maintain employee performance management practices, programs, and activities

Responsibilities:

- Completes assigned implementation tasks with oversight
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, technologies, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

6. HUMAN RESOURCES TECHNOLOGY SERVICES – OPERATIONS

LABOR CATEGORY	EXPERIENCE	EDUCATION
HRT Operations Executive II (EPM)	Minimum 12 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and human resources operations and technologies
- Possesses expert knowledge of human capital operations and solutions, including, but not limited to the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.

- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as a human capital and organizational operations and technology subject matter expert.
- Directs critical business, technological and operational workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Reviews the project plans, designs and business and systems analysis
- Directs all phases of human capital related projects from project design, technologies, implementation, maintenance and operations, to final completion
- Directs strategic and day-to-day operations of human capital operations relating to, but not limited to, workforce, finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related operations
- Provides the primary interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Executive I (EPM)	Minimum 11 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and human resources operations and technologies
- Possesses expert knowledge of human capital operations and solutions, including, but not limited to the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as a human capital operations technologies subject matter expert.
- Directs critical business, technological, and operational workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Reviews the project plans, designs and business and systems analysis
- Directs operational components of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Directs day-to-day operations of human capital solutions relating to, but not limited to, workforce, finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related operations
- Provides the primary interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Lead I (EPM)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and human resources operations and technologies

- Possesses expert knowledge of human capital operations and solutions, including, but not limited to the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Directs critical business, technological, and operational workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Reviews the project plans, designs and business and systems analysis
- Directs operational components of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Directs day-to-day operations of human capital solutions relating to, but not limited to, workforce, finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related operations
- Provides the primary interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Engagement Leader II (EPM)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in human resources operations and technologies
- Experienced in managing large projects or set of projects including, but not limited to the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on human resources and organizational change management operations and technologies
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources technologies
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Engagement Leader I (EPM)	Minimum 8 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in human resources operations and technologies

- Experienced in managing large projects or set of projects including, but not limited to the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on organizational operations and change management technologies
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources technologies
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Project Lead III (EPM)	Minimum 7 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in the management of human resources operations and technologies involved in, but not limited to the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Extensive experience in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on the operation of technologies involved in performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Manages human resources operations, technologies, and related project requirements
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources operational problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages one or more large project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Project Lead II (EPM)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in the management of human resources operations and technologies involved in, but not limited to the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Extensive experience in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on the operation of technologies involved in performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Manages human resources operations, technologies, and related project tasks
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources operational problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages a single large project team or multiple small project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Project Lead I (EPM)	Minimum 5 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in the management of human resources operations and technologies involved in, but not limited to the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Extensive experience in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on the operation of technologies involved in performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Manages human resources operations, technologies, and related project tasks
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources operational problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages small project teams

- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Sr. Professional IV (EPM)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in human resources operations and technologies related to, but not limited to supporting the creation, implementation, and maintenance of employee performance management practices, programs, and activities.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in the use of technologies supporting human resources operations
- Leads tasks relating to human resources business and technological needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources operations
- Serves as a senior-level analytical correspondent within engagement teams
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Manages a small project team
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Sr. Professional III (EPM)	Minimum 4 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in human resources operations and technologies related to, but not limited to supporting the creation, implementation, and maintenance of employee performance management practices, programs, and activities.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in the use of technologies supporting human resources operations
- Leads tasks relating to human resources business and technological needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources operations
- Serves as a senior-level analytical correspondent within engagement teams
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Sr. Professional II (EPM)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in human resources operations and technologies related to, but not limited to supporting the creation, implementation, and maintenance of employee performance management practices, programs, and activities.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in the use of technologies supporting human resources operations
- Leads tasks relating to human resources business and technological needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources operations and technologies
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Sr. Professional I (EPM)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in human resources operations and technologies related to, but not limited to supporting the creation, implementation, and maintenance of employee performance management practices, programs, and activities.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technological needs

Responsibilities:

- Directs junior team members in the use of technologies supporting human resources operations
- Performs tasks relating to human resources business and technological needs with no oversight
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources operations and technologies
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Mid Professional V (EPM)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing operational and technological support to projects related to, but not limited to supporting the creation, implementation, and maintenance of employee performance management practices, programs, and activities.

- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with no oversight
- Supports execution, operations, and maintenance of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Manages development of multiple deliverables
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Mid Professional IV (EPM)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing operational and technological support to projects related to, but not limited to supporting the creation, implementation, and maintenance of employee performance management practices, programs, and activities.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with no oversight
- Supports execution, operations, and maintenance of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Mid Professional III (EPM)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing operational and technological support to projects related to, but not limited to supporting the creation, implementation, and maintenance of employee performance management practices, programs, and activities.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with oversight
- Supports execution, operations, and maintenance of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Mid Professional II (EPM)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the operational and technological support required for projects related to, but not limited to supporting the creation, implementation, and maintenance of employee performance management practices, programs, and activities.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with oversight
- Supports execution, operations, and maintenance of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and p
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Mid Professional I (EPM)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experience providing operational and technological support to projects related to, but not limited to supporting the creation, implementation, and maintenance of employee performance management practices, programs, and activities.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources operations related engagement tasks and deliverables with minimal no oversight from senior team member
- Supports execution, operation, and maintenance of business solutions, technologies, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Jr Professional III (EPM)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing operational and technological support to projects related to, but not limited to supporting the creation, implementation, and maintenance of employee performance management practices, programs, and activities.

Responsibilities:

- Completes assigned human resources tasks with oversight
- Conducts research, collects and distills data to ensure operational and technological requirements are met
- Assesses and recommends available tools to support human resources operations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Jr Professional II (EPM)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the operational and technological support required for projects related to, but not limited to supporting the creation, implementation, and maintenance of employee performance management practices, programs, and activities.

Responsibilities:

- Completes assigned human resources tasks with oversight
- Conducts research, collects and distills data to ensure operational and technological requirements are met
- Assesses and recommends available tools to support human resources operations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Jr Professional I (EPM)	Minimum 0 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the operational and technological support required for projects related to, but not limited to supporting the creation, implementation, and maintenance of employee performance management practices, programs, and activities.

Responsibilities:

- Completes assigned human resources tasks with oversight from senior team members
- Conducts research, collects and distills data to ensure operational and technological requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Jr Staff IV (EPM)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Experienced with data analysis and visualization
- Demonstrated understanding of the support required to create, implement, and maintain employee performance management practices, programs, and activities

Responsibilities:

- Completes assigned operations tasks with oversight
- Conducts research, collects and distills data to ensure operational and technological requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues. Qualified in making recommendations for next steps
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Jr Staff III (EPM)	Minimum 3 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Experienced with data analysis and visualization
- Demonstrated understanding of the support required to create, implement, and maintain employee performance management practices, programs, and activities

Responsibilities:

- Completes assigned operations tasks with oversight
- Conducts research, collects and distills data to ensure operational and technological requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Jr Staff II (EPM)	Minimum 2 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in oral and written communication, and specific tools such as Microsoft Office products
- Experienced with data analysis
- Demonstrated understanding of the support required to create, implement, and maintain employee performance management practices, programs, and activities

Responsibilities:

- Completes assigned operations tasks with oversight
- Conducts research, collects and distills data to ensure operational and technological requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Jr Staff I (EPM)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experienced in oral and written communication, and specific tools such as Microsoft Office products
- Experienced with data analysis
- Demonstrated understanding of the support required to create, implement, and maintain employee performance management practices, programs, and activities

Responsibilities:

- Completes assigned operations tasks with oversight
- Conducts research, collects, and distills data to ensure operational and technological requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HUMAN CAPITAL HUMAN RESOURCES PROFESSIONAL SERVICES

Applicable to SINs: 611430TD, 611430TD(RC)

Deloitte's SIN 611430TD rate card is comprised of three service lines [(1) Advisory, (2) Implementation and (3) Operations] each with specific Human Resource Consulting and Technology Professional Services labor categories and ceiling prices.

1. HUMAN RESOURCES CONSULTING SERVICES - ADVISORY

LABOR CATEGORY	EXPERIENCE	EDUCATION
HRC Advisory Executive III (TD)	Minimum 14 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements.

- Possesses expert knowledge of human capital strategy and organizational change management solutions including, but not limited to, the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves in an advisory capacity to client
- Guides critical business and operational areas to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Reviews project plans, designs, and business and systems analyses
- Advises and oversees all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Advises on the development and implementation of human resource strategy to provide solutions to client issues including, but not limited to, workforce finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related implementation plan
- Provides the primary strategy interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives, and obtains data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Executive II (TD)	Minimum 12 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements.
- Possesses expert knowledge of human capital strategy and organizational change management solutions including, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves in an advisory capacity to client
- Guides critical business and operational areas to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Reviews project plans, designs, and business and systems analyses
- Advises on all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Advises on the development and implementation of human resource strategy to provide solutions to client issues including, but not limited to, workforce finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related implementation plan
- Provides the primary strategy interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives, and obtains data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints

- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Executive I (TD)	Minimum 11 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements.
- Possesses expert knowledge of human capital strategy and organizational change management solutions including, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves in an advisory capacity to client
- Guides critical business and operational areas to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Reviews project plans, designs, and business and systems analyses
- Advises on all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Advises on the development of human resource strategy to provide solutions to client issues including, but not limited to, workforce finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related implementation plan
- Provides the primary strategy interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives, and obtains data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Lead II (TD)	Minimum 14 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements.
- Possesses expert knowledge of human capital strategy and organizational change management solutions including, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves in an advisory capacity to client and guides day-to-day activities of project teams
- Leads critical business and operations workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope
- Reviews project plans, designs, and business and systems analyses
- Provides advice and oversight through all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Advises on the development and implementation of human resource strategy to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related implementation plan
- Provides the primary strategy interface with client; collaborates in the definition, implementation, and execution of organization policies, practices, procedures, and attainment of operating goals

- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Lead I (TD)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements.
- Possesses expert knowledge of human capital strategy and organizational change management solutions including, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent.
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves in an advisory capacity to client and guides day-to-day activities of project teams
- Leads critical business and operations workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope
- Reviews project plans, designs, and business and systems analyses
- Provides advice through all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Advises on the development and implementation of human resource strategy to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related implementation plan
- Provides the primary strategy interface with client; collaborates in the definition of organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Engagement Leader III (TD)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising clients in human capital strategy and organizational change management solutions
- Experienced in managing large projects or set of general Human Resources projects including, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as senior interface to client on human resources and organizational change management strategy
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources efforts
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives

- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Engagement Leader II (TD)	Minimum 9 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising clients in human capital strategy and organizational change management solutions
- Experienced in managing large projects or set of projects including, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent.
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on human resources and organizational change management strategy
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources efforts
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Engagement Leader I (TD)	Minimum 8 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising clients in human capital strategy and organizational change management solutions
- Experienced in managing large projects or set of projects including, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent.
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on human resources and organizational change management strategy
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources efforts
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings

- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Project Lead III (TD)	Minimum 7 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising on human capital projects including, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful project performance through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution.
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Advises and oversees implementation of human capital related project requirements
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's strategic problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages one or more large project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Project Lead II (TD)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising on human capital projects including, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful project performance through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution.
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Advises and oversees implementation of human capital related project requirements
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's strategic problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality

- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages a single large project team or multiple small project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Project Lead I (TD)	Minimum 5 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising on human capital projects including, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful project performance through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution.
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Advises and oversees implementation of human capital related project requirements
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's strategic problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages small project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Sr. Professional III (TD)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing advisory and program management support for human resources activities to include, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in development and completion of human capital related requirements, tasks, and deliverables
- Advises on and leads tasks relating to human resources business and technical needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources
- Serves as a senior-level analytical correspondent within engagement teams

- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovating solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Manages a small project team
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Sr. Professional II (TD)	Minimum 4 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing advisory and program management support for the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in development and completion of human capital related requirements, tasks, and deliverables
- Leads tasks relating to human resources business and technical needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovating solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Sr. Professional I (TD)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing advisory and program management support for the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in development and completion of human capital related requirements, tasks, and deliverables
- Performs tasks relating to human resources business needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovating solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions

- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Mid Professional IV (TD)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing advisory support for the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with no oversight
- Researches and recommends best practices for, and supports implementation of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Manages development of multiple deliverables
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Mid Professional III (TD)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing advisory support for the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with no oversight
- Researches and recommends best practices for, and supports implementation of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Mid Professional II (TD)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing advisory support for the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with minimal oversight

- Researches and recommends best practices for, and supports implementation of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Mid Professional I (TD)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing advisory support for the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with oversight from senior team member
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Jr Professional III (TD)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing advisory support for the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent

Responsibilities:

- Completes assigned human resources tasks with no oversight
- Conducts research, collects and distills data to affect human capital solutions to ensure client business needs are met
- Assesses and recommends available tools to support human resources implementations and operations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Jr Professional II (TD)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing advisory support for the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent

Responsibilities:

- Completes assigned human resources tasks with oversight from senior team members
- Conducts research, collects and distills data to affect human capital solutions to ensure client business needs are met
- Assesses and recommends available tools to support human resources implementations and operations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Advisory Jr Professional I (TD)	Minimum 0 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the advisory support required to implement and maintain solutions for comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Experienced with data analysis and visualization

Responsibilities:

- Completes assigned human resources tasks with oversight from senior team members
- Conducts research, collects and distills data to affect human capital solutions to ensure client business needs are met
- Contributes to obtaining data and reports for presentations and client meetings
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

2. HUMAN RESOURCES CONSULTING SERVICES – IMPLEMENTATION

LABOR CATEGORY	EXPERIENCE	EDUCATION
HRC Implementation Executive III (TD)	Minimum 14 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and implementation of human capital solutions
- Possesses expert knowledge of human capital strategy and organization change management solutions, including, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as human resources solutions implementation expert for the program/project(s)
- Oversees critical business and operational workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Provides advice and oversight through all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Reviews the project plans, designs and business and systems analysis
- Directs the development and implementation of human resource strategy to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides the primary interface with client; collaborates in the definition, implementation, and execution of organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints

- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Executive II (TD)	Minimum 12 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and implementation of human capital solutions
- Possesses expert knowledge of human capital strategy and organization change management solutions, including, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as human resources solutions implementation expert for the program/project(s)
- Oversees critical business and operational workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Provides advice and oversight through all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Reviews the project plans, designs and business and systems analysis
- Directs the implementation of human resource strategy to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides the primary interface with client; collaborates in the definition, implementation, and execution of organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Executive I (TD)	Minimum 11 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and implementation of human capital solutions
- Possesses expert knowledge of human capital strategy and organization change management solutions, including, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as human resources solutions implementation expert for the program/project(s)
- Oversees critical business and operational workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Oversees human capital related projects from implementation, maintenance and operations, to final completion
- Reviews the project plans, designs and business and systems analysis
- Directs the implementation of human resource strategy to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides the primary interface with client; collaborates in the definition, implementation, and execution of organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints

- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Lead I (TD)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and implementation of human capital solutions
- Possesses expert knowledge of human capital strategy and organizational change management solutions including, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Skilled in implementing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as primary lead for implementation of human capital solutions; collaborates with client in the definition, design, implementation, and operation of organization policies, practices, procedures, and attainment of operating goals
- Directs day-to-day activities of project teams
- Supports critical business and operational workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope
- Reviews project plans, designs, and business and systems analyses
- Provides advice and oversight through all phases of human capital related projects from project design, implementation, maintenance, and operations, to final completion
- Oversees the implementation of human resource strategy to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related implementation plan
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the implementation of human resources related solutions within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Engagement Leader III (TD)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementation of human capital strategy and organizational change management solutions
- Experienced in managing large projects or set of projects including, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as senior interface to client on the design and implementation of human resources and organizational change management solutions
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources efforts
- Resolves problems and suggests creative solutions to human resources challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings

- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Engagement Leader II (TD)	Minimum 9 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementation of human capital strategy and organizational change management solutions
- Experienced in managing large projects or set of projects including, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on the design and implementation of human resources and organizational change management solutions
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources efforts
- Resolves problems and suggests creative solutions to human resources challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Engagement Leader I (TD)	Minimum 8 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementation of human capital strategy and organizational change management solutions
- Experienced in managing large projects or set of projects including, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as client subject matter expert on the design and implementation of human resources and organizational change management solutions
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources efforts
- Resolves problems and suggests creative solutions to human resources challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings

- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Project Lead III (TD)	Minimum 7 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions to support human resources activities including, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful solution implementations through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution.
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Advises and oversees implementation of human capital related project requirements
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources problems and develops creative solutions and recommendations for implementation
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages one or more large project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Project Lead III (TD)	Minimum 7 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions to support human resources activities including, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful solution implementations through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution.
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Advises and oversees implementation of human capital related project requirements
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources problems and develops creative solutions and recommendations for implementation
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality

- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages a single large project team or multiple small project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Project Lead I (TD)	Minimum 5 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions to support human resources activities including, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful solution implementations through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution.
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Advises and oversees implementation of human capital related project requirements
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources problems and develops creative solutions and recommendations for implementation
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages small project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Sr. Professional IV (TD)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience supporting the implementation and maintenance of solutions for comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in implementation of human capital support solutions related requirements, tasks, and deliverables
- Advises on and leads tasks relating to human resources business and technical needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human capital solutions implementations
- Serves as a senior-level analytical correspondent within engagement teams
- Applies business modeling, process modeling, and business design techniques to human capital solutions

- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Manages a small project team
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Sr. Professional III (TD)	Minimum 4 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience supporting the implementation and maintenance of solutions for comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in implementation of human capital support solutions related requirements, tasks, and deliverables
- Advises on and leads tasks relating to human resources business and technical needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human capital solutions implementations
- Serves as a senior-level analytical correspondent within engagement teams
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Sr. Professional II (TD)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience supporting the implementation and maintenance of solutions for comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in implementation of human capital support solutions related requirements, tasks, and deliverables
- Leads tasks relating to human resources business and technical needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human capital solutions implementations
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce

- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Sr. Professional I (TD)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience supporting the implementation and maintenance of solutions for comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in implementation of human capital support solutions related requirements, tasks, and deliverables
- Performs tasks relating to human resources business and technical needs without oversight
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human capital solutions implementations
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Mid Professional IV (TD)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience supporting the implementation and maintenance of solutions for comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with no oversight
- Researches and recommends best practices for, and supports implementation of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for implementing human resources solutions; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Manages development of multiple deliverables
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Mid Professional III (TD)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience supporting the implementation and maintenance of solutions for comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with no oversight
- Researches and recommends best practices for, and supports implementation of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for implementing human resources solutions; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Mid Professional II (TD)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required to implement and maintain solutions for comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related implementation tasks and deliverables with minimal oversight
- Researches and recommends best practices for, and supports implementation of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for implementing human resources solutions; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Mid Professional I (TD)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experience supporting the implementation and maintenance of solutions for comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related implementation tasks and deliverables with oversight from senior team member
- Supports implementation of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for implementing human resources solutions; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Jr Professional IV (TD)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience supporting the implementation and maintenance of solutions for comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent

Responsibilities:

- Completes assigned human resources tasks with no oversight
- Conducts research, collects and distills data to ensure implementation requirements needs are met
- Assesses and recommends available tools to support human resources implementations and operations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Jr Professional III (TD)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience supporting the implementation and maintenance of solutions for comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent

Responsibilities:

- Completes assigned human resources tasks with oversight from senior team members
- Conducts research, collects and distills data to ensure implementation requirements needs are met
- Assesses and recommends available tools to support human resources implementations and operations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Jr Professional II (TD)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required to implement and maintain solutions for comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent

Responsibilities:

- Completes assigned human resources tasks with oversight from senior team members
- Conducts research, collects and distills data to ensure implementation requirements are met
- Assesses and recommends available tools to support human resources implementations and operations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Jr Professional I (TD)	Minimum 0 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experience supporting the implementation and maintenance of solutions for comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent

Responsibilities:

- Completes assigned human resources tasks with oversight from senior team members
- Assesses and recommends available tools to support human resources implementations and operations

- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Jr Staff IV (TD)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required to implement and maintain solutions for comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Experienced with data analysis and visualization

Responsibilities:

- Completes assigned implementation tasks with oversight
- Collects and distills data to ensure implementation requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues. Qualified in making recommendations for next steps
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Jr Staff III (TD)	Minimum 3 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required to implement and maintain solutions for comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Experienced with data analysis and visualization

Responsibilities:

- Completes assigned implementation tasks with oversight
- Collects and distills data to ensure implementation requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Jr Staff II (TD)	Minimum 2 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required to implement and maintain solutions for comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Experienced in oral and written communication, and specific tools such as Microsoft Office products
- Experienced with data analysis

Responsibilities:

- Completes assigned implementation tasks with oversight

- Collects and distills data to ensure implementation requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Implementation Jr Staff I (TD)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required to implement and maintain solutions for comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Experienced in oral and written communication, and specific tools such as Microsoft Office products
- Experienced with data analysis

Responsibilities:

- Completes assigned implementation tasks with oversight
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

3. HUMAN RESOURCES CONSULTING SERVICES – OPERATIONS

LABOR CATEGORY	EXPERIENCE	EDUCATION
HRC Operations Executive II (TD)	Minimum 12 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and human resources operations
- Possesses expert knowledge of human capital operations and solutions, including, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as a human capital and organizational operations subject matter expert.
- Directs critical business and operational workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Reviews the project plans, designs and business and systems analysis
- Directs all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Directs strategic and day-to-day operations of human capital solutions relating to, but not limited to, workforce, finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related operations
- Provides the primary strategy interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Executive I (TD)	Minimum 11 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and human resources operations
- Possesses expert knowledge of-human capital operations and solutions, including, but not limited to-the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as a human capital and organizational operations subject matter expert.
- Directs critical business and operational workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Reviews the project plans, designs and business and systems analysis
- Directs all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Directs day-to-day operations of human capital solutions relating to, but not limited to, workforce, finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related operations
- Provides the primary interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Engagement Leader II (TD)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in human resources operations, including, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Experienced in managing large projects or set of projects
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as senior interface to client on human resources and organizational operations and change management
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources efforts
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Engagement Leader I (TD)	Minimum 8 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in human resources operations, including, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent.
- Experienced in managing large projects or set of projects
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on organizational operations and change management
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources efforts
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Project Lead III (TD)	Minimum 7 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in the management of human resources operations, including, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Extensive experience in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful project operations through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Advises and oversees human resources operations and related project requirements
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources operational problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages one or more large project teams

- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Project Lead II (TD)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in the management of human resources operations, including, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Extensive experience in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful project operations through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Advises and oversees human resources operations and related project requirements
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources operational problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages a single large project team or multiple small project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Project Lead I (TD)	Minimum 5 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in the management of human resources operations, including, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Extensive experience in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful project operations through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Advises and oversees human resources operations and related project requirements
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources operational problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality

- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages small project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Sr. Professional IV (TD)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in human resources operations, to include, but not limited to supporting the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in the performance of human resources related requirements, tasks, and deliverables
- Advises on and leads tasks relating to human resources business and technical needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources operations
- Serves as a senior-level analytical correspondent within engagement teams
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Manages a small project team
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Sr. Professional III (TD)	Minimum 4 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in human resources operations, to include, but not limited to supporting the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in the performance of human resources related requirements, tasks, and deliverables
- Advises on and leads tasks relating to human resources business and technical needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources operations
- Serves as a senior-level analytical correspondent within engagement teams
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce

- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Sr. Professional II (TD)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in human resources operations, to include, but not limited to supporting the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent.
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in the performance of human resources related requirements, tasks, and deliverables
- Leads tasks relating to human resources business and technical needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources operations
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Sr. Professional I (TD)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in human resources operations, to include, but not limited to supporting the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in the performance of human resources related requirements, tasks, and deliverables
- Performs tasks relating to human resources business and technical needs without oversight
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources operations
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses

- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Mid Professional V (TD)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing support to human resources operations including, but not limited to supporting the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with no oversight
- Supports execution, operations, and maintenance of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Manages development of multiple deliverables
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Mid Professional IV (TD)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing support to human resources operations including, but not limited to supporting the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with no oversight
- Supports execution, operations, and maintenance of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Mid Professional III (TD)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing support to human resources operations including, but not limited to supporting the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with minimal oversight
- Supports execution, operations, and maintenance of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources

- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Mid Professional II (TD)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the operations support required to implement and maintain comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with minimal oversight
- Supports execution, operations, and maintenance of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Mid Professional I (TD)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experience providing support to human resources operations including, but not limited to supporting the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources operations related engagement tasks and deliverables with oversight
- Supports execution, operations, and maintenance of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Jr Professional IV (TD)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing support to human resources and project management operations including, but not limited to supporting the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent

Responsibilities:

- Completes assigned human resources tasks with no oversight
- Conducts research, collects and distills data to affect human capital solutions to ensure operational requirements are met
- Assesses and recommends available tools to support human resources implementations and operations
- Contributes to obtaining data and reports for presentations and client meetings

- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Jr Professional III (TD)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing support to human resources and project management operations including, but not limited to supporting the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent

Responsibilities:

- Completes assigned human resources tasks with oversight from senior team members
- Conducts research, collects and distills data to affect human capital solutions to ensure operational requirements are met
- Assesses and recommends available tools to support human resources implementations and operations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Jr Professional II (TD)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the operations support required to implement and maintain comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent.

Responsibilities:

- Completes assigned human resources tasks with oversight from senior team members
- Conducts research, collects and distills data to affect human capital solutions to ensure operational requirements are met
- Assesses and recommends available tools to support human resources implementations and operations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Jr Professional I (TD)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the operations support required to implement and maintain comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent.

Responsibilities:

- Completes assigned human resources tasks with oversight from senior team members
- Conducts research, collects and distills data to affect human capital solutions to ensure operational requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Jr Staff IV (TD)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the operations support required to implement and maintain comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent.
- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Experienced with data analysis and visualization

Responsibilities:

- Completes assigned operations tasks with oversight
- Conducts research, collects and distills data to affect human capital solutions to ensure operational requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues. Qualified in making recommendations for next steps
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Jr Staff III (TD)	Minimum 3 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the operations support required to implement and maintain comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent.
- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Experienced with data analysis and visualization

Responsibilities:

- Completes assigned operations tasks with oversight
- Collects and distills data to affect human capital solutions to ensure operational requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Jr Staff II (TD)	Minimum 2 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the operations support required to implement and maintain comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent.
- Experienced in oral and written communication, and specific tools such as Microsoft Office products
- Experienced with data analysis

Responsibilities:

- Completes assigned operations tasks with oversight
- Collects and distills data to affect human capital solutions to ensure operational requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues

- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRC Operations Jr Staff I (TD)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the operations support required to implement and maintain comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent.
- Experienced in oral and written communication, and specific tools such as Microsoft Office products
- Experienced with data analysis

Responsibilities:

- Completes assigned operations tasks with oversight
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

4. HUMAN RESOURCES TECHNOLOGY SERVICES – ADVISORY

LABOR CATEGORY	EXPERIENCE	EDUCATION
HRT Advisory Executive III (TD)	Minimum 14 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements.
- Possesses expert knowledge of human capital strategies and technologies, and organizational change management solutions including, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as an advisor on human capital strategies and technologies
- Guides critical technological, business and operational areas to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Reviews project plans, designs, and business and systems analyses
- Advises and oversees all phases of human capital related projects from systems design, implementation, maintenance and operations, to final completion
- Advises on the development and implementation of human resource strategy to provide solutions to client issues including, but not limited to, workforce finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related implementation plan
- Provides the primary strategy interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives, and obtains data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Executive II (TD)	Minimum 12 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements.
- Possesses expert knowledge of human capital strategies and technologies, and organizational change management solutions including, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as an advisor on human capital strategies and technologies
- Guides critical business, technological, and operational areas to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Reviews project plans, designs, and business and systems analyses
- Advises on all phases of human capital related projects from project design, technologies, implementation, maintenance and operations, to final completion
- Advises on the development and implementation of human resource technologies to provide solutions to client issues including, but not limited to, workforce finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related implementation plan
- Provides the primary interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives, and obtains data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Executive I (TD)	Minimum 11 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements.
- Possesses expert knowledge of human capital strategies and technologies, and organizational change management solutions including, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as an advisor on human capital strategies and technologies
- Guides critical business and operational areas to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Reviews project plans, designs, and business and systems analyses
- Advises on all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Advises on the development of human resource strategy to provide solutions to client issues including, but not limited to, workforce finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related implementation plan
- Provides the primary strategy interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives, and obtains data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints

- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Lead II (TD)	Minimum 14 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements.
- Possesses expert knowledge of human capital strategies and technologies, and organizational change management solutions including, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as a technological advisor to client and guides day-to-day activities of project teams
- Leads critical business, technological, and operations workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope
- Reviews project plans, designs, and business and systems analyses
- Provides advice and oversight through all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Advises on the development and implementation of human resource strategies and technologies to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related strategic plans
- Provides the primary interface with client; collaborates in the definition, implementation, and execution of organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Lead I (TD)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and strategic advising to client engagements.
- Possesses expert knowledge of human capital strategies and technologies, and organizational change management solutions including, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as a technological advisor to client and guides day-to-day activities of project teams
- Leads critical business, technological, and advisory workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope
- Reviews project plans, designs, and business and systems analyses
- Provides advice through all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Advises on the development and implementation of human resource strategy to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related implementation plan
- Provides the primary interface with client; collaborates in the definition of organization policies, practices, procedures, and attainment of operating goals

- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Engagement Leader III (TD)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising clients in human capital strategies, technologies, and organizational change management solutions
- Experienced in managing large projects or set of projects including, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as senior interface to client on human resources and organizational change management strategies and technologies
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources technologies
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Engagement Leader II (TD)	Minimum 9 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising clients in human capital strategies, technologies, and organizational change management solutions
- Experienced in managing large projects or set of projects including, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on human resources and organizational change management strategies and technologies
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources technologies
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives

- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Engagement Leader I (TD)	Minimum 8 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising clients in human capital strategy and organizational change management solutions and technologies
- Experienced in managing large projects or set of projects including, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on human resources and organizational change management strategies and technologies
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources technologies
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Solution Architect (TD)	Minimum 14 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising clients in human capital strategy and organizational change management solutions and technologies
- Experienced in managing large projects or set of projects including, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on human resources and organizational change management strategies and technologies
- Provides subject matter expertise towards the design and rollout of human capital solutions and technologies
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources technologies
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives

- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Project Lead III (TD)	Minimum 7 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising on human capital projects and technologies in areas including, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on technologies and involved in performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution.
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Advises and oversees development of human capital strategies and technologies to meet project requirements
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's strategic problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages one or more large project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Project Lead II (TD)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising on human capital projects and technologies in areas including, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on technologies involved in performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution.
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Advises on human capital related strategies and technologies
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's strategic problems and develops creative solutions and recommendations for resolutions

- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages a single large project team or multiple small project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Project Lead I (TD)	Minimum 5 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising on human capital projects and technologies in areas related to, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on technologies involved in performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution.
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Advises on human capital strategies and technologies
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's strategic problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages small project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Architect (TD)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising clients in human capital strategy and organizational change management solutions and technologies
- Experienced in managing large projects or set of projects including, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on human resources and organizational change management strategies and technologies
- Provides subject matter expertise towards the design and rollout of human capital solutions and technologies

- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Sr. Professional III (TD)	Minimum 4 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing advisory, technological, and program management support for human resources activities to include, but not limited to supporting the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in development and completion of human capital strategy related requirements, tasks, and deliverables
- Advises on and leads tasks relating to human resources business and technological needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources
- Serves as a senior-level analytical correspondent within engagement teams
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovating solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Manages a small project team
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Sr. Professional II (TD)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing advisory, technological, and program management support for human resources activities to include, but not limited to supporting the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in development and completion of human capital strategy related requirements, tasks, and deliverables
- Advises on and leads tasks relating to human resources business and technological needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources
- Serves as a senior-level analytical correspondent within engagement teams

- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Sr. Professional I (TD)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in providing advisory, technological, and program management support for human resources activities to include, but not limited to supporting the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in development and completion of human capital strategy related requirements, tasks, and deliverables
- Leads tasks relating to human resources business and technological needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources project requirements
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Mid Professional III (TD)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing advisory and technological support to human resources projects including, but not limited to supporting the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with no oversight
- Researches and recommends best practices for business solutions, process improvements, workforce evaluations, technologies and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Mid Professional II (TD)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing advisory and technological support to human resources projects including, but not limited to supporting the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with minimal oversight
- Researches and recommends best practices for business solutions, process improvements, workforce evaluations, technologies, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Mid Professional I (TD)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the advisory and technological support required to implement and maintain comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with oversight
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Jr Professional II (TD)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing advisory and technological support to projects including, but not limited to supporting the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent.

Responsibilities:

- Completes assigned human resources tasks with oversight
- Conducts research, collects and distills data to ensure client business needs are met
- Assesses and recommends available tools to support human resources solutions
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, technologies, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.

- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Advisory Jr Professional I (TD)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the advisory and technological support required to implement and maintain comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent.

Responsibilities:

- Completes assigned human resources tasks with oversight
- Conducts research, collects and distills data to ensure client business needs are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, technologies, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

5. HUMAN RESOURCES TECHNOLOGY SERVICES – IMPLEMENTATION

LABOR CATEGORY	EXPERIENCE	EDUCATION
HRT Implementation Executive III (TD)	Minimum 14 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and implementation of human capital solutions
- Possesses expert knowledge of human capital strategies and technologies, and organization change management solutions, including, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as an expert on human capital solution implementations and technologies
- Oversees critical business, technological, and operational workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Provides advice and oversight through all phases of human capital related projects from project design, technologies, implementation, maintenance and operations, to final completion
- Reviews the project plans, designs and business and systems analysis
- Directs the development and implementation of human resources technologies to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides the primary interface with client; collaborates in the definition, implementation, and execution of organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Executive II (TD)	Minimum 12 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and implementation of human capital solutions and technologies
- Possesses expert knowledge of human capital strategies and technologies, and organization change management solutions, including, but not limited to the implementation and maintenance of comprehensive

employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:
- Serves as an expert on human resources technology implementations
- Oversees critical business, technological, and operational workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Provides advice and oversight through all phases of human capital related projects from project design, technologies, implementation, maintenance and operations, to final completion
- Reviews the project plans, designs and business and systems analysis
- Directs the implementation of human resources technologies to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides the primary interface with client; collaborates in the definition, implementation, and execution of organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Executive I (TD)	Minimum 11 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:
- Experienced in executive level management and implementation of human capital solutions and technologies
- Possesses expert knowledge of human capital strategies and technologies, and organization change management solutions, including, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:
- Serves as human resources technology implementation expert for the program/project(s)
- Oversees critical business, technological, and operational workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Provides oversight through all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Reviews the project plans, designs and business and systems analysis
- Directs the implementation of human resource strategy to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides the primary interface with client; collaborates in the definition, implementation, and execution of organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Lead I (TD)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:
- Experienced in executive level management and implementation of human capital solutions and technologies

- Possesses expert knowledge of human capital strategies, technologies, and organizational change management solutions including, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Skilled in implementing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle

Responsibilities:

- Serves as primary lead for implementation of human capital solutions and technologies; collaborates with client in the definition, design, implementation, and operation of organization policies, practices, procedures, and attainment of operating goals
- Directs day-to-day activities of project teams
- Supports critical business and implementation workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope
- Reviews project plans, designs, and business and systems analyses
- Leads all phases of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Oversees the development and implementation of human resource strategies and technologies to provide solutions to client issues including, but not limited to, finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related implementation plan
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the implementation of human resources related solutions within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Engagement Leader III (TD)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementation of human capital strategies, technologies, and organizational change management solutions
- Experienced in managing large projects or set of projects including, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as senior interface to client on the design and implementation of human resources and organizational change management solutions and technologies
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources technologies
- Resolves problems and suggests creative solutions to human resources challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Engagement Leader II (TD)	Minimum 9 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementation of human capital strategies, technologies, and organizational change management solutions
- Experienced in managing large projects or set of projects including, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on the design and implementation of human resources and organizational change management solutions and technologies
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources technologies
- Resolves problems and suggests creative solutions to human resources challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of key business enablers on human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Engagement Leader I (TD)	Minimum 8 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementation of human capital and organizational change management solutions and technologies
- Experienced in managing large projects or set of projects including, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on the design and implementation of human resources and organizational change management solutions and technologies
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources technologies
- Resolves problems and suggests creative solutions to human resources challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Project Lead III (TD)	Minimum 7 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions and technologies to support human resources activities including, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent.
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, providing guidance on implementation of technologies involved in performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution.
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Manages the implementation of human capital related technologies
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources problems and develops creative solutions and recommendations for implementation
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages one or more large project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Project Lead II (TD)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions and technologies to support human resources activities including, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, providing guidance on the implementation of technologies involved in performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution.
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Manages implementation of human capital related technologies
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources problems and develops creative solutions and recommendations for implementation
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings

- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages a single large project team or multiple small project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Project Lead I (TD)	Minimum 5 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions to support human resources activities including, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Experienced in fostering and managing the relationships between the client and engagement teams
- Experienced in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on keys to successful solution implementations through performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution.
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Advises and oversees implementation of human capital related project requirements
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources problems and develops creative solutions and recommendations for implementation
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages small project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Architect (TD)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in advising clients in human capital strategy and organizational change management solutions and technologies
- Experienced in managing large projects or set of projects including, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on the implementation human resources and organizational change management strategies and technologies
- Provides subject matter expertise towards the design, rollout, and management of human capital solutions and technologies
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints

- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Sr. Professional III (TD)	Minimum 4 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions and technologies to support human resources activities including, but not limited to supporting the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in implementation of human capital support solutions and technologies
- Leads tasks relating to human resources business and technical needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human capital solutions implementations
- Serves as a senior-level analytical correspondent within engagement teams
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Sr. Professional II (TD)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions and technologies to support human resources activities including, but not limited to supporting the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in implementation of human capital support solutions and technologies
- Leads tasks relating to human resources business and technical needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human capital solutions and technology implementations
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Sr. Professional I (TD)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in implementing solutions and technologies to support human resources activities including, but not limited to supporting the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in implementation of human capital solutions and technologies
- Performs tasks relating to human resources business and technological needs without oversight
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human capital solutions implementations
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Mid Professional IV (TD)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience supporting implementation of solutions and technologies related to, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with no oversight
- Researches and recommends best practices for, and supports implementation of technologies, business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for implementing human resources solutions; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Manages development of multiple deliverables
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Mid Professional III (TD)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience supporting implementation of solutions and technologies related to, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with no oversight
- Researches and recommends best practices for, and supports implementation of technologies, business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for implementing human resources solutions; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Mid Professional II (TD)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the implementation and technological support required to implement and maintain comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related implementation tasks and deliverables with oversight
- Supports implementation of technologies, business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for implementing human resources solutions; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Mid Professional I (TD)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experience supporting implementation of solutions and technologies related to, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent.
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related implementation tasks and deliverables with no minimal oversight from senior team member
- Supports implementation of business solutions, technologies, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Collects and distills data required for implementing human resources solutions; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Jr Professional III (TD)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience supporting implementation of solutions and technologies related to, but not limited to supporting the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent.

Responsibilities:

- Completes assigned human resources tasks with oversight
- Conducts research, collects and distills data to ensure implementation and technological requirements are met
- Assesses and recommends available tools to support human resources solutions implementations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Jr Professional II (TD)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the implementation and technological support required to implement and maintain comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent

Responsibilities:

- Completes assigned human resources tasks with oversight
- Conducts research, collects and distills data to ensure implementation and technological requirements are met
- Assesses and recommends available tools to support human resources solutions implementations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Jr Professional I (TD)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experience supporting implementation of solutions and technologies related to, but not limited to supporting the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent.

Responsibilities:

- Completes assigned human resources tasks with oversight
- Assesses and recommends available tools to support human resources solutions implementations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Jr Staff IV (TD)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the implementation and technological support required to implement and maintain comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Experienced with data analysis and visualization

Responsibilities:

- Completes assigned implementation tasks with oversight
- Collects and distills data to ensure implementation and technological requirements are met

- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, technologies, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues. Qualified in making recommendations for next steps
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Jr Staff III (TD)	Minimum 3 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the implementation and technological support required to implement and maintain comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Experienced with data analysis and visualization

Responsibilities:

- Completes assigned implementation tasks with oversight
- Collects and distills data to ensure implementation and technological requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, technologies, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Jr Staff II (TD)	Minimum 2 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the implementation and technological support required to implement and maintain comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Experienced in oral and written communication, and specific tools such as Microsoft Office products
- Experienced with data analysis

Responsibilities:

- Completes assigned implementation tasks with oversight
- Collects and distills data to ensure implementation and technological requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, technologies, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Implementation Jr Staff I (TD)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the implementation and technological support required to implement and maintain comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Experienced in oral and written communication, and specific tools such as Microsoft Office products
- Experienced with data analysis

Responsibilities:

- Completes assigned implementation tasks with oversight
- Contributes to obtaining data and reports for presentations and client meetings

- Makes use of proprietary tools, technologies, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

6. HUMAN RESOURCES TECHNOLOGY SERVICES – OPERATIONS

LABOR CATEGORY	EXPERIENCE	EDUCATION
HRT Operations Executive II (TD)	Minimum 12 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and human resources operations and technologies
- Possesses expert knowledge of human capital operations and solutions, including, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as a human capital and organizational operations and technology subject matter expert.
- Directs critical business, technological and operational workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Reviews the project plans, designs and business and systems analysis
- Directs all phases of human capital related projects from project design, technologies, implementation, maintenance and operations, to final completion
- Directs strategic and day-to-day operations of human capital operations relating to, but not limited to, workforce, finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related operations
- Provides the primary interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Executive I (TD)	Minimum 11 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and human resources operations and technologies
- Possesses expert knowledge of human capital operations and solutions, including, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Serves as a human capital operations technologies subject matter expert.
- Directs critical business, technological, and operational workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Reviews the project plans, designs and business and systems analysis
- Directs operational components of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Directs day-to-day operations of human capital solutions relating to, but not limited to, workforce, finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related operations

- Provides the primary interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Lead I (TD)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in executive level management and human resources operations and technologies
- Possesses expert knowledge of human capital operations and solutions, including, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Skilled in reviewing strategic plans and business strategies, organizational and infrastructural designs, and project deliverables to maintain a standard of consistency and quality throughout a project's life cycle.

Responsibilities:

- Directs critical business, technological, and operational workstreams to provide complete human resources life-cycle support (“cradle to grave") to enable and achieve their missions to more effectively manage risk, schedule, cost, and scope; oversees projects based upon the Government specifications and standards
- Reviews the project plans, designs and business and systems analysis
- Directs operational components of human capital related projects from project design, implementation, maintenance and operations, to final completion
- Directs day-to-day operations of human capital solutions relating to, but not limited to, workforce, finance, scheduling, methodology, tools, and solution components
- Provides quality assurance on human capital related operations
- Provides the primary interface with client; collaborates in the definition, implementation, and execution or organization policies, practices, procedures, and attainment of operating goals
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads strategic level client meetings
- Accountable for the completion of human resources related activities within estimated time frames and budget constraints
- Leads teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Engagement Leader II (TD)	Minimum 10 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in human resources operations and technologies in areas relating to, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Experienced in managing large projects or set of projects
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on human resources and organizational change management operations and technologies
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources technologies
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of key business enablers on human capital projects

- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Engagement Leader I (TD)	Minimum 8 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in human resources operations and technologies in areas related to, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Experienced in managing large projects or set of projects
- Experienced in fostering and managing the relationships between the client and engagement teams

Responsibilities:

- Serves as subject matter expert on organizational operations and change management technologies
- Provides guidance and direction on a day-to-day basis for the development, implementation, and operation of all human resources technologies
- Resolves problems and suggests creative solutions to human capital challenges, including, but not limited to, finance, scheduling, technology, methodology, tools, solutions components, and recommendations
- Reviews work products for completeness and adherence to customer requirements
- Directs the completion of human capital specific tasks within estimated time frames and budget constraints
- Assumes responsibility for project delivery and oversight of human capital projects
- Assumes regular interaction and communications with the Government Contracting Officer (CO) and delegated government representatives
- Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables
- Reviews and analyzes reports and directives to obtain data required for delivering presentations and leading client meetings
- Delivers presentations and leads level client meetings
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Project Lead III (TD)	Minimum 7 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in the management of human resources operations and technologies involved in, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Experienced in fostering and managing the relationships between the client and engagement teams
- Extensive experience in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on the operation of technologies involved in performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Manages human resources operations, technologies, and related project requirements
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources operational problems and develops creative solutions and recommendations for resolutions

- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages one or more large project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Project Lead II (TD)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in the management of human resources operations and technologies involved in, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Experienced in fostering and managing the relationships between the client and engagement teams
- Extensive experience in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on the operation of technologies involved in performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution
- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Manages human resources operations, technologies, and related project tasks
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources operational problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages a single large project team or multiple small project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Project Lead I (TD)	Minimum 5 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in the management of human resources operations and technologies involved in, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Experienced in fostering and managing the relationships between the client and engagement teams
- Extensive experience in leading human capital projects, understanding business needs, formulating project definition, and isolating success factors

Responsibilities:

- Maintains the day-to-day interaction with the client, advising on the operation of technologies involved in performance reviews, assessment and analysis, design and development of solutions, monitoring budget allotments, and issue resolution

- Outlines and guides project work plans and deliverables on a day-to-day basis assuring adherence to human capital related project requirements
- Provides a communication channel between the client and the engagement team
- Manages human resources operations, technologies, and related project tasks
- Manages project resources, budget activities, quality control practices, and project deliverables
- Analyzes client's human resources operational problems and develops creative solutions and recommendations for resolutions
- Reviews, analyzes, obtains data, and prepares reports and directives required for delivering executive and operational level presentations
- Reviews human capital work products for completeness and quality
- Delivers presentations to client on areas including, but not limited to, new commitments in the status of work in progress, and problems encountered, and leads client meetings
- Completes human capital related tasks within estimated time frames and budget constraints
- Able to perform organizational assessments, program audits and evaluations, system(s) alignments, and process and productivity improvement evaluations
- Manages small project teams
- Manages teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Sr. Professional IV (TD)	Minimum 6 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in human resources operations and technologies related to, but not limited to supporting the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in the use of technologies supporting human resources operations
- Leads tasks relating to human resources business and technological needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources operations
- Serves as a senior-level analytical correspondent within engagement teams
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Manages a small project team
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Sr. Professional III (TD)	Minimum 4 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in human resources operations and technologies related to, but not limited to supporting the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in the use of technologies supporting human resources operations
- Leads tasks relating to human resources business and technological needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources operations
- Serves as a senior-level analytical correspondent within engagement teams
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Sr. Professional II (TD)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in human resources operations and technologies related to, but not limited to supporting the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technical needs

Responsibilities:

- Directs junior team members in the use of technologies supporting human resources operations
- Leads tasks relating to human resources business and technological needs
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources operations and technologies
- Applies business modeling, process modeling, and business design techniques to human capital solutions
- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Sr. Professional I (TD)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experienced in human resources operations and technologies related to, but not limited to supporting the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Familiar with client issues, leading teams, analyzing project data, and development human capital related deliverables
- Experienced in performing benchmark analyses, building organizational design models, and defining business and technological needs

Responsibilities:

- Directs junior team members in the use of technologies supporting human resources operations
- Performs tasks relating to human resources business and technological needs with no oversight
- Reviews and analyzes client issues and project data, and develops appropriate deliverables as they relate to human resources operations and technologies
- Applies business modeling, process modeling, and business design techniques to human capital solutions

- Builds organizational design models including, but not limited to, policies, practices, procedures, and workforce
- Analyzes business requirements impacted by human resources and recommends applicable tools and innovative solutions to human capital related activities including, but not limited to, finance, scheduling, technology, methodologies, and solutions
- Participates in organizational assessments, workforce evaluations, and leads performance measures and indicators analyses
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Mid Professional V (TD)	Minimum 3 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing operational and technological support to projects related to, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with no oversight
- Supports execution, operations, and maintenance of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Manages development of multiple deliverables
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Mid Professional IV (TD)	Minimum 2 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing operational and technological support to projects related to, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with no oversight
- Supports execution, operations, and maintenance of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Mid Professional III (TD)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing operational and technological support to projects related to, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent

- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with oversight
- Supports execution, operations, and maintenance of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Conducts research, and collects and distills data required for planning human resources activities; recommends applicable tools
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Mid Professional II (TD)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required to provide operational and technological support to projects related to, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources related engagement tasks and deliverables with oversight
- Supports execution, operations, and maintenance of business solutions, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Supports organizational assessments
- Contributes to obtaining data for and developing reports for client meetings and p
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Mid Professional I (TD)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Experience providing operational and technological support to projects related to, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Proficient in data analysis and defining business needs, applying methodologies, and development of project deliverables

Responsibilities:

- Completes assigned human resources operations related engagement tasks and deliverables with minimal no oversight from senior team member
- Supports execution, operation, and maintenance of business solutions, technologies, process improvements, workforce evaluations, and benchmarking activities relating to human resources
- Actively engages consulting tools and methodologies to meet project objective and complete program management activities
- Contributes to obtaining data for and developing reports for client meetings and presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Jr Professional III (TD)	Minimum 1 year consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Experience providing support operational and technological support to projects related to, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent

Responsibilities:

- Completes assigned human resources tasks with oversight
- Conducts research, collects and distills data to ensure operational and technological requirements are met
- Assesses and recommends available tools to support human resources operations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Jr Professional II (TD)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required to provide operational and technological support to projects related to, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent

Responsibilities:

- Completes assigned human resources tasks with oversight
- Conducts research, collects and distills data to ensure operational and technological requirements are met
- Assesses and recommends available tools to support human resources operations
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Jr Professional I (TD)	Minimum 0 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required to provide operational and technological support to projects related to, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent

Responsibilities:

- Completes assigned human resources tasks with oversight from senior team members
- Conducts research, collects and distills data to ensure operational and technological requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Jr Staff IV (TD)	Minimum 0 years consulting or related experience	Bachelor's degree or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required to provide operational and technological support to projects related to, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Experienced with data analysis and visualization

Responsibilities:

- Completes assigned operations tasks with oversight
- Conducts research, collects and distills data to ensure operational and technological requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations

- Collects data, undertakes analysis, and helps identify issues. Qualified in making recommendations for next steps
- Other responsibilities include developing task plans and understanding best practice frameworks, and key performance metrics.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Jr Staff III (TD)	Minimum 3 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required to provide operational and technological support to projects related to, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Experienced in oral and written communication, and specific tools such as Microsoft Office products, and Tableau
- Experienced with data analysis and visualization

Responsibilities:

- Completes assigned operations tasks with oversight
- Conducts research, collects and distills data to ensure operational and technological requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Jr Staff II (TD)	Minimum 2 years consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required to provide operational and technological support to projects related to, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Experienced in oral and written communication, and specific tools such as Microsoft Office products
- Experienced with data analysis

Responsibilities:

- Completes assigned operations tasks with oversight
- Conducts research, collects and distills data to ensure operational and technological requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations
- Collects data, undertakes analysis, and helps identify issues.
- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

HRT Operations Jr Staff I (TD)	Minimum 1 year consulting or related experience	High School Diploma or equivalent in a related field

Skills & Expertise:

- Demonstrated understanding of the support required to provide operational and technological support to projects related to, but not limited to the implementation and maintenance of comprehensive employee skills development, training and personal attributes to develop and retain quality, high performing, and diverse talent
- Experienced in oral and written communication, and specific tools such as Microsoft Office products
- Experienced with data analysis

Responsibilities:

- Completes assigned operations tasks with oversight
- Conducts research, collects and distills data to ensure operational and technological requirements are met
- Contributes to obtaining data and reports for presentations and client meetings
- Makes use of proprietary tools, methods, and processes in performing project tasks
- Assists with the creation of presentations

- Supports teams in providing all components of human resources services including, but not limited to, advise, implement, and operate services of people, process, and technology

EXPERIENCE / EDUCATION SUBSTITUTION EQUIVALENCY*

Deloitte Consulting's labor category descriptions identify the functional responsibilities and education and experience requirements associated with each labor category. These requirements are a reference guide to the types of experience and educational background of typical personnel in each labor category.

Personnel must meet the defined labor category minimum qualifications or substitutions noted below. The labor category qualifications do not set an education or experience ceiling.

EDUCATION SUBSTITUTION EQUIVALENCY	EXPERIENCE SUBSTITUTION EQUIVALENCY	OTHER SUBSTITUTION EQUIVALENCY
High School Diploma		- General Educational Development (GED) OR - Vocational Academic Certificate
Associate's	2 years of experience	- Professional Certification/License OR - Registered Apprenticeship
Bachelor's	4 years of experience	- Professional Certification/License OR - Registered Apprenticeship and 2 years of experience OR - Associate's and 2 years of experience
Master's	6 years of experience	- Professional Certification/License Registered Apprenticeship and more than 2 years of experience OR - Associate's and 4 years of experience OR - Bachelor's and 2 years of experience
Doctorate (PhD or JD)	10 years of experience	- Bachelor's and 6 years of experience OR - Master's and 4 years of experience

Supporting notes:

- Education/Experience Substitution Equivalency table is applicable to all labor categories.
- Education, experience, and/or other equivalencies may be substituted for each other.
- Each year of experience may be substituted for 1 year of education, and vice versa.
- Successful completion of higher education which has not yet resulted in a degree may be counted as 1 year of experience for each year of college completed.
- Professional Certifications/Licenses, Registered Apprenticeships, and Vocational Training may be substituted for experience or education.

SECTION 5.0 GSA MAS PRICING

Professional Services SINs: 541611, 522310, 541219, 541614, 541614SVC, 512110, 541511, 541613, 541810, 541820, 541380, 541450, 541910, 541420, 541715, 541330ENG, 611430							
Labor Category	**EDU***	**YOE***	**11/21/22 to 11/20/23**	**11/21/23 to 11/20/24**	**11/21/24 to 11/20/25**	**11/21/25 to 11/20/26**	**11/21/26 to 11/20/27**
			Year 6	**Year 7**	**Year 8**	**Year 9**	**Year 10**
Strategy Executive II	M	14	$545.50	$572.77	$589.96	$607.66	$625.89
Strategy Executive I	M	13	$518.22	$544.14	$560.46	$577.27	$594.59
Strategy Management Lead I	M	12	$496.40	$521.22	$536.85	$552.96	$569.55
Strategy Engagement Leader II	M	10	$424.31	$445.52	$458.89	$472.66	$486.84
Strategy Engagement Leader I	M	8	$403.09	$423.25	$435.95	$449.03	$462.50
Strategy Solution Architect	M	15	$646.66	$678.99	$699.36	$720.34	$741.95
Strategy Project Leader II	M	7	$390.32	$409.84	$422.13	$434.79	$447.84
Strategy Project Leader I	M	5	$370.80	$389.34	$401.02	$413.05	$425.44
Strategy Senior Practitioner II	M	4	$333.72	$350.41	$360.92	$371.75	$382.90
Strategy Senior Practitioner I	M	3	$317.04	$332.89	$342.88	$353.16	$363.76
Strategy Practitioner II	B	3	$256.85	$269.69	$277.78	$286.12	$294.70
Strategy Practitioner I	B	2	$244.01	$256.22	$263.90	$271.82	$279.97
Strategy Analyst II	B	1	$182.14	$191.24	$196.98	$202.89	$208.98
Strategy Analyst I	B	0	$173.04	$181.69	$187.14	$192.75	$198.54
Business Advisory Executive III	B	14	$405.84	$426.13	$438.91	$452.08	$465.64
Business Advisory Executive II	B	13	$385.55	$404.82	$416.97	$429.48	$442.36
Business Advisory Lead II	B	14	$405.84	$426.13	$438.91	$452.08	$465.64
Business Advisory Lead I	B	12	$385.55	$404.82	$416.97	$429.48	$442.36
Business Advisory Engagement Leader III	B	10	$336.16	$352.97	$363.56	$374.46	$385.70
Business Advisory Engagement Leader II	B	9	$319.35	$335.32	$345.38	$355.74	$366.41
Business Advisory Engagement Leader I	B	8	$302.55	$317.68	$327.21	$337.02	$347.13
Business Advisory Solution Architect II	B	11	$378.95	$397.90	$409.84	$422.13	$434.79
Business Advisory Solution Architect I	B	9	$360.00	$377.99	$389.33	$401.01	$413.05
Business Advisory Project Lead III	B	7	$311.72	$327.31	$337.12	$347.24	$357.66
Business Advisory Project Lead II	B	6	$296.13	$310.94	$320.27	$329.87	$339.77
Business Advisory Project Lead I	B	5	$280.54	$294.57	$303.41	$312.51	$321.89
Business Advisory Sr. Professional III	B	5	$268.93	$282.37	$290.84	$299.57	$308.56
Business Advisory Sr. Professional II	B	4	$255.48	$268.25	$276.30	$284.59	$293.13
Business Advisory Sr. Professional I	B	3	$242.04	$254.14	$261.77	$269.62	$277.71
Business Advisory Architect II	B	5	$297.04	$311.89	$321.25	$330.89	$340.81
Business Advisory Architect I	B	3	$282.20	$296.31	$305.20	$314.35	$323.78
Business Advisory Mid Professional III	B	3	$228.59	$240.02	$247.22	$254.64	$262.28
Business Advisory Mid Professional II	B	2	$217.16	$228.02	$234.86	$241.91	$249.17
Business Advisory Mid Professional I	B	1	$205.74	$216.02	$222.50	$229.18	$236.05

*Substitution of years of experience and/or education is permitted in accordance with the EXPERIENCE / EDUCATION SUBSTITUTION EQUIVALENCY table in Section 4.0 above.

Professional Services SINs: 541611, 522310, 541219, 541614, 541614SVC, 512110, 541511, 541613, 541810, 541820, 541380, 541450, 541910, 541420, 541715, 541330ENG, 611430

Labor Category	EDU*	YOE*	11/21/22 to 11/20/23	11/21/23 to 11/20/24	11/21/24 to 11/20/25	11/21/25 to 11/20/26	11/21/26 to 11/20/27
			Year 6	Year 7	Year 8	Year 9	Year 10
Business Advisory Jr. Professional III	B	2	$165.02	$173.28	$178.47	$183.83	$189.34
Business Advisory Jr. Professional II	B	1	$156.78	$164.61	$169.55	$174.64	$179.88
Business Advisory Jr. Professional I	HS	0	$148.53	$155.95	$160.63	$165.45	$170.41
Engagement Execution Executive II	B	14	$405.84	$426.13	$438.91	$452.08	$465.64
Engagement Execution Executive I	B	13	$385.55	$404.82	$416.97	$429.48	$442.36
Engagement Execution Advisor II	B	14	$405.84	$426.13	$438.91	$452.08	$465.64
Engagement Execution Advisor I	B	12	$365.25	$383.52	$395.02	$406.87	$419.08
Engagement Execution Lead IV	B	10	$336.16	$352.97	$363.56	$374.46	$385.70
Engagement Execution Lead III	B	9	$319.35	$335.32	$345.38	$355.74	$366.41
Engagement Execution Lead II	B	8	$302.55	$317.68	$327.21	$337.02	$347.13
Solution Architect II	B	11	$378.95	$397.90	$409.84	$422.13	$434.79
Solution Architect I	B	9	$360.00	$377.99	$389.33	$401.01	$413.05
Project Execution Lead IV	B	7	$311.72	$327.31	$337.12	$347.24	$357.66
Project Execution Lead III	B	6	$296.13	$310.94	$320.27	$329.87	$339.77
Project Execution Lead II	B	5	$280.54	$294.57	$303.41	$312.51	$321.89
Project Execution Lead I	B	4	$264.96	$278.20	$286.55	$295.15	$304.00
Project Execution Sr. Specialist IV	B	5	$268.93	$282.37	$290.84	$299.57	$308.56
Project Execution Sr. Specialist III	B	4	$255.48	$268.25	$276.30	$284.59	$293.13
Project Execution Sr. Specialist II	B	3	$242.04	$254.14	$261.77	$269.62	$277.71
Project Execution Sr. Specialist I	B	2	$228.59	$240.02	$247.22	$254.64	$262.28
Architect II	B	5	$297.04	$311.89	$321.25	$330.89	$340.81
Architect I	B	3	$282.20	$296.31	$305.20	$314.35	$323.78
Project Execution Specialist IV	B	3	$228.59	$240.02	$247.22	$254.64	$262.28
Project Execution Specialist III	B	2	$217.16	$228.02	$234.86	$241.91	$249.17
Project Execution Specialist II	HS	2	$205.74	$216.02	$222.50	$229.18	$236.05
Project Execution Specialist I	HS	1	$194.30	$204.01	$210.13	$216.44	$222.93
Project Execution Support IV	B	2	$165.02	$173.28	$178.47	$183.83	$189.34
Project Execution Support III	B	1	$156.78	$164.61	$169.55	$174.64	$179.88
Project Execution Support II	HS	2	$148.53	$155.95	$160.63	$165.45	$170.41
Project Execution Support I	HS	1	$140.27	$147.28	$151.70	$156.25	$160.94

*Substitution of years of experience and/or education is permitted in accordance with the EXPERIENCE / EDUCATION SUBSTITUTION EQUIVALENCY table in Section 4.0 above.

Professional Services SINs: 512110, 512110 RC,512310, 512310 RC,541219, 541219 RC, 541330ENG, 541330ENG RC, 541380, 541380 RC, 541420, 541420 RC, 541511, 541511 RC,541611, 541611 RC,541613, 541613 RC, 541614, 541614 RC, 541614SVC, 541614SVC RC, 541715, 541715 RC, 541810, 541810 RC, 541820, 541820 RC, 541850, 541850 RC, 541910, 541910 RC, 611430, 611430 RC							
Labor Category/Service Title	**Min EDU**	**Min YOE**	**OPTION 1 - GSA PRICING w/IFF**				
			CY6	**CY7**	**CY8**	**CY9**	**CY10**
			05/23/23 - 11/20/23	**11/21/23 - 11/20/24**	**11/21/24 - 11/20/25**	**11/21/25 - 11/20/26**	**11/21/26 - 11/20/27**
Business Advisory Associate III	B	0	$146.63	$153.96	$158.58	$163.34	$168.24
Business Advisory Associate II	HS	1	$122.20	$128.31	$132.16	$136.12	$140.21
Business Advisory Associate I	HS	0	$103.41	$108.58	$111.84	$115.19	$118.65
Project Execution Associate III	B	1	$137.24	$144.10	$148.43	$152.88	$157.46
Project Execution Associate II	B	0	$110.92	$116.47	$119.96	$123.56	$127.27
Project Execution Associate I	HS	2	$92.11	$96.72	$99.62	$102.61	$105.68
Project Execution Administration III	HS	2	$82.72	$86.86	$89.46	$92.15	$94.91
Project Execution Administration II	HS	1	$73.32	$76.99	$79.30	$81.67	$84.12
Project Execution Administration I	HS	0	$65.80	$69.09	$71.16	$73.30	$75.50

*Substitution of years of experience and/or education is permitted in accordance with the EXPERIENCE / EDUCATION SUBSTITUTION EQUIVALENCY table in Section 4.0 above.

SIN	Environmental Consulting Services Labor Category/Service Title	MIN EDU*	MIN YOE*	OPTION 1				
				CY6	CY7	CY8	CY9	CY10
				08/31/2023 - 11/20/2023	11/21/2023 - 11/20/2024	11/21/2024 - 11/20/2025	11/21/2025 - 11/20/2026	11/21/2026 - 11/20/2027
541620, 541620(RC)	Environmental Business Advisory Executive II	M	12	$349.96	$367.46	$378.48	$389.84	$401.53
541620, 541620(RC)	Environmental Business Advisory Executive I	M	10	$341.99	$359.09	$369.86	$380.96	$392.39
541620, 541620(RC)	Environmental Business Advisory Engineer SME	M	9	$333.96	$350.66	$361.18	$372.01	$383.17
541620, 541620(RC)	Environmental Business Advisory Scientist SME	M	9	$333.96	$350.66	$361.18	$372.01	$383.17
541620, 541620(RC)	Environmental Business Advisory Program Lead IV	M	9	$333.96	$350.66	$361.18	$372.01	$383.17
541620, 541620(RC)	Environmental Business Advisory Program Lead III	M	8	$320.00	$336.00	$346.08	$356.46	$367.16
541620, 541620(RC)	Environmental Business Advisory Program Lead II	M	7	$300.01	$315.01	$324.46	$334.19	$344.22
541620, 541620(RC)	Environmental Business Advisory Program Lead I	M	6	$285.00	$299.25	$308.23	$317.47	$327.00
541620, 541620(RC)	Environmental Business Advisory Sr Engineer	B	8	$249.99	$262.49	$270.36	$278.48	$286.83
541620, 541620(RC)	Environmental Business Advisory Sr Scientist	B	8	$249.99	$262.49	$270.36	$278.48	$286.83
541620, 541620(RC)	Environmental Business Advisory Project Lead III	B	8	$249.99	$262.49	$270.36	$278.48	$286.83
541620, 541620(RC)	Environmental Business Advisory Project Lead II	B	7	$235.00	$246.75	$254.15	$261.78	$269.63
541620, 541620(RC)	Environmental Business Advisory Project Lead I	B	6	$214.99	$225.74	$232.51	$239.49	$246.67
541620, 541620(RC)	Environmental Business Advisory Jr Engineer	B	3	$160.00	$168.00	$173.04	$178.23	$183.58
541620, 541620(RC)	Environmental Business Advisory Jr Scientist	B	3	$160.00	$168.00	$173.04	$178.23	$183.58
541620, 541620(RC)	Environmental Business Advisory Jr Professional III	B	3	$160.00	$168.00	$173.04	$178.23	$183.58
541620, 541620(RC)	Environmental Business Advisory Jr Professional II	B	2	$140.06	$147.06	$151.47	$156.02	$160.70
541620, 541620(RC)	Environmental Business Advisory Jr Professional I	B	1	$120.91	$126.96	$130.76	$134.69	$138.73
541620, 541620(RC)	Environmental Business Advisory Sr Support II	B	1	$105.00	$110.25	$113.56	$116.96	$120.47
541620, 541620(RC)	Environmental Business Advisory Sr Support I	B	0	$97.00	$101.85	$104.91	$108.05	$111.29
541620, 541620(RC)	Environmental Business Advisory Jr Support II	B	0	$90.01	$94.51	$97.35	$100.27	$103.27

*Substitution of years of experience and/or education is permitted in accordance with the EXPERIENCE / EDUCATION SUBSTITUTION EQUIVALENCY table in Section 4.0 above.

SIN	Environmental Consulting Services Labor Category/Service Title	MIN EDU*	MIN YOE*	OPTION 1				
				CY6	CY7	CY8	CY9	CY10
				08/31/2023 - 11/20/2023	11/21/2023 - 11/20/2024	11/21/2024 - 11/20/2025	11/21/2025 - 11/20/2026	11/21/2026 - 11/20/2027
541620, 541620(RC)	Environmental Business Advisory Jr Support I	A	1	$80.01	$84.01	$86.53	$89.13	$91.80
541620, 541620(RC)	Environmental Program Execution Executive II	M	12	$349.96	$367.46	$378.48	$389.84	$401.53
541620, 541620(RC)	Environmental Program Execution Executive I	M	10	$341.99	$359.09	$369.86	$380.96	$392.39
541620, 541620(RC)	Environmental Program Execution Engineer SME	M	9	$333.96	$350.66	$361.18	$372.01	$383.17
541620, 541620(RC)	Environmental Program Execution Scientist SME	M	9	$333.96	$350.66	$361.18	$372.01	$383.17
541620, 541620(RC)	Environmental Program Execution Lead IV	M	9	$333.96	$350.66	$361.18	$372.01	$383.17
541620, 541620(RC)	Environmental Program Execution Lead III	M	8	$320.00	$336.00	$346.08	$356.46	$367.16
541620, 541620(RC)	Environmental Program Execution Lead II	M	7	$300.01	$315.01	$324.46	$334.19	$344.22
541620, 541620(RC)	Environmental Program Execution Lead I	M	6	$285.00	$299.25	$308.23	$317.47	$327.00
541620, 541620(RC)	Environmental Project Execution Sr Engineer	B	8	$249.99	$262.49	$270.36	$278.48	$286.83
541620, 541620(RC)	Environmental Project Execution Sr Scientist	B	8	$249.99	$262.49	$270.36	$278.48	$286.83
541620, 541620(RC)	Environmental Project Execution Lead III	B	8	$249.99	$262.49	$270.36	$278.48	$286.83
541620, 541620(RC)	Environmental Project Execution Lead II	B	7	$235.00	$246.75	$254.15	$261.78	$269.63
541620, 541620(RC)	Environmental Project Execution Lead I	B	6	$214.99	$225.74	$232.51	$239.49	$246.67
541620, 541620(RC)	Environmental Project Execution Jr Engineer	B	3	$160.00	$168.00	$173.04	$178.23	$183.58
541620, 541620(RC)	Environmental Project Execution Jr Scientist	B	3	$160.00	$168.00	$173.04	$178.23	$183.58
541620, 541620(RC)	Environmental Project Execution Jr Professional III	B	3	$160.00	$168.00	$173.04	$178.23	$183.58
541620, 541620(RC)	Environmental Project Execution Jr Professional II	B	2	$140.06	$147.06	$151.47	$156.02	$160.70
541620, 541620(RC)	Environmental Project Execution Jr Professional I	B	1	$120.91	$126.96	$130.76	$134.69	$138.73
541620, 541620(RC)	Environmental Project Execution Sr Support II	B	1	$105.00	$110.25	$113.56	$116.96	$120.47

*Substitution of years of experience and/or education is permitted in accordance with the EXPERIENCE / EDUCATION SUBSTITUTION EQUIVALENCY table in Section 4.0 above.

SIN	Environmental Consulting Services Labor Category/Service Title	MIN EDU*	MIN YOE*	OPTION 1				
				CY6	CY7	CY8	CY9	CY10
				08/31/2023 - 11/20/2023	11/21/2023 - 11/20/2024	11/21/2024 - 11/20/2025	11/21/2025 - 11/20/2026	11/21/2026 - 11/20/2027
541620, 541620(RC)	Environmental Project Execution Sr Support I	B	0	$97.00	$101.85	$104.91	$108.05	$111.29
541620, 541620(RC)	Environmental Project Execution Jr Support II	B	0	$90.01	$94.51	$97.35	$100.27	$103.27
541620, 541620(RC)	Environmental Project Execution Jr Support I	A	1	$80.01	$84.01	$86.53	$89.13	$91.80

*Substitution of years of experience and/or education is permitted in accordance with the EXPERIENCE / EDUCATION SUBSTITUTION EQUIVALENCY table in Section 4.0 above.

Automated Contact Center Solutions (ACCS) SINs: 561422, 561422 (STLOC), 561422 (RC)							
Labor Category/Service Title	**EDU***	**YOE***	**11/21/22 to 11/20/23**	**11/21/23 to 11/20/24**	**11/21/24 to 11/20/25**	**11/21/25 to 11/20/26**	**11/21/26 to 11/20/27**
			Year 6	**Year 7**	**Year 8**	**Year 9**	**Year 10**
Contact Center Advisory Executive III	B	14	$330.74	$347.28	$357.70	$368.43	$379.48
Contact Center Advisory Executive II	B	12	$323.40	$339.57	$349.76	$360.25	$371.06
Contact Center Advisory Executive I	B	10	$314.02	$329.72	$339.61	$349.80	$360.29
Contact Center Advisory Engagement Leader III	B	10	$288.29	$302.70	$311.78	$321.14	$330.77
Contact Center Advisory Engagement Leader II	B	9	$283.53	$297.70	$306.63	$315.83	$325.31
Contact Center Advisory Engagement Leader I	B	7	$275.06	$288.82	$297.48	$306.41	$315.60
Contact Center Advisory Project Lead II	B	6	$257.08	$269.93	$278.03	$286.37	$294.96
Contact Center Advisory Project Lead I	B	5	$243.32	$255.49	$263.16	$271.05	$279.18
Contact Center Advisory Sr. Professional III	B	5	$193.60	$203.28	$209.38	$215.66	$222.13
Contact Center Advisory Sr. Professional II	B	4	$188.31	$197.73	$203.66	$209.77	$216.06
Contact Center Advisory Sr. Professional I	B	3	$179.85	$188.84	$194.51	$200.34	$206.35
Contact Center Advisory Mid Professional III	B	3	$176.15	$184.95	$190.50	$196.22	$202.10
Contact Center Advisory Mid Professional II	B	2	$161.36	$169.42	$174.51	$179.74	$185.13
Contact Center Advisory Mid Professional I	B	1	$138.83	$145.77	$150.15	$154.65	$159.29
Contact Center Advisory Jr. Professional II	B	2	$126.95	$133.30	$137.30	$141.42	$145.66
Contact Center Advisory Jr. Professional I	B	1	$105.79	$111.08	$114.42	$117.85	$121.38
Contact Center Implementation Executive II	B	14	$330.74	$347.28	$357.70	$368.43	$379.48
Contact Center Implementation Executive I	B	12	$320.25	$336.26	$346.35	$356.74	$367.44
Contact Center Implementation Engagement Lead III	B	10	$288.29	$302.70	$311.78	$321.14	$330.77
Contact Center Implementation Engagement Lead II	B	9	$283.53	$297.70	$306.63	$315.83	$325.31
Contact Center Implementation Engagement Lead I	B	8	$275.06	$288.82	$297.48	$306.41	$315.60
Contact Center Implementation Project Lead III	B	7	$257.08	$269.93	$278.03	$286.37	$294.96
Contact Center Implementation Project Lead II	B	6	$251.79	$264.38	$272.31	$280.48	$288.89
Contact Center Implementation Project Lead I	B	5	$243.32	$255.49	$263.16	$271.05	$279.18

*Substitution of years of experience and/or education is permitted in accordance with the EXPERIENCE / EDUCATION SUBSTITUTION EQUIVALENCY table in Section 4.0 above.

Automated Contact Center Solutions (ACCS) SINs: 561422, 561422 (STLOC), 561422 (RC)							
Labor Category/Service Title	**EDU***	**YOE***	**11/21/22 to 11/20/23**	**11/21/23 to 11/20/24**	**11/21/24 to 11/20/25**	**11/21/25 to 11/20/26**	**11/21/26 to 11/20/27**
			Year 6	**Year 7**	**Year 8**	**Year 9**	**Year 10**
Contact Center Implementation Sr. Specialist IV	B	5	$193.60	$203.28	$209.38	$215.66	$222.13
Contact Center Implementation Sr. Specialist III	B	4	$188.31	$197.73	$203.66	$209.77	$216.06
Contact Center Implementation Sr. Specialist II	B	3	$179.85	$188.84	$194.51	$200.34	$206.35
Contact Center Implementation Sr. Specialist I	B	2	$176.68	$185.51	$191.07	$196.81	$202.71
Contact Center Implementation Specialist III	B	3	$175.13	$183.89	$189.40	$195.09	$200.94
Contact Center Implementation Specialist II	B	2	$148.44	$155.86	$160.54	$165.35	$170.31
Contact Center Implementation Specialist I	B	1	$136.05	$142.85	$147.14	$151.55	$156.10
Contact Center Implementation Support IV	B	2	$126.42	$132.74	$136.73	$140.83	$145.05
Contact Center Implementation Support III	B	1	$122.17	$128.28	$132.13	$136.09	$140.17
Contact Center Implementation Support II	HS	2	$106.56	$111.88	$115.24	$118.70	$122.26
Contact Center Implementation Support I	HS	1	$91.04	$95.59	$98.45	$101.41	$104.45
Contact Center Operate & Maintain Supervisor II	B	6	$199.50	$209.48	$215.76	$222.23	$228.90
Contact Center Operate & Maintain Supervisor I	B	5	$186.90	$196.25	$202.13	$208.20	$214.44
Contact Center Operate & Maintain Team Lead II	B	5	$174.30	$183.02	$188.51	$194.16	$199.99
Contact Center Operate & Maintain Team Lead I	B	4	$164.85	$173.09	$178.28	$183.63	$189.14
Contact Center Operate & Maintain Senior Specialist II	B	4	$150.15	$157.66	$162.39	$167.26	$172.28
Contact Center Operate & Maintain Senior Specialist I	B	3	$136.50	$143.33	$147.62	$152.05	$156.62
Contact Center Operate & Maintain Specialist II	B	2	$122.85	$128.99	$132.86	$136.85	$140.95
Contact Center Operate & Maintain Specialist I	B	1	$110.25	$115.76	$119.23	$122.81	$126.49
Contact Center Operate & Maintain Support III	A	0	$73.00	$76.65	$78.95	$81.32	$83.75
Contact Center Operate & Maintain Support II	HS	2	$62.42	$65.54	$67.51	$69.53	$71.62
Contact Center Operate & Maintain Support I	HS	1	$48.66	$51.10	$52.63	$54.21	$55.84

*Substitution of years of experience and/or education is permitted in accordance with the EXPERIENCE / EDUCATION SUBSTITUTION EQUIVALENCY table in Section 4.0 above.

Highly Adaptive Cyber Security Services (HACS) SINs: 54151HACS, 54151HACS (STLOC), 54151HACS (RC)							
Labor Category/Service Title	**EDU***	**YOE***	**11/21/22 to 11/20/23**	**11/21/23 to 11/20/24**	**11/21/24 to 11/20/25**	**11/21/25 to 11/20/26**	**11/21/26 to 11/20/27**
			Year 6	**Year 7**	**Year 8**	**Year 9**	**Year 10**
Cybersecurity IT Advisory Executive III	B	15	$341.25	$358.31	$369.06	$380.13	$391.54
Cybersecurity IT Advisory Executive II	B	13	$324.19	$340.40	$350.61	$361.13	$371.96
Cybersecurity IT Advisory Executive I	B	10	$307.13	$322.48	$332.16	$342.12	$352.38
Cybersecurity IT Advisory Lead III	B	15	$357.00	$374.85	$386.10	$397.68	$409.61
Cybersecurity IT Advisory Lead II	B	13	$339.15	$356.11	$366.79	$377.79	$389.13
Cybersecurity IT Advisory Lead I	B	10	$321.31	$337.38	$347.50	$357.92	$368.66
Cybersecurity IT Advisory Engagement Leader III	B	11	$273.00	$286.65	$295.25	$304.11	$313.23
Cybersecurity IT Advisory Engagement Leader II	B	9	$267.54	$280.92	$289.34	$298.02	$306.97
Cybersecurity IT Advisory Engagement Leader I	B	8	$264.81	$278.05	$286.39	$294.98	$303.83
Cybersecurity IT Solution Architect II	B	14	$276.15	$289.96	$298.66	$307.62	$316.84
Cybersecurity IT Solution Architect I	B	12	$267.87	$281.26	$289.70	$298.39	$307.34
Cybersecurity IT Advisory Project Lead III	B	8	$262.51	$275.64	$283.91	$292.42	$301.19
Cybersecurity IT Advisory Project Lead II	B	6	$254.63	$267.36	$275.38	$283.64	$292.15
Cybersecurity IT Advisory Project Lead I	B	5	$249.38	$261.84	$269.70	$277.79	$286.12
Cybersecurity IT Solution Lead II	B	10	$234.15	$245.86	$253.23	$260.83	$268.66
Cybersecurity IT Solution Lead I	B	8	$227.13	$238.48	$245.64	$253.01	$260.60
Cybersecurity IT Advisory Sr Professional III	B	6	$229.95	$241.45	$248.69	$256.15	$263.84
Cybersecurity IT Advisory Sr Professional II	B	5	$218.45	$229.38	$236.26	$243.34	$250.64
Cybersecurity IT Advisory Sr Professional I	B	4	$206.96	$217.30	$223.82	$230.54	$237.45
Cybersecurity IT Advisory Mid Professional III	B	4	$168.00	$176.40	$181.69	$187.14	$192.76
Cybersecurity IT Advisory Mid Professional II	B	3	$162.96	$171.11	$176.24	$181.53	$186.97
Cybersecurity IT Advisory Mid Professional I	B	2	$157.92	$165.82	$170.79	$175.91	$181.19
Cybersecurity IT Advisory Jr Professional III	B	2	$142.80	$149.94	$154.44	$159.07	$163.84
Cybersecurity IT Advisory Jr Professional II	B	1	$135.66	$142.44	$146.72	$151.12	$155.65
Cybersecurity IT Advisory Jr Professional I	B	0	$131.38	$137.94	$142.08	$146.35	$150.74

*Substitution of years of experience and/or education is permitted in accordance with the EXPERIENCE / EDUCATION SUBSTITUTION EQUIVALENCY table in Section 4.0 above.

Highly Adaptive Cyber Security Services (HACS) SINs: 54151HACS, 54151HACS (STLOC), 54151HACS (RC)							
Labor Category/Service Title	**EDU***	**YOE***	**11/21/22 to 11/20/23**	**11/21/23 to 11/20/24**	**11/21/24 to 11/20/25**	**11/21/25 to 11/20/26**	**11/21/26 to 11/20/27**
			Year 6	**Year 7**	**Year 8**	**Year 9**	**Year 10**
Cybersecurity IT Implementation Executive III	B	15	$341.25	$358.31	$369.06	$380.13	$391.54
Cybersecurity IT Implementation Executive II	B	13	$324.19	$340.40	$350.61	$361.13	$371.96
Cybersecurity IT Implementation Executive I	B	10	$307.13	$322.48	$332.16	$342.12	$352.38
Cybersecurity IT Implementation Lead II	B	13	$339.15	$356.11	$366.79	$377.79	$389.13
Cybersecurity IT Implementation Lead I	B	10	$321.31	$337.38	$347.50	$357.92	$368.66
Cybersecurity IT Engagement Implementation Leader III	B	11	$273.00	$286.65	$295.25	$304.11	$313.23
Cybersecurity IT Engagement Implementation Leader II	B	9	$267.54	$280.92	$289.34	$298.02	$306.97
Cybersecurity IT Engagement Implementation Leader I	B	8	$264.81	$278.05	$286.39	$294.98	$303.83
Cybersecurity IT Implementation Architect II	B	14	$276.15	$289.96	$298.66	$307.62	$316.84
Cybersecurity IT Implementation Architect I	B	12	$267.87	$281.26	$289.70	$298.39	$307.34
Cybersecurity IT Implementation Project Lead III	B	8	$262.51	$275.64	$283.91	$292.42	$301.19
Cybersecurity IT Implementation Project Lead II	B	6	$254.63	$267.36	$275.38	$283.64	$292.15
Cybersecurity IT Implementation Project Lead I	B	5	$249.38	$261.84	$269.70	$277.79	$286.12
Cybersecurity IT Implementation Solution Lead II	B	10	$234.15	$245.86	$253.23	$260.83	$268.66
Cybersecurity IT Implementation Solution Lead I	B	8	$227.13	$238.48	$245.64	$253.01	$260.60
Cybersecurity IT Implementation Sr Professional V	B	5	$218.45	$229.38	$236.26	$243.34	$250.64
Cybersecurity IT Implementation Sr Professional IV	B	4	$206.96	$217.30	$223.82	$230.54	$237.45
Cybersecurity IT Implementation Sr Professional III	B	3	$195.46	$205.23	$211.39	$217.73	$224.26
Cybersecurity IT Implementation Sr Professional II	B	2	$183.96	$193.16	$198.95	$204.92	$211.07
Cybersecurity IT Implementation Sr Professional I	B	1	$152.02	$159.62	$164.41	$169.34	$174.42

*Substitution of years of experience and/or education is permitted in accordance with the EXPERIENCE / EDUCATION SUBSTITUTION EQUIVALENCY table in Section 4.0 above.

Highly Adaptive Cyber Security Services (HACS) SINs: 54151HACS, 54151HACS (STLOC), 54151HACS (RC)							
Labor Category/Service Title	**EDU***	**YOE***	**11/21/22 to 11/20/23**	**11/21/23 to 11/20/24**	**11/21/24 to 11/20/25**	**11/21/25 to 11/20/26**	**11/21/26 to 11/20/27**
			Year 6	**Year 7**	**Year 8**	**Year 9**	**Year 10**
Cybersecurity IT Operations Mid Professional V	B	3	$162.96	$171.11	$176.24	$181.53	$186.97
Cybersecurity IT Operations Mid Professional IV	B	2	$157.92	$165.82	$170.79	$175.91	$181.19
Cybersecurity IT Operations Mid Professional III	B	1	$147.84	$155.23	$159.89	$164.69	$169.63
Cybersecurity IT Operations Mid Professional II	HS	2	$130.95	$137.49	$141.62	$145.87	$150.24
Cybersecurity IT Operations Mid Professional I	HS	1	$126.00	$132.30	$136.27	$140.36	$144.57
Cybersecurity IT Operations Jr Professional V	B	2	$142.80	$149.94	$154.44	$159.07	$163.84
Cybersecurity IT Operations Jr Professional IV	B	1	$135.66	$142.44	$146.72	$151.12	$155.65
Cybersecurity IT Operations Jr Professional III	B	0	$131.38	$137.94	$142.08	$146.35	$150.74
Cybersecurity IT Operations Jr Professional II	HS	2	$121.38	$127.45	$131.27	$135.21	$139.27
Cybersecurity IT Operations Jr Professional I	HS	1	$114.24	$119.95	$123.55	$127.26	$131.07
Cybersecurity IT Operations Jr Staff IV	B	0	$94.96	$99.71	$102.70	$105.78	$108.96
Cybersecurity IT Operations Jr Staff III	HS	3	$84.97	$89.21	$91.89	$94.65	$97.49
Cybersecurity IT Operations Jr Staff II	HS	2	$78.54	$82.47	$84.94	$87.49	$90.11
Cybersecurity IT Operations Jr Staff I	HS	1	$68.83	$72.27	$74.44	$76.67	$78.97

*Substitution of years of experience and/or education is permitted in accordance with the EXPERIENCE / EDUCATION SUBSTITUTION EQUIVALENCY table in Section 4.0 above.

Health IT SINs: 54151HEAL, 54151HEAL (STLOC), 54151HEAL (RC)							
Labor Category/Service Title	**EDU***	**YOE***	**11/21/22 to 11/20/23**	**11/21/23 to 11/20/24**	**11/21/24 to 11/20/25**	**11/21/25 to 11/20/26**	**11/21/26 to 11/20/27**
			Year 6	**Year 7**	**Year 8**	**Year 9**	**Year 10**
Health IT Advisory Executive III	B	15	$341.25	$358.31	$369.06	$380.13	$391.54
Health IT Advisory Executive II	B	13	$324.19	$340.40	$350.61	$361.13	$371.96
Health IT Advisory Executive I	B	10	$307.13	$322.48	$332.16	$342.12	$352.38
Health IT Advisory Lead III	B	15	$357.00	$374.85	$386.10	$397.68	$409.61
Health IT Advisory Lead II	B	13	$339.15	$356.11	$366.79	$377.79	$389.13
Health IT Advisory Lead I	B	10	$321.31	$337.38	$347.50	$357.92	$368.66
Health IT Advisory Engagement Leader III	B	11	$273.00	$286.65	$295.25	$304.11	$313.23
Health IT Advisory Engagement Leader II	B	9	$267.54	$280.92	$289.34	$298.02	$306.97
Health IT Advisory Engagement Leader I	B	8	$264.81	$278.05	$286.39	$294.98	$303.83
Health IT Solution Architect II	B	14	$276.15	$289.96	$298.66	$307.62	$316.84
Health IT Solution Architect I	B	12	$267.87	$281.26	$289.70	$298.39	$307.34
Health IT Advisory Project Lead III	B	8	$262.51	$275.64	$283.91	$292.42	$301.19
Health IT Advisory Project Lead II	B	6	$254.63	$267.36	$275.38	$283.64	$292.15
Health IT Advisory Project Lead I	B	5	$249.38	$261.84	$269.70	$277.79	$286.12
Health IT Solution Lead II	B	10	$234.15	$245.86	$253.23	$260.83	$268.66
Health IT Solution Lead I	B	8	$227.13	$238.48	$245.64	$253.01	$260.60
Health IT Advisory Sr Professional III	B	6	$229.95	$241.45	$248.69	$256.15	$263.84
Health IT Advisory Sr Professional II	B	5	$218.45	$229.38	$236.26	$243.34	$250.64
Health IT Advisory Sr Professional I	B	4	$206.96	$217.30	$223.82	$230.54	$237.45
Health IT Advisory Mid Professional III	B	4	$168.00	$176.40	$181.69	$187.14	$192.76
Health IT Advisory Mid Professional II	B	3	$162.96	$171.11	$176.24	$181.53	$186.97
Health IT Advisory Mid Professional I	B	2	$157.92	$165.82	$170.79	$175.91	$181.19
Health IT Advisory Jr Professional III	B	2	$142.80	$149.94	$154.44	$159.07	$163.84
Health IT Advisory Jr Professional II	B	1	$135.66	$142.44	$146.72	$151.12	$155.65
Health IT Advisory Jr Professional I	B	0	$131.38	$137.94	$142.08	$146.35	$150.74
Health IT Implementation Executive III	B	15	$341.25	$358.31	$369.06	$380.13	$391.54
Health IT Implementation Executive II	B	13	$324.19	$340.40	$350.61	$361.13	$371.96
Health IT Implementation Executive I	B	10	$307.13	$322.48	$332.16	$342.12	$352.38
Health IT Implementation Lead II	B	13	$339.15	$356.11	$366.79	$377.79	$389.13
Health IT Implementation Lead I	B	10	$321.31	$337.38	$347.50	$357.92	$368.66

*Substitution of years of experience and/or education is permitted in accordance with the EXPERIENCE / EDUCATION SUBSTITUTION EQUIVALENCY table in Section 4.0 above.

Health IT SINs: 54151HEAL, 54151HEAL (STLOC), 54151HEAL (RC)							
Labor Category/Service Title	**EDU***	**YOE***	**11/21/22 to 11/20/23**	**11/21/23 to 11/20/24**	**11/21/24 to 11/20/25**	**11/21/25 to 11/20/26**	**11/21/26 to 11/20/27**
			Year 6	**Year 7**	**Year 8**	**Year 9**	**Year 10**
Health IT Engagement Implementation Leader III	B	11	$273.00	$286.65	$295.25	$304.11	$313.23
Health IT Engagement Implementation Leader II	B	9	$267.54	$280.92	$289.34	$298.02	$306.97
Health IT Engagement Implementation Leader I	B	8	$264.81	$278.05	$286.39	$294.98	$303.83
Health IT Implementation Architect II	B	14	$276.15	$289.96	$298.66	$307.62	$316.84
Health IT Implementation Architect I	B	12	$267.87	$281.26	$289.70	$298.39	$307.34
Health IT Implementation Project Lead III	B	8	$262.51	$275.64	$283.91	$292.42	$301.19
Health IT Implementation Project Lead II	B	6	$254.63	$267.36	$275.38	$283.64	$292.15
Health IT Implementation Project Lead I	B	5	$249.38	$261.84	$269.70	$277.79	$286.12
Health IT Implementation Solution Lead II	B	10	$234.15	$245.86	$253.23	$260.83	$268.66
Health IT Implementation Solution Lead I	B	8	$227.13	$238.48	$245.64	$253.01	$260.60
Health IT Implementation Sr Professional V	B	5	$218.45	$229.38	$236.26	$243.34	$250.64
Health IT Implementation Sr Professional IV	B	4	$206.96	$217.30	$223.82	$230.54	$237.45
Health IT Implementation Sr Professional III	B	3	$195.46	$205.23	$211.39	$217.73	$224.26
Health IT Implementation Sr Professional II	B	2	$183.96	$193.16	$198.95	$204.92	$211.07
Health IT Implementation Sr Professional I	B	1	$152.02	$159.62	$164.41	$169.34	$174.42
Health IT Implementation Mid Professional V	B	3	$162.96	$171.11	$176.24	$181.53	$186.97
Health IT Implementation Mid Professional IV	B	2	$157.92	$165.82	$170.79	$175.91	$181.19
Health IT Implementation Mid Professional III	B	1	$147.84	$155.23	$159.89	$164.69	$169.63
Health IT Implementation Mid Professional II	HS	2	$130.95	$137.49	$141.62	$145.87	$150.24
Health IT Implementation Mid Professional I	HS	1	$126.00	$132.30	$136.27	$140.36	$144.57

*Substitution of years of experience and/or education is permitted in accordance with the EXPERIENCE / EDUCATION SUBSTITUTION EQUIVALENCY table in Section 4.0 above.

Health IT SINs: 54151HEAL, 54151HEAL (STLOC), 54151HEAL (RC)							
Labor Category/Service Title	**EDU***	**YOE***	**11/21/22 to 11/20/23**	**11/21/23 to 11/20/24**	**11/21/24 to 11/20/25**	**11/21/25 to 11/20/26**	**11/21/26 to 11/20/27**
			Year 6	**Year 7**	**Year 8**	**Year 9**	**Year 10**
Health IT Implementation Jr Professional V	B	2	$142.80	$149.94	$154.44	$159.07	$163.84
Health IT Implementation Jr Professional IV	B	1	$135.66	$142.44	$146.72	$151.12	$155.65
Health IT Implementation Jr Professional III	B	0	$131.38	$137.94	$142.08	$146.35	$150.74
Health IT Implementation Jr Professional II	HS	2	$121.38	$127.45	$131.27	$135.21	$139.27
Health IT Implementation Jr Professional I	HS	1	$114.24	$119.95	$123.55	$127.26	$131.07
Health IT Implementation Jr Staff IV	B	0	$94.96	$99.71	$102.70	$105.78	$108.96
Health IT Implementation Jr Staff III	HS	3	$84.97	$89.21	$91.89	$94.65	$97.49
Health IT Implementation Jr Staff II	HS	2	$78.54	$82.47	$84.94	$87.49	$90.11
Health IT Implementation Jr Staff I	HS	1	$68.83	$72.27	$74.44	$76.67	$78.97
Health IT Operations Executive II	B	13	$324.19	$340.40	$350.61	$361.13	$371.96
Health IT Operations Executive I	B	10	$307.13	$322.48	$332.16	$342.12	$352.38
Health IT Operations Leader III	B	11	$273.00	$286.65	$295.25	$304.11	$313.23
Health IT Operations Leader II	B	9	$267.54	$280.92	$289.34	$298.02	$306.97
Health IT Operations Leader I	B	8	$264.81	$278.05	$286.39	$294.98	$303.83
Health IT Operations Lead IV	B	8	$262.51	$275.64	$283.91	$292.42	$301.19
Health IT Operations Lead III	B	6	$254.63	$267.36	$275.38	$283.64	$292.15
Health IT Operations Lead II	B	5	$249.38	$261.84	$269.70	$277.79	$286.12
Health IT Operations Lead I	B	4	$225.75	$237.04	$244.15	$251.47	$259.02
Health IT Operations Sr Professional V	B	5	$218.45	$229.38	$236.26	$243.34	$250.64
Health IT Operations Sr Professional IV	B	4	$206.96	$217.30	$223.82	$230.54	$237.45
Health IT Operations Sr Professional III	B	3	$195.46	$205.23	$211.39	$217.73	$224.26
Health IT Operations Sr Professional II	B	2	$183.96	$193.16	$198.95	$204.92	$211.07
Health IT Operations Sr Professional I	B	1	$152.02	$159.62	$164.41	$169.34	$174.42
Health IT Operations Mid Professional V	B	3	$162.96	$171.11	$176.24	$181.53	$186.97
Health IT Operations Mid Professional IV	B	2	$157.92	$165.82	$170.79	$175.91	$181.19
Health IT Operations Mid Professional III	B	1	$147.84	$155.23	$159.89	$164.69	$169.63
Health IT Operations Mid Professional II	HS	2	$130.95	$137.49	$141.62	$145.87	$150.24
Health IT Operations Mid Professional I	HS	1	$126.00	$132.30	$136.27	$140.36	$144.57

*Substitution of years of experience and/or education is permitted in accordance with the EXPERIENCE / EDUCATION SUBSTITUTION EQUIVALENCY table in Section 4.0 above.

Health IT SINs: 54151HEAL, 54151HEAL (STLOC), 54151HEAL (RC)							
Labor Category/Service Title	**EDU***	**YOE***	**11/21/22 to 11/20/23**	**11/21/23 to 11/20/24**	**11/21/24 to 11/20/25**	**11/21/25 to 11/20/26**	**11/21/26 to 11/20/27**
			Year 6	**Year 7**	**Year 8**	**Year 9**	**Year 10**
Health IT Operations Jr Professional V	B	2	$142.80	$149.94	$154.44	$159.07	$163.84
Health IT Operations Jr Professional IV	B	1	$135.66	$142.44	$146.72	$151.12	$155.65
Health IT Operations Jr Professional III	B	0	$131.38	$137.94	$142.08	$146.35	$150.74
Health IT Operations Jr Professional II	HS	2	$121.38	$127.45	$131.27	$135.21	$139.27
Health IT Operations Jr Professional I	HS	1	$114.24	$119.95	$123.55	$127.26	$131.07
Health IT Operations Jr Staff IV	B	0	$94.96	$99.71	$102.70	$105.78	$108.96
Health IT Operations Jr Staff III	HS	3	$84.97	$89.21	$91.89	$94.65	$97.49
Health IT Operations Jr Staff II	HS	2	$78.54	$82.47	$84.94	$87.49	$90.11
Health IT Operations Jr Staff I	HS	1	$68.83	$72.27	$74.44	$76.67	$78.97

*Substitution of years of experience and/or education is permitted in accordance with the EXPERIENCE / EDUCATION SUBSTITUTION EQUIVALENCY table in Section 4.0 above.

Information Technology (IT) Professional Services SINs: 54151S, 54151S (STLOC), 54151S (RC)							
Labor Category/Service Title	**EDU***	**YOE***	**11/21/22 to 11/20/23**	**11/21/23 to 11/20/24**	**11/21/24 to 11/20/25**	**11/21/25 to 11/20/26**	**11/21/26 to 11/20/27**
			Year 6	**Year 7**	**Year 8**	**Year 9**	**Year 10**
Technology Advisory Executive III	B	15	$341.25	$358.31	$369.06	$380.13	$391.54
Technology Advisory Executive II	B	13	$324.19	$340.40	$350.61	$361.13	$371.96
Technology Advisory Executive I	B	10	$307.13	$322.48	$332.16	$342.12	$352.38
Technology Advisory Lead III	B	15	$357.00	$374.85	$386.10	$397.68	$409.61
Technology Advisory Lead II	B	13	$339.15	$356.11	$366.79	$377.79	$389.13
Technology Advisory Lead I	B	10	$321.31	$337.38	$347.50	$357.92	$368.66
Technology Advisory Engagement Leader III	B	11	$273.00	$286.65	$295.25	$304.11	$313.23
Technology Advisory Engagement Leader II	B	9	$267.54	$280.92	$289.34	$298.02	$306.97
Technology Advisory Engagement Leader I	B	8	$264.81	$278.05	$286.39	$294.98	$303.83
Technology Solution Architect II	B	14	$276.15	$289.96	$298.66	$307.62	$316.84
Technology Solution Architect I	B	12	$267.87	$281.26	$289.70	$298.39	$307.34
Technology Advisory Project Lead III	B	8	$262.51	$275.64	$283.91	$292.42	$301.19
Technology Advisory Project Lead II	B	6	$254.63	$267.36	$275.38	$283.64	$292.15
Technology Advisory Project Lead I	B	5	$249.38	$261.84	$269.70	$277.79	$286.12
Technology Solution Lead II	B	10	$234.15	$245.86	$253.23	$260.83	$268.66
Technology Solution Lead I	B	8	$227.13	$238.48	$245.64	$253.01	$260.60
Technology Advisory Sr Professional III	B	6	$229.95	$241.45	$248.69	$256.15	$263.84
Technology Advisory Sr Professional II	B	5	$218.45	$229.38	$236.26	$243.34	$250.64
Technology Advisory Sr Professional I	B	4	$206.96	$217.30	$223.82	$230.54	$237.45
Technology Advisory Mid Professional III	B	4	$168.00	$176.40	$181.69	$187.14	$192.76
Technology Advisory Mid Professional II	B	3	$162.96	$171.11	$176.24	$181.53	$186.97
Technology Advisory Mid Professional I	B	2	$157.92	$165.82	$170.79	$175.91	$181.19
Technology Advisory Jr Professional III	B	2	$142.80	$149.94	$154.44	$159.07	$163.84
Technology Advisory Jr Professional II	B	1	$135.66	$142.44	$146.72	$151.12	$155.65
Technology Advisory Jr Professional I	B	0	$131.38	$137.94	$142.08	$146.35	$150.74
Technology Implementation Executive III	B	15	$341.25	$358.31	$369.06	$380.13	$391.54
Technology Implementation Executive II	B	13	$324.19	$340.40	$350.61	$361.13	$371.96
Technology Implementation Executive I	B	10	$307.13	$322.48	$332.16	$342.12	$352.38
Technology Implementation Lead II	B	13	$339.15	$356.11	$366.79	$377.79	$389.13
Technology Implementation Lead I	B	10	$321.31	$337.38	$347.50	$357.92	$368.66
Technology Engagement Implementation Leader III	B	11	$273.00	$286.65	$295.25	$304.11	$313.23
Technology Engagement Implementation Leader II	B	9	$267.54	$280.92	$289.34	$298.02	$306.97
Technology Engagement Implementation Leader I	B	8	$264.81	$278.05	$286.39	$294.98	$303.83

*Substitution of years of experience and/or education is permitted in accordance with the EXPERIENCE / EDUCATION SUBSTITUTION EQUIVALENCY table in Section 4.0 above.

Information Technology (IT) Professional Services SINs: 54151S, 54151S (STLOC), 54151S (RC)							
Labor Category/Service Title	**EDU***	**YOE***	**11/21/22 to 11/20/23**	**11/21/23 to 11/20/24**	**11/21/24 to 11/20/25**	**11/21/25 to 11/20/26**	**11/21/26 to 11/20/27**
			Year 6	**Year 7**	**Year 8**	**Year 9**	**Year 10**
Technology Implementation Architect II	B	14	$276.15	$289.96	$298.66	$307.62	$316.84
Technology Implementation Architect I	B	12	$267.87	$281.26	$289.70	$298.39	$307.34
Technology Implementation Project Lead III	B	8	$262.51	$275.64	$283.91	$292.42	$301.19
Technology Implementation Project Lead II	B	6	$254.63	$267.36	$275.38	$283.64	$292.15
Technology Implementation Project Lead I	B	5	$249.38	$261.84	$269.70	$277.79	$286.12
Technology Implementation Solution Lead II	B	10	$234.15	$245.86	$253.23	$260.83	$268.66
Technology Implementation Solution Lead I	B	8	$227.13	$238.48	$245.64	$253.01	$260.60
Technology Implementation Sr Professional V	B	5	$218.45	$229.38	$236.26	$243.34	$250.64
Technology Implementation Sr Professional IV	B	4	$206.96	$217.30	$223.82	$230.54	$237.45
Technology Implementation Sr Professional III	B	3	$195.46	$205.23	$211.39	$217.73	$224.26
Technology Implementation Sr Professional II	B	2	$183.96	$193.16	$198.95	$204.92	$211.07
Technology Implementation Sr Professional I	B	1	$152.02	$159.62	$164.41	$169.34	$174.42
Technology Implementation Mid Professional V	B	3	$162.96	$171.11	$176.24	$181.53	$186.97
Technology Implementation Mid Professional IV	B	2	$157.92	$165.82	$170.79	$175.91	$181.19
Technology Implementation Mid Professional III	B	1	$147.84	$155.23	$159.89	$164.69	$169.63
Technology Implementation Mid Professional II	HS	2	$130.95	$137.49	$141.62	$145.87	$150.24
Technology Implementation Mid Professional I	HS	1	$126.00	$132.30	$136.27	$140.36	$144.57
Technology Implementation Jr Professional V	B	2	$142.80	$149.94	$154.44	$159.07	$163.84
Technology Implementation Jr Professional IV	B	1	$135.66	$142.44	$146.72	$151.12	$155.65
Technology Implementation Jr Professional III	B	0	$131.38	$137.94	$142.08	$146.35	$150.74
Technology Implementation Jr Professional II	HS	2	$121.38	$127.45	$131.27	$135.21	$139.27
Technology Implementation Jr Professional I	HS	1	$114.24	$119.95	$123.55	$127.26	$131.07

*Substitution of years of experience and/or education is permitted in accordance with the EXPERIENCE / EDUCATION SUBSTITUTION EQUIVALENCY table in Section 4.0 above.

Information Technology (IT) Professional Services SINs: 54151S, 54151S (STLOC), 54151S (RC)							
Labor Category/Service Title	**EDU***	**YOE***	**11/21/22 to 11/20/23**	**11/21/23 to 11/20/24**	**11/21/24 to 11/20/25**	**11/21/25 to 11/20/26**	**11/21/26 to 11/20/27**
			Year 6	**Year 7**	**Year 8**	**Year 9**	**Year 10**
Technology Implementation Jr Staff IV	B	0	$94.96	$99.71	$102.70	$105.78	$108.96
Technology Implementation Jr Staff III	HS	3	$84.97	$89.21	$91.89	$94.65	$97.49
Technology Implementation Jr Staff II	HS	2	$78.54	$82.47	$84.94	$87.49	$90.11
Technology Implementation Jr Staff I	HS	1	$68.83	$72.27	$74.44	$76.67	$78.97
Technology Operations Executive II	B	13	$324.19	$340.40	$350.61	$361.13	$371.96
Technology Operations Executive I	B	10	$307.13	$322.48	$332.16	$342.12	$352.38
Technology Operations Leader III	B	11	$273.00	$286.65	$295.25	$304.11	$313.23
Technology Operations Leader II	B	9	$267.54	$280.92	$289.34	$298.02	$306.97
Technology Operations Leader I	B	8	$264.81	$278.05	$286.39	$294.98	$303.83
Technology Operations Lead IV	B	8	$262.51	$275.64	$283.91	$292.42	$301.19
Technology Operations Lead III	B	6	$254.63	$267.36	$275.38	$283.64	$292.15
Technology Operations Lead II	B	5	$249.38	$261.84	$269.70	$277.79	$286.12
Technology Operations Lead I	B	4	$225.75	$237.04	$244.15	$251.47	$259.02
Technology Operations Sr Professional V	B	5	$218.45	$229.38	$236.26	$243.34	$250.64
Technology Operations Sr Professional IV	B	4	$206.96	$217.30	$223.82	$230.54	$237.45
Technology Operations Sr Professional III	B	3	$195.46	$205.23	$211.39	$217.73	$224.26
Technology Operations Sr Professional II	B	2	$183.96	$193.16	$198.95	$204.92	$211.07
Technology Operations Sr Professional I	B	1	$152.02	$159.62	$164.41	$169.34	$174.42
Technology Operations Mid Professional V	B	3	$162.96	$171.11	$176.24	$181.53	$186.97
Technology Operations Mid Professional IV	B	2	$157.92	$165.82	$170.79	$175.91	$181.19
Technology Operations Mid Professional III	B	1	$147.84	$155.23	$159.89	$164.69	$169.63
Technology Operations Mid Professional II	HS	2	$130.95	$137.49	$141.62	$145.87	$150.24
Technology Operations Mid Professional I	HS	1	$126.00	$132.30	$136.27	$140.36	$144.57
Technology Operations Jr Professional V	B	2	$142.80	$149.94	$154.44	$159.07	$163.84
Technology Operations Jr Professional IV	B	1	$135.66	$142.44	$146.72	$151.12	$155.65
Technology Operations Jr Professional III	B	0	$131.38	$137.94	$142.08	$146.35	$150.74
Technology Operations Jr Professional II	HS	2	$121.38	$127.45	$131.27	$135.21	$139.27
Technology Operations Jr Professional I	HS	1	$114.24	$119.95	$123.55	$127.26	$131.07
Technology Operations Jr Staff IV	B	0	$94.96	$99.71	$102.70	$105.78	$108.96
Technology Operations Jr Staff III	HS	3	$84.97	$89.21	$91.89	$94.65	$97.49
Technology Operations Jr Staff II	HS	2	$78.54	$82.47	$84.94	$87.49	$90.11
Technology Operations Jr Staff I	HS	1	$68.83	$72.27	$74.44	$76.67	$78.97

*Substitution of years of experience and/or education is permitted in accordance with the EXPERIENCE / EDUCATION SUBSTITUTION EQUIVALENCY table in Section 4.0 above.

HSPD-12 SINs: 541519PIV, 541519PIV (STLOC), 541519PIV (RC)							
Labor Category/Service Title	**EDU***	**YOE***	**11/21/22 to 11/20/23**	**11/21/23 to 11/20/24**	**11/21/24 to 11/20/25**	**11/21/25 to 11/20/26**	**11/21/26 to 11/20/27**
			Year 6	**Year 7**	**Year 8**	**Year 9**	**Year 10**
HSPD-12 IT Advisory Executive III	B	15	$341.25	$358.31	$369.06	$380.13	$391.54
HSPD-12 IT Advisory Executive II	B	13	$324.19	$340.40	$350.61	$361.13	$371.96
HSPD-12 IT Advisory Executive I	B	10	$307.13	$322.48	$332.16	$342.12	$352.38
HSPD-12 IT Advisory Lead III	B	15	$357.00	$374.85	$386.10	$397.68	$409.61
HSPD-12 IT Advisory Lead II	B	13	$339.15	$356.11	$366.79	$377.79	$389.13
HSPD-12 IT Advisory Lead I	B	10	$321.31	$337.38	$347.50	$357.92	$368.66
HSPD-12 IT Advisory Engagement Leader III	B	11	$273.00	$286.65	$295.25	$304.11	$313.23
HSPD-12 IT Advisory Engagement Leader II	B	9	$267.54	$280.92	$289.34	$298.02	$306.97
HSPD-12 IT Advisory Engagement Leader I	B	8	$264.81	$278.05	$286.39	$294.98	$303.83
HSPD-12 IT Solution Architect II	B	14	$276.15	$289.96	$298.66	$307.62	$316.84
HSPD-12 IT Solution Architect I	B	12	$267.87	$281.26	$289.70	$298.39	$307.34
HSPD-12 IT Advisory Project Lead III	B	8	$262.51	$275.64	$283.91	$292.42	$301.19
HSPD-12 IT Advisory Project Lead II	B	6	$254.63	$267.36	$275.38	$283.64	$292.15
HSPD-12 IT Advisory Project Lead I	B	5	$249.38	$261.84	$269.70	$277.79	$286.12
HSPD-12 IT Solution Lead II	B	10	$234.15	$245.86	$253.23	$260.83	$268.66
HSPD-12 IT Solution Lead I	B	8	$227.13	$238.48	$245.64	$253.01	$260.60
HSPD-12 IT Advisory Sr Professional III	B	6	$229.95	$241.45	$248.69	$256.15	$263.84
HSPD-12 IT Advisory Sr Professional II	B	5	$218.45	$229.38	$236.26	$243.34	$250.64
HSPD-12 IT Advisory Sr Professional I	B	4	$206.96	$217.30	$223.82	$230.54	$237.45
HSPD-12 IT Advisory Mid Professional III	B	4	$168.00	$176.40	$181.69	$187.14	$192.76
HSPD-12 IT Advisory Mid Professional II	B	3	$162.96	$171.11	$176.24	$181.53	$186.97
HSPD-12 IT Advisory Mid Professional I	B	2	$157.92	$165.82	$170.79	$175.91	$181.19
HSPD-12 IT Advisory Jr Professional III	B	2	$142.80	$149.94	$154.44	$159.07	$163.84
HSPD-12 IT Advisory Jr Professional II	B	1	$135.66	$142.44	$146.72	$151.12	$155.65
HSPD-12 IT Advisory Jr Professional I	B	0	$131.38	$137.94	$142.08	$146.35	$150.74
HSPD-12 IT Implementation Executive III	B	15	$341.25	$358.31	$369.06	$380.13	$391.54
HSPD-12 IT Implementation Executive II	B	13	$324.19	$340.40	$350.61	$361.13	$371.96
HSPD-12 IT Implementation Executive I	B	10	$307.13	$322.48	$332.16	$342.12	$352.38
HSPD-12 IT Implementation Lead II	B	13	$339.15	$356.11	$366.79	$377.79	$389.13
HSPD-12 IT Implementation Lead I	B	10	$321.31	$337.38	$347.50	$357.92	$368.66

*Substitution of years of experience and/or education is permitted in accordance with the EXPERIENCE / EDUCATION SUBSTITUTION EQUIVALENCY table in Section 4.0 above.

HSPD-12 SINs: 541519PIV, 541519PIV (STLOC), 541519PIV (RC)							
Labor Category/Service Title	**EDU***	**YOE***	**11/21/22 to 11/20/23**	**11/21/23 to 11/20/24**	**11/21/24 to 11/20/25**	**11/21/25 to 11/20/26**	**11/21/26 to 11/20/27**
			Year 6	**Year 7**	**Year 8**	**Year 9**	**Year 10**
HSPD-12 IT Engagement Implementation Leader III	B	11	$273.00	$286.65	$295.25	$304.11	$313.23
HSPD-12 IT Engagement Implementation Leader II	B	9	$267.54	$280.92	$289.34	$298.02	$306.97
HSPD-12 IT Engagement Implementation Leader I	B	8	$264.81	$278.05	$286.39	$294.98	$303.83
HSPD-12 IT Implementation Architect II	B	14	$276.15	$289.96	$298.66	$307.62	$316.84
HSPD-12 IT Implementation Architect I	B	12	$267.87	$281.26	$289.70	$298.39	$307.34
HSPD-12 IT Implementation Project Lead III	B	8	$262.51	$275.64	$283.91	$292.42	$301.19
HSPD-12 IT Implementation Project Lead II	B	6	$254.63	$267.36	$275.38	$283.64	$292.15
HSPD-12 IT Implementation Project Lead I	B	5	$249.38	$261.84	$269.70	$277.79	$286.12
HSPD-12 IT Implementation Solution Lead II	B	10	$234.15	$245.86	$253.23	$260.83	$268.66
HSPD-12 IT Implementation Solution Lead I	B	8	$227.13	$238.48	$245.64	$253.01	$260.60
HSPD-12 IT Implementation Sr Professional V	B	5	$218.45	$229.38	$236.26	$243.34	$250.64
HSPD-12 IT Implementation Sr Professional IV	B	4	$206.96	$217.30	$223.82	$230.54	$237.45
HSPD-12 IT Implementation Sr Professional III	B	3	$195.46	$205.23	$211.39	$217.73	$224.26
HSPD-12 IT Implementation Sr Professional II	B	2	$183.96	$193.16	$198.95	$204.92	$211.07
HSPD-12 IT Implementation Sr Professional I	B	1	$152.02	$159.62	$164.41	$169.34	$174.42
HSPD-12 IT Implementation Mid Professional V	B	3	$162.96	$171.11	$176.24	$181.53	$186.97
HSPD-12 IT Implementation Mid Professional IV	B	2	$157.92	$165.82	$170.79	$175.91	$181.19
HSPD-12 IT Implementation Mid Professional III	B	1	$147.84	$155.23	$159.89	$164.69	$169.63
HSPD-12 IT Implementation Mid Professional II	HS	2	$130.95	$137.49	$141.62	$145.87	$150.24
HSPD-12 IT Implementation Mid Professional I	HS	1	$126.00	$132.30	$136.27	$140.36	$144.57
HSPD-12 IT Implementation Jr Professional V	B	2	$142.80	$149.94	$154.44	$159.07	$163.84
HSPD-12 IT Implementation Jr Professional IV	B	1	$135.66	$142.44	$146.72	$151.12	$155.65
HSPD-12 IT Implementation Jr Professional III	B	0	$131.38	$137.94	$142.08	$146.35	$150.74

*Substitution of years of experience and/or education is permitted in accordance with the EXPERIENCE / EDUCATION SUBSTITUTION EQUIVALENCY table in Section 4.0 above.

HSPD-12 SINs: 541519PIV, 541519PIV (STLOC), 541519PIV (RC)							
Labor Category/Service Title	**EDU***	**YOE***	**11/21/22 to 11/20/23**	**11/21/23 to 11/20/24**	**11/21/24 to 11/20/25**	**11/21/25 to 11/20/26**	**11/21/26 to 11/20/27**
			Year 6	**Year 7**	**Year 8**	**Year 9**	**Year 10**
HSPD-12 IT Implementation Jr Professional II	HS	2	$121.38	$127.45	$131.27	$135.21	$139.27
HSPD-12 IT Implementation Jr Professional I	HS	1	$114.24	$119.95	$123.55	$127.26	$131.07
HSPD-12 IT Implementation Jr Staff IV	B	0	$94.96	$99.71	$102.70	$105.78	$108.96
HSPD-12 IT Implementation Jr Staff III	HS	3	$84.97	$89.21	$91.89	$94.65	$97.49
HSPD-12 IT Implementation Jr Staff II	HS	2	$78.54	$82.47	$84.94	$87.49	$90.11
HSPD-12 IT Implementation Jr Staff I	HS	1	$68.83	$72.27	$74.44	$76.67	$78.97
HSPD-12 IT Operations Executive II	B	13	$324.19	$340.40	$350.61	$361.13	$371.96
HSPD-12 IT Operations Executive I	B	10	$307.13	$322.48	$332.16	$342.12	$352.38
HSPD-12 IT Operations Leader III	B	11	$273.00	$286.65	$295.25	$304.11	$313.23
HSPD-12 IT Operations Leader II	B	9	$267.54	$280.92	$289.34	$298.02	$306.97
HSPD-12 IT Operations Leader I	B	8	$264.81	$278.05	$286.39	$294.98	$303.83
HSPD-12 IT Operations Lead IV	B	8	$262.51	$275.64	$283.91	$292.42	$301.19
HSPD-12 IT Operations Lead III	B	6	$254.63	$267.36	$275.38	$283.64	$292.15
HSPD-12 IT Operations Lead II	B	5	$249.38	$261.84	$269.70	$277.79	$286.12
HSPD-12 IT Operations Lead I	B	4	$225.75	$237.04	$244.15	$251.47	$259.02
HSPD-12 IT Operations Sr Professional V	B	5	$218.45	$229.38	$236.26	$243.34	$250.64
HSPD-12 IT Operations Sr Professional IV	B	4	$206.96	$217.30	$223.82	$230.54	$237.45
HSPD-12 IT Operations Sr Professional III	B	3	$195.46	$205.23	$211.39	$217.73	$224.26
HSPD-12 IT Operations Sr Professional II	B	2	$183.96	$193.16	$198.95	$204.92	$211.07
HSPD-12 IT Operations Sr Professional I	B	1	$152.02	$159.62	$164.41	$169.34	$174.42
HSPD-12 IT Operations Mid Professional V	B	3	$162.96	$171.11	$176.24	$181.53	$186.97
HSPD-12 IT Operations Mid Professional IV	B	2	$157.92	$165.82	$170.79	$175.91	$181.19
HSPD-12 IT Operations Mid Professional III	B	1	$147.84	$155.23	$159.89	$164.69	$169.63
HSPD-12 IT Operations Mid Professional II	HS	2	$130.95	$137.49	$141.62	$145.87	$150.24
HSPD-12 IT Operations Mid Professional I	HS	1	$126.00	$132.30	$136.27	$140.36	$144.57

*Substitution of years of experience and/or education is permitted in accordance with the EXPERIENCE / EDUCATION SUBSTITUTION EQUIVALENCY table in Section 4.0 above.

HSPD-12 SINs: 541519PIV, 541519PIV (STLOC), 541519PIV (RC)							
Labor Category/Service Title	**EDU***	**YOE***	**11/21/22 to 11/20/23**	**11/21/23 to 11/20/24**	**11/21/24 to 11/20/25**	**11/21/25 to 11/20/26**	**11/21/26 to 11/20/27**
			Year 6	**Year 7**	**Year 8**	**Year 9**	**Year 10**
HSPD-12 IT Operations Jr Professional V	B	2	$142.80	$149.94	$154.44	$159.07	$163.84
HSPD-12 IT Operations Jr Professional IV	B	1	$135.66	$142.44	$146.72	$151.12	$155.65
HSPD-12 IT Operations Jr Professional III	B	0	$131.38	$137.94	$142.08	$146.35	$150.74
HSPD-12 IT Operations Jr Professional II	HS	2	$121.38	$127.45	$131.27	$135.21	$139.27
HSPD-12 IT Operations Jr Professional I	HS	1	$114.24	$119.95	$123.55	$127.26	$131.07
HSPD-12 IT Operations Jr Staff IV	B	0	$94.96	$99.71	$102.70	$105.78	$108.96
HSPD-12 IT Operations Jr Staff III	HS	3	$84.97	$89.21	$91.89	$94.65	$97.49
HSPD-12 IT Operations Jr Staff II	HS	2	$78.54	$82.47	$84.94	$87.49	$90.11
HSPD-12 IT Operations Jr Staff I	HS	1	$68.83	$72.27	$74.44	$76.67	$78.97

*Substitution of years of experience and/or education is permitted in accordance with the EXPERIENCE / EDUCATION SUBSTITUTION EQUIVALENCY table in Section 4.0 above.

SIN	Labor Category/ Service Title	MIN EDU*	MIN YOE*	Option 1 - GSA Pricing w/ IFF				
				CY6	CY7	CY8	CY9	CY10
				05/04/23 - 11/20/23	11/21/23 - 11/20/24	11/21/24 - 11/20/25	11/21/25 - 11/20/26	11/21/26 - 11/20/27
518210C 518210C(STLOC) 518210C(RC)	Cloud Advisory Executive III	B	16	$349.96	$367.46	$378.48	$389.84	$401.53
518210C 518210C(STLOC) 518210C(RC)	Cloud Advisory Executive II	B	14	$324.01	$340.21	$350.42	$360.93	$371.76
518210C 518210C(STLOC) 518210C(RC)	Cloud Advisory Executive I	B	11	$300.00	$315.00	$324.45	$334.18	$344.21
518210C 518210C(STLOC) 518210C(RC)	Cloud Advisory Leader IV	B	10	$284.99	$299.24	$308.22	$317.46	$326.99
518210C 518210C(STLOC) 518210C(RC)	Cloud Advisory Leader III	B	8	$269.99	$283.49	$291.99	$300.75	$309.78
518210C 518210C(STLOC) 518210C(RC)	Cloud Advisory Leader II	B	6	$254.99	$267.74	$275.77	$284.04	$292.57
518210C 518210C(STLOC) 518210C(RC)	Cloud Advisory Leader I	B	5	$240.00	$252.00	$259.56	$267.35	$275.37
518210C 518210C(STLOC) 518210C(RC)	Cloud Advisory Project Lead	B	4	$223.00	$234.15	$241.17	$248.41	$255.86
518210C 518210C(STLOC) 518210C(RC)	Cloud Advisory Sr Professional IV	B	4	$204.99	$215.24	$221.70	$228.35	$235.20
518210C 518210C(STLOC) 518210C(RC)	Cloud Advisory Sr Professional III	B	3	$187.00	$196.35	$202.24	$208.31	$214.56
518210C 518210C(STLOC) 518210C(RC)	Cloud Advisory Sr Professional II	B	2	$170.01	$178.51	$183.87	$189.38	$195.06
518210C 518210C(STLOC) 518210C(RC)	Cloud Advisory Sr Professional I	B	2	$149.99	$157.49	$162.21	$167.08	$172.09
518210C 518210C(STLOC) 518210C(RC)	Cloud Advisory Jr Professional III	B	1	$136.00	$142.80	$147.08	$151.50	$156.04
518210C 518210C(STLOC) 518210C(RC)	Cloud Advisory Jr Professional II	A	2	$127.00	$133.35	$137.35	$141.47	$145.72
518210C 518210C(STLOC) 518210C(RC)	Cloud Advisory Jr Professional I	A	1	$118.01	$123.91	$127.63	$131.46	$135.40
518210C 518210C(STLOC) 518210C(RC)	Cloud Implementation Executive III	B	16	$349.96	$367.46	$378.48	$389.84	$401.53

*Substitution of years of experience and/or education is permitted in accordance with the EXPERIENCE / EDUCATION SUBSTITUTION EQUIVALENCY table in Section 4.0 above.

SIN	Labor Category/ Service Title	MIN EDU*	MIN YOE*	Option 1 - GSA Pricing w/ IFF				
				CY6	CY7	CY8	CY9	CY10
				05/04/23 - 11/20/23	11/21/23 - 11/20/24	11/21/24 - 11/20/25	11/21/25 - 11/20/26	11/21/26 - 11/20/27
518210C 518210C(STLOC) 518210C(RC)	Cloud Implementation Executive II	B	14	$324.01	$340.21	$350.42	$360.93	$371.76
518210C 518210C(STLOC) 518210C(RC)	Cloud Implementation Executive I	B	11	$300.00	$315.00	$324.45	$334.18	$344.21
518210C 518210C(STLOC) 518210C(RC)	Cloud Implementation Leader IV	B	10	$284.99	$299.24	$308.22	$317.46	$326.99
518210C 518210C(STLOC) 518210C(RC)	Cloud Implementation Leader III	B	8	$269.99	$283.49	$291.99	$300.75	$309.78
518210C 518210C(STLOC) 518210C(RC)	Cloud Implementation Leader II	B	6	$254.99	$267.74	$275.77	$284.04	$292.57
518210C 518210C(STLOC) 518210C(RC)	Cloud Implementation Leader I	B	5	$240.00	$252.00	$259.56	$267.35	$275.37
518210C 518210C(STLOC) 518210C(RC)	Cloud Implementation Project Lead	B	4	$223.00	$234.15	$241.17	$248.41	$255.86
518210C 518210C(STLOC) 518210C(RC)	Cloud Implementation Sr Professional IV	B	4	$204.99	$215.24	$221.70	$228.35	$235.20
518210C 518210C(STLOC) 518210C(RC)	Cloud Implementation Sr Professional III	B	3	$187.00	$196.35	$202.24	$208.31	$214.56
518210C 518210C(STLOC) 518210C(RC)	Cloud Implementation Sr Professional II	B	2	$170.01	$178.51	$183.87	$189.38	$195.06
518210C 518210C(STLOC) 518210C(RC)	Cloud Implementation Sr Professional I	B	2	$149.99	$157.49	$162.21	$167.08	$172.09
518210C 518210C(STLOC) 518210C(RC)	Cloud Implementation Jr Professional III	B	1	$136.00	$142.80	$147.08	$151.50	$156.04
518210C 518210C(STLOC) 518210C(RC)	Cloud Implementation Jr Professional II	A	2	$127.00	$133.35	$137.35	$141.47	$145.72
518210C 518210C(STLOC) 518210C(RC)	Cloud Implementation Jr Professional I	A	1	$118.01	$123.91	$127.63	$131.46	$135.40
518210C 518210C(STLOC) 518210C(RC)	Cloud Operations Executive III	B	16	$349.96	$367.46	$378.48	$389.84	$401.53
518210C 518210C(STLOC) 518210C(RC)	Cloud Operations Executive II	B	14	$324.01	$340.21	$350.42	$360.93	$371.76

*Substitution of years of experience and/or education is permitted in accordance with the EXPERIENCE / EDUCATION SUBSTITUTION EQUIVALENCY table in Section 4.0 above.

SIN	Labor Category/ Service Title	MIN EDU*	MIN YOE*	Option 1 - GSA Pricing w/ IFF				
				CY6	CY7	CY8	CY9	CY10
				05/04/23 - 11/20/23	11/21/23 - 11/20/24	11/21/24 - 11/20/25	11/21/25 - 11/20/26	11/21/26 - 11/20/27
518210C 518210C(STLOC) 518210C(RC)	Cloud Operations Executive I	B	11	$300.00	$315.00	$324.45	$334.18	$344.21
518210C 518210C(STLOC) 518210C(RC)	Cloud Operations Leader IV	B	10	$284.99	$299.24	$308.22	$317.46	$326.99
518210C 518210C(STLOC) 518210C(RC)	Cloud Operations Leader III	B	8	$269.99	$283.49	$291.99	$300.75	$309.78
518210C 518210C(STLOC) 518210C(RC)	Cloud Operations Leader II	B	6	$254.99	$267.74	$275.77	$284.04	$292.57
518210C 518210C(STLOC) 518210C(RC)	Cloud Operations Leader I	B	5	$240.00	$252.00	$259.56	$267.35	$275.37
518210C 518210C(STLOC) 518210C(RC)	Cloud Operations Project Lead	B	4	$223.00	$234.15	$241.17	$248.41	$255.86
518210C 518210C(STLOC) 518210C(RC)	Cloud Operations Sr Professional IV	B	4	$204.99	$215.24	$221.70	$228.35	$235.20
518210C 518210C(STLOC) 518210C(RC)	Cloud Operations Sr Professional III	B	3	$187.00	$196.35	$202.24	$208.31	$214.56
518210C 518210C(STLOC) 518210C(RC)	Cloud Operations Sr Professional II	B	2	$170.01	$178.51	$183.87	$189.38	$195.06
518210C 518210C(STLOC) 518210C(RC)	Cloud Operations Sr Professional I	B	2	$149.99	$157.49	$162.21	$167.08	$172.09
518210C 518210C(STLOC) 518210C(RC)	Cloud Operations Jr Professional V	B	1	$136.00	$142.80	$147.08	$151.50	$156.04
518210C 518210C(STLOC) 518210C(RC)	Cloud Operations Jr Professional IV	A	2	$120.00	$126.00	$129.78	$133.67	$137.68
518210C 518210C(STLOC) 518210C(RC)	Cloud Operations Jr Professional III	A	1	$105.00	$110.25	$113.56	$116.96	$120.47
518210C 518210C(STLOC) 518210C(RC)	Cloud Operations Jr Professional II	HS	2	$94.01	$98.71	$101.67	$104.72	$107.86
518210C 518210C(STLOC) 518210C(RC)	Cloud Operations Jr Professional I	HS	1	$82.01	$86.11	$88.69	$91.35	$94.10

*Substitution of years of experience and/or education is permitted in accordance with the EXPERIENCE / EDUCATION SUBSTITUTION EQUIVALENCY table in Section 4.0 above.

SIN 518210C – Cloud / AWS

Deloitte Consulting offers Amazon Web Services U.S. located commercially available regions and services as listed here https://s3-us-west-2.amazonaws.com/solution-provider-program-legal-documents/Solution+Provider+Program+List+of+Services.pdf

Deloitte Consulting provides the Government with discounts based off of the current AWS list prices. The current AWS list prices can be found here: AWS Product and Service Pricing | Amazon Web Services The calculator will show AWS items with their associated list prices and estimated monthly spend. Deloitte Consulting utilizes this with a 2% discount, prior to GSA MAS IFF application, to determine the Government's price estimate for discountable items. Items that are not discountable, will be offered at the AWS list price.

The scope of the AWS offerings includes all currently available and, upon announcement, new or enhanced Amazon Cloud Infrastructure services generally available in US commercially available regions, and AWS Support. The AWS offerings do not include Marketplace purchases of third-party products and services. To offer end customers maximum flexibility, Deloitte Consulting will offer the full suite of Amazon Web Services, which will in turn be operationally configured and augmented by the customer with the governance, integration, and security required for approved Agency use. Quantities can be periodically re-ordered by the customer in amounts sufficient to cover the estimated cost for cloud infrastructure services or support that will be used to meet a variety of requirements.

Usage

AWS tracks usage by each individual service and uses a pay-for-what-you-use pricing model. AWS meters usage in set increments dependent on the service; for each product resource in use, a rate is applied for each product operation, with each operation comprising a line item. These individual line items are represented within the Deloitte Consulting GSA MAS Contract.

This offer includes:

Cloud Services

Provides access to Amazon Web Services U.S. located commercially available regions and services as listed here https://s3-us-west-2.amazonaws.com/solution-provider-program-legal-documents/Solution+Provider+Program+List+of+Services.pdf

Descriptions of the AWS Cloud Infrastructure services offerings can be found at https://docs.aws.amazon.com/?nc2=h_ql_doc_do

AWS Support Services

All orders are required to purchase Business or Enterprise Support.

Description of Support Services Options**:**

Business Class Support: AWS Business Support Plan | Guidance, Technical, Exploration | AWS Support (amazon.com)

a) AWS Business Support is recommended if you have production workloads on AWS and want 24x7 access to technical support and architectural guidance in the context of your specific use-cases.

Enterprise Class Support: AWS Enterprise Support Plan | Guidance, Technical, Exploration | AWS Support (amazon.com)

b) AWS Enterprise Support provides concierge-like service where the main focus is helping you achieve your outcomes and find success in the cloud. With Enterprise Support, you get 24/7 technical

support from high-quality engineers, tools and technology to automatically manage health of your environment.

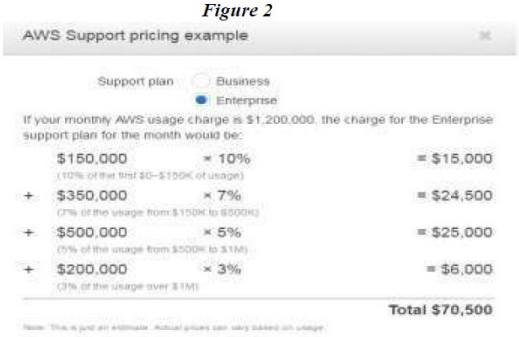
Business and Enterprise support plans are priced as a pay-by-the month service as a percentage of the user's monthly AWS usage per product resource. The pricing is tiered by usage as detailed in Table 1 and Figures 1 and 2. These are support products that are provided by the CSP and invoiced by Deloitte Consulting at the same discounted rate as the Cloud Services.

Table 1

AWS Support Pricing			
AWS Business Support Pricing		**AWS Enterprise Support Pricing**	
Percentage of Usage Charge	**Amount of Usage**	**Percentage of Usage Charge**	**Amount of Usage**
10%	**First $0-$10K**	**10%**	**First $0-$150K**
7%	**$10K- $80K**	**7%**	**$150K- $500K**
5%	**$80K-$250K**	**5%**	**$500K-$1M**
3%	**$250k+**	**3%**	**$1M+**

Figure 1

Figure 2



Invoicing/Billing

Billing is monthly in arrears based on usage. Unit price is fixed and monthly billing is based on a variable quantity determined by usage. Unit prices match current AWS GSA MAS negotiated prices. Current updated AWS Commercial pricing [AWS Product and Service Pricing | Amazon Web Services] unit prices will automatically de-BUNDLE when AWS reduces commercial prices. Monthly cost will vary based on the amount of AWS' resources used within the month.

SIN	Labor Category/ Service Title	MIN EDU*	MIN YOE*	Option 1 GSA Pricing w/ IFF				
				CY6 10/02/23 - 11/20/23	CY7 11/21/23 - 11/20/24	CY8 11/21/24 - 11/20/25	CY9 11/21/25 - 11/20/26	CY10 11/21/26 - 11/20/27
518210FM, 518210FM(STLOC), 518210FM(RC)	FM QSMO Advisory Executive II	B	14	$340.75	$357.79	$368.52	$379.58	$390.96
518210FM, 518210FM(STLOC), 518210FM(RC)	FM QSMO Advisory Executive I	B	12	$320.00	$336.00	$346.08	$356.46	$367.16
518210FM, 518210FM(STLOC), 518210FM(RC)	FM QSMO Advisory Leader V	B	12	$313.99	$329.69	$339.58	$349.77	$360.26
518210FM, 518210FM(STLOC), 518210FM(RC)	FM QSMO Advisory Leader IV	B	10	$295.00	$309.75	$319.04	$328.61	$338.47
518210FM, 518210FM(STLOC), 518210FM(RC)	FM QSMO Advisory Leader III	B	8	$275.00	$288.75	$297.41	$306.33	$315.52
518210FM, 518210FM(STLOC), 518210FM(RC)	FM QSMO Advisory Leader II	B	7	$260.00	$273.00	$281.19	$289.63	$298.31
518210FM, 518210FM(STLOC), 518210FM(RC)	FM QSMO Advisory Leader I	B	6	$244.00	$256.20	$263.89	$271.80	$279.96
518210FM, 518210FM(STLOC), 518210FM(RC)	FM QSMO Advisory Project Lead	B	5	$223.00	$234.15	$241.17	$248.41	$255.86
518210FM, 518210FM(STLOC), 518210FM(RC)	FM QSMO Advisory Sr Professional V	B	6	$215.00	$225.75	$232.52	$239.50	$246.68
518210FM, 518210FM(STLOC), 518210FM(RC)	FM QSMO Advisory Sr Professional IV	B	5	$200.00	$210.00	$216.30	$222.79	$229.47
518210FM, 518210FM(STLOC), 518210FM(RC)	FM QSMO Advisory Sr Professional III	B	4	$190.03	$199.53	$205.52	$211.68	$218.03
518210FM, 518210FM(STLOC), 518210FM(RC)	FM QSMO Advisory Sr Professional II	B	3	$175.00	$183.75	$189.26	$194.94	$200.79
518210FM, 518210FM(STLOC), 518210FM(RC)	FM QSMO Advisory Sr Professional I	B	2	$165.00	$173.25	$178.45	$183.80	$189.31
518210FM, 518210FM(STLOC), 518210FM(RC)	FM QSMO Advisory Mid Professional II	B	2	$155.00	$162.75	$167.63	$172.66	$177.84
518210FM, 518210FM(STLOC), 518210FM(RC)	FM QSMO Advisory Mid Professional I	B	1	$145.00	$152.25	$156.82	$161.52	$166.37

*Substitution of years of experience and/or education is permitted in accordance with the EXPERIENCE / EDUCATION SUBSTITUTION EQUIVALENCY table in Section 4.0 above.

SIN	Labor Category/ Service Title	MIN EDU*	MIN YOE*	Option 1 GSA Pricing w/ IFF				
				CY6 10/02/23 - 11/20/23	CY7 11/21/23 - 11/20/24	CY8 11/21/24 - 11/20/25	CY9 11/21/25 - 11/20/26	CY10 11/21/26 - 11/20/27
518210FM, 518210FM(STLOC), 518210FM(RC)	FM QSMO Advisory Jr Professional III	B	1	$136.00	$142.80	$147.08	$151.50	$156.04
518210FM, 518210FM(STLOC), 518210FM(RC)	FM QSMO Advisory Jr Professional II	B	2	$127.00	$133.35	$137.35	$141.47	$145.72
518210FM, 518210FM(STLOC), 518210FM(RC)	FM QSMO Advisory Jr Professional I	B	1	$118.03	$123.93	$127.65	$131.48	$135.42
518210FM, 518210FM(STLOC), 518210FM(RC)	FM QSMO Implementation Executive II	B	14	$340.75	$357.79	$368.52	$379.58	$390.96
518210FM, 518210FM(STLOC), 518210FM(RC)	FM QSMO Implementation Executive I	B	12	$320.00	$336.00	$346.08	$356.46	$367.16
518210FM, 518210FM(STLOC), 518210FM(RC)	FM QSMO Implementation Leader V	B	12	$313.99	$329.69	$339.58	$349.77	$360.26
518210FM, 518210FM(STLOC), 518210FM(RC)	FM QSMO Implementation Leader IV	B	10	$295.00	$309.75	$319.04	$328.61	$338.47
518210FM, 518210FM(STLOC), 518210FM(RC)	FM QSMO Implementation Leader III	B	8	$275.00	$288.75	$297.41	$306.33	$315.52
518210FM, 518210FM(STLOC), 518210FM(RC)	FM QSMO Implementation Leader II	B	7	$260.00	$273.00	$281.19	$289.63	$298.31
518210FM, 518210FM(STLOC), 518210FM(RC)	FM QSMO Implementation Leader I	B	6	$244.00	$256.20	$263.89	$271.80	$279.96
518210FM, 518210FM(STLOC), 518210FM(RC)	FM QSMO Implementation Project Lead	B	5	$223.00	$234.15	$241.17	$248.41	$255.86
518210FM, 518210FM(STLOC), 518210FM(RC)	FM QSMO Implementation Sr Professional V	B	6	$215.00	$225.75	$232.52	$239.50	$246.68
518210FM, 518210FM(STLOC), 518210FM(RC)	FM QSMO Implementation Sr Professional IV	B	5	$200.00	$210.00	$216.30	$222.79	$229.47
518210FM, 518210FM(STLOC), 518210FM(RC)	FM QSMO Implementation Sr Professional III	B	4	$190.03	$199.53	$205.52	$211.68	$218.03
518210FM, 518210FM(STLOC), 518210FM(RC)	FM QSMO Implementation Sr Professional II	B	3	$175.00	$183.75	$189.26	$194.94	$200.79

*Substitution of years of experience and/or education is permitted in accordance with the EXPERIENCE / EDUCATION SUBSTITUTION EQUIVALENCY table in Section 4.0 above.

SIN	Labor Category/ Service Title	MIN EDU*	MIN YOE*	Option 1 GSA Pricing w/ IFF				
				CY6 10/02/23 - 11/20/23	CY7 11/21/23 - 11/20/24	CY8 11/21/24 - 11/20/25	CY9 11/21/25 - 11/20/26	CY10 11/21/26 - 11/20/27
518210FM, 518210FM(STLOC), 518210FM(RC)	FM QSMO Implementation Sr Professional I	B	2	$165.00	$173.25	$178.45	$183.80	$189.31
518210FM, 518210FM(STLOC), 518210FM(RC)	FM QSMO Implementation Mid Professional II	B	2	$155.00	$162.75	$167.63	$172.66	$177.84
518210FM, 518210FM(STLOC), 518210FM(RC)	FM QSMO Implementation Mid Professional I	B	1	$145.00	$152.25	$156.82	$161.52	$166.37
518210FM, 518210FM(STLOC), 518210FM(RC)	FM QSMO Implementation Jr Professional III	B	1	$136.00	$142.80	$147.08	$151.50	$156.04
518210FM, 518210FM(STLOC), 518210FM(RC)	FM QSMO Implementation Jr Professional II	A	2	$127.00	$133.35	$137.35	$141.47	$145.72
518210FM, 518210FM(STLOC), 518210FM(RC)	FM QSMO Implementation Jr Professional I	A	1	$118.03	$123.93	$127.65	$131.48	$135.42
518210FM, 518210FM(STLOC), 518210FM(RC)	FM QSMO Operations Executive II	B	14	$340.75	$357.79	$368.52	$379.58	$390.96
518210FM, 518210FM(STLOC), 518210FM(RC)	FM QSMO Operations Executive I	B	12	$320.00	$336.00	$346.08	$356.46	$367.16
518210FM, 518210FM(STLOC), 518210FM(RC)	FM QSMO Operations Leader V	B	12	$313.99	$329.69	$339.58	$349.77	$360.26
518210FM, 518210FM(STLOC), 518210FM(RC)	FM QSMO Operations Leader IV	B	10	$295.00	$309.75	$319.04	$328.61	$338.47
518210FM, 518210FM(STLOC), 518210FM(RC)	FM QSMO Operations Leader III	B	8	$275.00	$288.75	$297.41	$306.33	$315.52
518210FM, 518210FM(STLOC), 518210FM(RC)	FM QSMO Operations Leader II	B	7	$260.00	$273.00	$281.19	$289.63	$298.31
518210FM, 518210FM(STLOC), 518210FM(RC)	FM QSMO Operations Leader I	B	6	$244.00	$256.20	$263.89	$271.80	$279.96
518210FM, 518210FM(STLOC), 518210FM(RC)	FM QSMO Operations Project Lead	B	5	$223.00	$234.15	$241.17	$248.41	$255.86
518210FM, 518210FM(STLOC), 518210FM(RC)	FM QSMO Operations Sr Professional V	B	6	$215.00	$225.75	$232.52	$239.50	$246.68

*Substitution of years of experience and/or education is permitted in accordance with the EXPERIENCE / EDUCATION SUBSTITUTION EQUIVALENCY table in Section 4.0 above.

SIN	Labor Category/ Service Title	MIN EDU*	MIN YOE*	Option 1 GSA Pricing w/ IFF				
				CY6 10/02/23 - 11/20/23	CY7 11/21/23 - 11/20/24	CY8 11/21/24 - 11/20/25	CY9 11/21/25 - 11/20/26	CY10 11/21/26 - 11/20/27
518210FM, 518210FM(STLOC), 518210FM(RC)	FM QSMO Operations Sr Professional IV	B	5	$200.00	$210.00	$216.30	$222.79	$229.47
518210FM, 518210FM(STLOC), 518210FM(RC)	FM QSMO Operations Sr Professional III	B	4	$190.03	$199.53	$205.52	$211.68	$218.03
518210FM, 518210FM(STLOC), 518210FM(RC)	FM QSMO Operations Sr Professional II	B	3	$175.00	$183.75	$189.26	$194.94	$200.79
518210FM, 518210FM(STLOC), 518210FM(RC)	FM QSMO Operations Sr Professional I	B	2	$165.00	$173.25	$178.45	$183.80	$189.31
518210FM, 518210FM(STLOC), 518210FM(RC)	FM QSMO Operations Mid Professional II	B	2	$155.00	$162.75	$167.63	$172.66	$177.84
518210FM, 518210FM(STLOC), 518210FM(RC)	FM QSMO Operations Mid Professional I	B	1	$145.00	$152.25	$156.82	$161.52	$166.37
518210FM, 518210FM(STLOC), 518210FM(RC)	FM QSMO Operations Jr Professional V	B	1	$136.00	$142.80	$147.08	$151.50	$156.04
518210FM, 518210FM(STLOC), 518210FM(RC)	FM QSMO Operations Jr Professional IV	B	0	$120.00	$126.00	$129.78	$133.67	$137.68
518210FM, 518210FM(STLOC), 518210FM(RC)	FM QSMO Operations Jr Professional III	A	1	$105.00	$110.25	$113.56	$116.96	$120.47
518210FM, 518210FM(STLOC), 518210FM(RC)	FM QSMO Operations Jr Professional II	A	0	$94.01	$98.71	$101.67	$104.72	$107.86
518210FM, 518210FM(STLOC), 518210FM(RC)	FM QSMO Operations Jr Professional I	HS	1	$82.02	$86.12	$88.70	$91.37	$94.11

*Substitution of years of experience and/or education is permitted in accordance with the EXPERIENCE / EDUCATION SUBSTITUTION EQUIVALENCY table in Section 4.0 above.

MAS SIN	SIN Title	Labor Category/Service Title	Min EDU	Min YOE	OPTION 1 - GSA PRICING w/IFF				
					CY6	CY7	CY8	CY9	CY10
					03/03/23 - 11/20/23	11/21/23 - 11/20/24	11/21/23 - 11/20/25	11/21/23 - 11/20/26	11/21/23 - 11/20/27
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Advisory Executive III - (SPO)	B	14	$413.66	$434.34	$447.37	$460.79	$474.62
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Advisory Executive II - (SPO)	B	12	$401.25	$421.31	$433.95	$446.97	$460.38
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Advisory Executive I - (SPO)	B	11	$392.98	$412.63	$425.01	$437.76	$450.89
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Advisory Lead II - (SPO)	B	14	$368.18	$386.59	$398.19	$410.13	$422.44
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Advisory Lead I - (SPO)	B	10	$357.14	$375.00	$386.25	$397.83	$409.77
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Advisory Engagement Leader III - (SPO)	B	10	$308.18	$323.59	$333.30	$343.30	$353.59
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Advisory Engagement Leader II - (SPO)	B	9	$298.93	$313.88	$323.29	$332.99	$342.98
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Advisory Engagement Leader I - (SPO)	B	8	$283.53	$297.71	$306.64	$315.84	$325.31
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Advisory Project Lead III - (SPO)	B	7	$249.82	$262.31	$270.18	$278.29	$286.63
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Advisory Project Lead II - (SPO)	B	6	$237.33	$249.20	$256.67	$264.37	$272.30
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Advisory Project Lead I - (SPO)	B	5	$224.84	$236.08	$243.16	$250.46	$257.97
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Advisory Sr. Professional III - (SPO)	B	6	$203.31	$213.48	$219.88	$226.48	$233.27
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Advisory Sr. Professional II - (SPO)	B	4	$197.21	$207.07	$213.28	$219.68	$226.27
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Advisory Sr. Professional I - (SPO)	B	3	$187.04	$196.39	$202.28	$208.35	$214.60
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Advisory Mid Professional IV - (SPO)	B	3	$160.00	$168.00	$173.04	$178.23	$183.58
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Advisory Mid Professional III - (SPO)	B	2	$156.80	$164.64	$169.58	$174.67	$179.91
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Advisory Mid Professional II - (SPO)	B	1	$152.00	$159.60	$164.39	$169.32	$174.40
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Advisory Mid Professional I - (SPO)	B	0	$140.80	$147.84	$152.28	$156.84	$161.55

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MAS SIN	SIN Title	Labor Category/Service Title	Min EDU	Min YOE	OPTION 1 - GSA PRICING w/IFF				
					CY6	CY7	CY8	CY9	CY10
					03/03/23 - 11/20/23	11/21/23 - 11/20/24	11/21/23 - 11/20/25	11/21/23 - 11/20/26	11/21/23 - 11/20/27
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Advisory Jr Professional III - (SPO)	B	2	$137.00	$143.85	$148.17	$152.61	$157.19
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Advisory Jr Professional II - (SPO)	B	1	$130.15	$136.66	$140.76	$144.98	$149.33
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Advisory Jr Professional I - (SPO)	B	0	$123.30	$129.47	$133.35	$137.35	$141.47
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Advisory Executive III - (SPO)	B	14	$371.00	$389.55	$401.24	$413.27	$425.67
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Advisory Executive II - (SPO)	B	12	$359.87	$377.86	$389.20	$400.88	$412.90
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Advisory Executive I - (SPO)	B	11	$352.45	$370.07	$381.17	$392.61	$404.39
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Advisory Lead II - (SPO)	B	14	$371.00	$389.55	$401.24	$413.27	$425.67
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Advisory Lead I - (SPO)	B	10	$341.32	$358.39	$369.14	$380.21	$391.62
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Advisory Engagement Leader III - (SPO)	B	10	$314.01	$329.71	$339.60	$349.79	$360.28
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Advisory Engagement Leader II - (SPO)	B	9	$298.30	$313.22	$322.61	$332.29	$342.26
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Advisory Engagement Leader I - (SPO)	B	8	$288.88	$303.32	$312.42	$321.80	$331.45
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Advisory Solution Architect - (SPO)	B	14	$263.00	$276.15	$284.43	$292.97	$301.76
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Advisory Project Lead III - (SPO)	B	7	$297.89	$312.78	$322.17	$331.83	$341.79
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Advisory Project Lead II - (SPO)	B	6	$282.99	$297.14	$306.05	$315.24	$324.69
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Advisory Project Lead I - (SPO)	B	5	$268.10	$281.51	$289.95	$298.65	$307.61
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Advisory Architect - (SPO)	B	10	$223.00	$234.15	$241.17	$248.41	$255.86
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Advisory Sr. Professional III - (SPO)	B	4	$216.31	$227.13	$233.94	$240.96	$248.19
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Advisory Sr. Professional II - (SPO)	B	3	$211.85	$222.44	$229.12	$235.99	$243.07
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Advisory Sr. Professional I - (SPO)	B	2	$207.39	$217.76	$224.29	$231.02	$237.95

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MAS SIN	SIN Title	Labor Category/Service Title	Min EDU	Min YOE	OPTION 1 - GSA PRICING w/IFF				
					CY6	CY7	CY8	CY9	CY10
					03/03/23 - 11/20/23	11/21/23 - 11/20/24	11/21/23 - 11/20/25	11/21/23 - 11/20/26	11/21/23 - 11/20/27
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Advisory Mid Professional III - (SPO)	B	2	$194.78	$204.52	$210.65	$216.97	$223.48
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Advisory Mid Professional II - (SPO)	B	1	$177.84	$186.73	$192.33	$198.10	$204.05
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Advisory Mid Professional I - (SPO)	B	0	$158.79	$166.73	$171.73	$176.88	$182.19
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Advisory Jr Professional II - (SPO)	B	1	$136.00	$142.80	$147.08	$151.50	$156.04
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Advisory Jr Professional I - (SPO)	B	0	$129.20	$135.66	$139.73	$143.92	$148.24
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Implementation Executive III - (SPO)	B	14	$413.66	$434.34	$447.37	$460.79	$474.62
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Implementation Executive II - (SPO)	B	12	$401.25	$421.31	$433.95	$446.97	$460.38
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Implementation Executive I - (SPO)	B	11	$392.98	$412.63	$425.01	$437.76	$450.89
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Implementation Lead I - (SPO)	B	10	$357.14	$375.00	$386.25	$397.83	$409.77
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Implementation Engagement Leader III - (SPO)	B	10	$308.18	$323.59	$333.30	$343.30	$353.59
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Implementation Engagement Leader II - (SPO)	B	9	$298.93	$313.88	$323.29	$332.99	$342.98
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Implementation Engagement Leader I - (SPO)	B	8	$283.53	$297.71	$306.64	$315.84	$325.31
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Implementation Project Lead III - (SPO)	B	7	$249.82	$262.31	$270.18	$278.29	$286.63
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Implementation Project Lead II - (SPO)	B	6	$237.33	$249.20	$256.67	$264.37	$272.30
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Implementation Project Lead I - (SPO)	B	5	$224.84	$236.08	$243.16	$250.46	$257.97
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Implementation Sr. Professional IV - (SPO)	B	6	$203.31	$213.48	$219.88	$226.48	$233.27
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Implementation Sr. Professional III - (SPO)	B	4	$197.21	$207.07	$213.28	$219.68	$226.27
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Implementation Sr. Professional II - (SPO)	B	3	$187.04	$196.39	$202.28	$208.35	$214.60
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Implementation Sr. Professional I - (SPO)	B	2	$180.95	$190.00	$195.70	$201.57	$207.62

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					CY6	CY7	CY8	CY9	CY10
					03/03/23 - 11/20/23	11/21/23 - 11/20/24	11/21/23 - 11/20/25	11/21/23 - 11/20/26	11/21/23 - 11/20/27
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Implementation Mid Professional IV - (SPO)	B	3	$160.00	$168.00	$173.04	$178.23	$183.58
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Implementation Mid Professional III - (SPO)	B	2	$156.80	$164.64	$169.58	$174.67	$179.91
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Implementation Mid Professional II - (SPO)	B	0	$147.20	$154.56	$159.20	$163.97	$168.89
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Implementation Mid Professional I - (SPO)	HS	1	$140.80	$147.84	$152.28	$156.84	$161.55
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Implementation Jr Professional IV - (SPO)	B	2	$137.00	$143.85	$148.17	$152.61	$157.19
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Implementation Jr Professional III - (SPO)	B	1	$130.15	$136.66	$140.76	$144.98	$149.33
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Implementation Jr Professional II - (SPO)	B	0	$123.30	$129.47	$133.35	$137.35	$141.47
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Implementation Jr Professional I - (SPO)	HS	0	$116.45	$122.27	$125.94	$129.72	$133.61
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Implementation Jr Staff IV - (SPO)	B	0	$91.10	$95.66	$98.52	$101.48	$104.52
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Implementation Jr Staff III - (SPO)	HS	3	$81.51	$85.59	$88.15	$90.80	$93.52
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Implementation Jr Staff II - (SPO)	HS	2	$75.35	$79.12	$81.49	$83.94	$86.45
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Implementation Jr Staff I - (SPO)	HS	1	$66.04	$69.34	$71.42	$73.56	$75.77
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Implementation Executive III - (SPO)	B	14	$371.00	$389.55	$401.24	$413.27	$425.67
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Implementation Executive II - (SPO)	B	12	$359.87	$377.86	$389.20	$400.88	$412.90
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Implementation Executive I - (SPO)	B	11	$352.45	$370.07	$381.17	$392.61	$404.39
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Implementation Lead I - (SPO)	B	10	$341.32	$358.39	$369.14	$380.21	$391.62
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Implementation Engagement Leader III - (SPO)	B	10	$314.01	$329.71	$339.60	$349.79	$360.28
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Implementation Engagement Leader II - (SPO)	B	9	$298.30	$313.22	$322.61	$332.29	$342.26
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Implementation Engagement Leader I - (SPO)	B	8	$288.88	$303.32	$312.42	$321.80	$331.45

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					CY6	CY7	CY8	CY9	CY10
					03/03/23 - 11/20/23	11/21/23 - 11/20/24	11/21/23 - 11/20/25	11/21/23 - 11/20/26	11/21/23 - 11/20/27
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Implementation Project Lead III - (SPO)	B	7	$297.89	$312.78	$322.17	$331.83	$341.79
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Implementation Project Lead II - (SPO)	B	6	$282.99	$297.14	$306.05	$315.24	$324.69
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Implementation Project Lead I - (SPO)	B	5	$268.10	$281.51	$289.95	$298.65	$307.61
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Implementation Architect - (SPO)	B	10	$223.00	$234.15	$241.17	$248.41	$255.86
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Implementation Sr. Professional III - (SPO)	B	4	$216.31	$227.13	$233.94	$240.96	$248.19
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Implementation Sr. Professional II - (SPO)	B	3	$211.85	$222.44	$229.12	$235.99	$243.07
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Implementation Sr. Professional I - (SPO)	B	2	$207.39	$217.76	$224.29	$231.02	$237.95
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Implementation Mid Professional IV - (SPO)	B	2	$194.78	$204.52	$210.65	$216.97	$223.48
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Implementation Mid Professional III - (SPO)	B	1	$177.84	$186.73	$192.33	$198.10	$204.05
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Implementation Mid Professional II - (SPO)	B	0	$169.37	$177.84	$183.17	$188.67	$194.33
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Implementation Mid Professional I - (SPO)	HS	1	$158.79	$166.73	$171.73	$176.88	$182.19
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Implementation Jr Professional III - (SPO)	B	1	$136.00	$142.80	$147.08	$151.50	$156.04
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Implementation Jr Professional II - (SPO)	B	0	$129.20	$135.66	$139.73	$143.92	$148.24
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Implementation Jr Professional I - (SPO)	HS	0	$122.40	$128.52	$132.38	$136.35	$140.44
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Implementation Jr Staff IV - (SPO)	B	0	$91.10	$95.66	$98.52	$101.48	$104.52
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Implementation Jr Staff III - (SPO)	HS	3	$81.51	$85.59	$88.15	$90.80	$93.52
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Implementation Jr Staff II - (SPO)	HS	2	$75.35	$79.12	$81.49	$83.94	$86.45
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Implementation Jr Staff I - (SPO)	HS	1	$68.63	$72.06	$74.22	$76.45	$78.74
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Operations Executive II - (SPO)	B	12	$401.25	$421.31	$433.95	$446.97	$460.38

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					03/03/23 - 11/20/23	11/21/23 - 11/20/24	11/21/23 - 11/20/25	11/21/23 - 11/20/26	11/21/23 - 11/20/27
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Operations Executive I - (SPO)	B	11	$392.98	$412.63	$425.01	$437.76	$450.89
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Operations Engagement Leader II - (SPO)	B	10	$308.18	$323.59	$333.30	$343.30	$353.59
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Operations Engagement Leader I - (SPO)	B	8	$283.53	$297.71	$306.64	$315.84	$325.31
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Operations Project Lead III - (SPO)	B	7	$249.82	$262.31	$270.18	$278.29	$286.63
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Operations Project Lead II - (SPO)	B	6	$237.33	$249.20	$256.67	$264.37	$272.30
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Operations Project Lead I - (SPO)	B	5	$224.84	$236.08	$243.16	$250.46	$257.97
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Operations Sr. Professional IV - (SPO)	B	6	$203.31	$213.48	$219.88	$226.48	$233.27
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Operations Sr. Professional III - (SPO)	B	4	$197.21	$207.07	$213.28	$219.68	$226.27
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Operations Sr. Professional II - (SPO)	B	3	$187.04	$196.39	$202.28	$208.35	$214.60
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Operations Sr. Professional I - (SPO)	B	2	$180.95	$190.00	$195.70	$201.57	$207.62
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Operations Mid Professional V - (SPO)	B	3	$160.00	$168.00	$173.04	$178.23	$183.58
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Operations Mid Professional IV - (SPO)	B	2	$156.80	$164.64	$169.58	$174.67	$179.91
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Operations Mid Professional III - (SPO)	B	1	$152.00	$159.60	$164.39	$169.32	$174.40
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Operations Mid Professional II - (SPO)	B	0	$147.20	$154.56	$159.20	$163.97	$168.89
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Operations Mid Professional I - (SPO)	HS	1	$140.80	$147.84	$152.28	$156.84	$161.55
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Operations Jr Professional IV - (SPO)	B	2	$137.00	$143.85	$148.17	$152.61	$157.19
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Operations Jr Professional III - (SPO)	B	1	$130.15	$136.66	$140.76	$144.98	$149.33
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Operations Jr Professional II - (SPO)	B	0	$123.30	$129.47	$133.35	$137.35	$141.47
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Operations Jr Professional I - (SPO)	HS	0	$116.45	$122.27	$125.94	$129.72	$133.61

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					CY6	CY7	CY8	CY9	CY10
					03/03/23 - 11/20/23	11/21/23 - 11/20/24	11/21/23 - 11/20/25	11/21/23 - 11/20/26	11/21/23 - 11/20/27
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Operations Jr Staff IV - (SPO)	B	0	$91.10	$95.66	$98.52	$101.48	$104.52
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Operations Jr Staff III - (SPO)	HS	3	$81.51	$85.59	$88.15	$90.80	$93.52
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Operations Jr Staff II - (SPO)	HS	2	$75.35	$79.12	$81.49	$83.94	$86.45
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRC Operations Jr Staff I - (SPO)	HS	1	$66.04	$69.34	$71.42	$73.56	$75.77
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Operations Executive II - (SPO)	B	12	$359.87	$377.86	$389.20	$400.88	$412.90
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Operations Executive I - (SPO)	B	11	$352.45	$370.07	$381.17	$392.61	$404.39
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Operations Lead I - (SPO)	B	10	$341.32	$358.39	$369.14	$380.21	$391.62
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Operations Engagement Leader II - (SPO)	B	10	$314.01	$329.71	$339.60	$349.79	$360.28
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Operations Engagement Leader I - (SPO)	B	8	$288.88	$303.32	$312.42	$321.80	$331.45
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Operations Project Lead III - (SPO)	B	7	$297.89	$312.78	$322.17	$331.83	$341.79
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Operations Project Lead II - (SPO)	B	6	$282.99	$297.14	$306.05	$315.24	$324.69
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Operations Project Lead I - (SPO)	B	5	$268.10	$281.51	$289.95	$298.65	$307.61
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Operations Sr. Professional IV - (SPO)	B	6	$223.00	$234.15	$241.17	$248.41	$255.86
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Operations Sr. Professional III - (SPO)	B	4	$216.31	$227.13	$233.94	$240.96	$248.19
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Operations Sr. Professional II - (SPO)	B	3	$211.85	$222.44	$229.12	$235.99	$243.07
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Operations Sr. Professional I - (SPO)	B	2	$207.39	$217.76	$224.29	$231.02	$237.95
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Operations Mid Professional V - (SPO)	B	3	$211.72	$222.31	$228.98	$235.84	$242.92
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Operations Mid Professional IV - (SPO)	B	2	$194.78	$204.52	$210.65	$216.97	$223.48
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Operations Mid Professional III - (SPO)	B	1	$177.84	$186.73	$192.33	$198.10	$204.05

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MAS SIN	SIN Title	Labor Category/Service Title	Min EDU	Min YOE	OPTION 1 - GSA PRICING w/IFF				
					CY6	CY7	CY8	CY9	CY10
					03/03/23 - 11/20/23	11/21/23 - 11/20/24	11/21/23 - 11/20/25	11/21/23 - 11/20/26	11/21/23 - 11/20/27
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Operations Mid Professional II - (SPO)	B	0	$169.37	$177.84	$183.17	$188.67	$194.33
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Operations Mid Professional I - (SPO)	HS	1	$158.79	$166.73	$171.73	$176.88	$182.19
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Operations Jr Professional III - (SPO)	B	1	$136.00	$142.80	$147.08	$151.50	$156.04
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Operations Jr Professional II - (SPO)	B	0	$129.20	$135.66	$139.73	$143.92	$148.24
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Operations Jr Professional I - (SPO)	HS	0	$122.40	$128.52	$132.38	$136.35	$140.44
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Operations Jr Staff IV - (SPO)	B	0	$91.10	$95.66	$98.52	$101.48	$104.52
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Operations Jr Staff III - (SPO)	HS	3	$81.51	$85.59	$88.15	$90.80	$93.52
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Operations Jr Staff II - (SPO)	HS	2	$75.35	$79.12	$81.49	$83.94	$86.45
541612HC, 541612HC RC	Agency Human Capital Strategy, Policy & Operations	HRT Operations Jr Staff I - (SPO)	HS	1	$68.63	$72.06	$74.22	$76.45	$78.74

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MAS SIN	SIN Title	Labor Category/Service Title	Min EDU	Min YOE	OPTION 1 - GSA PRICING w/IFF				
					CY6	CY7	CY8	CY9	CY10
					03/08/23 - 11/20/23	11/21/23 - 11/20/24	11/21/23 - 11/20/25	11/21/23 - 11/20/26	11/21/23 - 11/20/27
56131, 56131 RC	Talent Acquisition	HRC Advisory Executive III - (TA)	B	14	$413.66	$434.34	$447.37	$460.79	$474.62
56131, 56131 RC	Talent Acquisition	HRC Advisory Executive II - (TA)	B	12	$401.25	$421.31	$433.95	$446.97	$460.38
56131, 56131 RC	Talent Acquisition	HRC Advisory Executive I - (TA)	B	11	$392.98	$412.63	$425.01	$437.76	$450.89
56131, 56131 RC	Talent Acquisition	HRC Advisory Lead II - (TA)	B	14	$368.18	$386.59	$398.19	$410.13	$422.44
56131, 56131 RC	Talent Acquisition	HRC Advisory Lead I - (TA)	B	10	$357.14	$375.00	$386.25	$397.83	$409.77
56131, 56131 RC	Talent Acquisition	HRC Advisory Engagement Leader III - (TA)	B	10	$308.18	$323.59	$333.30	$343.30	$353.59
56131, 56131 RC	Talent Acquisition	HRC Advisory Engagement Leader II - (TA)	B	9	$298.93	$313.88	$323.29	$332.99	$342.98
56131, 56131 RC	Talent Acquisition	HRC Advisory Engagement Leader I - (TA)	B	8	$283.53	$297.71	$306.64	$315.84	$325.31
56131, 56131 RC	Talent Acquisition	HRC Advisory Project Lead III - (TA)	B	7	$249.82	$262.31	$270.18	$278.29	$286.63
56131, 56131 RC	Talent Acquisition	HRC Advisory Project Lead II - (TA)	B	6	$237.33	$249.20	$256.67	$264.37	$272.30
56131, 56131 RC	Talent Acquisition	HRC Advisory Project Lead I - (TA)	B	5	$224.84	$236.08	$243.16	$250.46	$257.97
56131, 56131 RC	Talent Acquisition	HRC Advisory Sr. Professional III - (TA)	B	6	$203.31	$213.48	$219.88	$226.48	$233.27
56131, 56131 RC	Talent Acquisition	HRC Advisory Sr. Professional II - (TA)	B	4	$197.21	$207.07	$213.28	$219.68	$226.27
56131, 56131 RC	Talent Acquisition	HRC Advisory Sr. Professional I - (TA)	B	3	$187.04	$196.39	$202.28	$208.35	$214.60
56131, 56131 RC	Talent Acquisition	HRC Advisory Mid Professional IV - (TA)	B	3	$160.00	$168.00	$173.04	$178.23	$183.58
56131, 56131 RC	Talent Acquisition	HRC Advisory Mid Professional III - (TA)	B	2	$156.80	$164.64	$169.58	$174.67	$179.91
56131, 56131 RC	Talent Acquisition	HRC Advisory Mid Professional II - (TA)	B	1	$152.00	$159.60	$164.39	$169.32	$174.40
56131, 56131 RC	Talent Acquisition	HRC Advisory Mid Professional I - (TA)	B	0	$140.80	$147.84	$152.28	$156.84	$161.55
56131, 56131 RC	Talent Acquisition	HRC Advisory Jr Professional III - (TA)	B	2	$137.00	$143.85	$148.17	$152.61	$157.19
56131, 56131 RC	Talent Acquisition	HRC Advisory Jr Professional II - (TA)	B	1	$130.15	$136.66	$140.76	$144.98	$149.33
56131, 56131 RC	Talent Acquisition	HRC Advisory Jr Professional I - (TA)	B	0	$123.30	$129.47	$133.35	$137.35	$141.47
56131, 56131 RC	Talent Acquisition	HRT Advisory Executive III - (TA)	B	14	$371.00	$389.55	$401.24	$413.27	$425.67
56131, 56131 RC	Talent Acquisition	HRT Advisory Executive II - (TA)	B	12	$359.87	$377.86	$389.20	$400.88	$412.90
56131, 56131 RC	Talent Acquisition	HRT Advisory Executive I - (TA)	B	11	$352.45	$370.07	$381.17	$392.61	$404.39
56131, 56131 RC	Talent Acquisition	HRT Advisory Lead II - (TA)	B	14	$371.00	$389.55	$401.24	$413.27	$425.67
56131, 56131 RC	Talent Acquisition	HRT Advisory Lead I - (TA)	B	10	$341.32	$358.39	$369.14	$380.21	$391.62
56131, 56131 RC	Talent Acquisition	HRT Advisory Engagement Leader III - (TA)	B	10	$314.01	$329.71	$339.60	$349.79	$360.28

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					CY6	CY7	CY8	CY9	CY10
					03/08/23 - 11/20/23	11/21/23 - 11/20/24	11/21/23 - 11/20/25	11/21/23 - 11/20/26	11/21/23 - 11/20/27
56131, 56131 RC	Talent Acquisition	HRT Advisory Engagement Leader II - (TA)	B	9	$298.30	$313.22	$322.61	$332.29	$342.26
56131, 56131 RC	Talent Acquisition	HRT Advisory Engagement Leader I - (TA)	B	8	$288.88	$303.32	$312.42	$321.80	$331.45
56131, 56131 RC	Talent Acquisition	HRT Advisory Solution Architect - (TA)	B	14	$263.00	$276.15	$284.43	$292.97	$301.76
56131, 56131 RC	Talent Acquisition	HRT Advisory Project Lead III - (TA)	B	7	$297.89	$312.78	$322.17	$331.83	$341.79
56131, 56131 RC	Talent Acquisition	HRT Advisory Project Lead II - (TA)	B	6	$282.99	$297.14	$306.05	$315.24	$324.69
56131, 56131 RC	Talent Acquisition	HRT Advisory Project Lead I - (TA)	B	5	$268.10	$281.51	$289.95	$298.65	$307.61
56131, 56131 RC	Talent Acquisition	HRT Advisory Architect - (TA)	B	10	$223.00	$234.15	$241.17	$248.41	$255.86
56131, 56131 RC	Talent Acquisition	HRT Advisory Sr. Professional III - (TA)	B	4	$216.31	$227.13	$233.94	$240.96	$248.19
56131, 56131 RC	Talent Acquisition	HRT Advisory Sr. Professional II - (TA)	B	3	$211.85	$222.44	$229.12	$235.99	$243.07
56131, 56131 RC	Talent Acquisition	HRT Advisory Sr. Professional I - (TA)	B	2	$207.39	$217.76	$224.29	$231.02	$237.95
56131, 56131 RC	Talent Acquisition	HRT Advisory Mid Professional III - (TA)	B	2	$194.78	$204.52	$210.65	$216.97	$223.48
56131, 56131 RC	Talent Acquisition	HRT Advisory Mid Professional II - (TA)	B	1	$177.84	$186.73	$192.33	$198.10	$204.05
56131, 56131 RC	Talent Acquisition	HRT Advisory Mid Professional I - (TA)	B	0	$158.79	$166.73	$171.73	$176.88	$182.19
56131, 56131 RC	Talent Acquisition	HRT Advisory Jr Professional II - (TA)	B	1	$136.00	$142.80	$147.08	$151.50	$156.04
56131, 56131 RC	Talent Acquisition	HRT Advisory Jr Professional I - (TA)	B	0	$129.20	$135.66	$139.73	$143.92	$148.24
56131, 56131 RC	Talent Acquisition	HRC Implementation Executive III - (TA)	B	14	$413.66	$434.34	$447.37	$460.79	$474.62
56131, 56131 RC	Talent Acquisition	HRC Implementation Executive II - (TA)	B	12	$401.25	$421.31	$433.95	$446.97	$460.38
56131, 56131 RC	Talent Acquisition	HRC Implementation Executive I - (TA)	B	11	$392.98	$412.63	$425.01	$437.76	$450.89
56131, 56131 RC	Talent Acquisition	HRC Implementation Lead I - (TA)	B	10	$357.14	$375.00	$386.25	$397.83	$409.77
56131, 56131 RC	Talent Acquisition	HRC Implementation Engagement Leader III - (TA)	B	10	$308.18	$323.59	$333.30	$343.30	$353.59
56131, 56131 RC	Talent Acquisition	HRC Implementation Engagement Leader II - (TA)	B	9	$298.93	$313.88	$323.29	$332.99	$342.98
56131, 56131 RC	Talent Acquisition	HRC Implementation Engagement Leader I - (TA)	B	8	$283.53	$297.71	$306.64	$315.84	$325.31
56131, 56131 RC	Talent Acquisition	HRC Implementation Project Lead III - (TA)	B	7	$249.82	$262.31	$270.18	$278.29	$286.63
56131, 56131 RC	Talent Acquisition	HRC Implementation Project Lead II - (TA)	B	6	$237.33	$249.20	$256.67	$264.37	$272.30
56131, 56131 RC	Talent Acquisition	HRC Implementation Project Lead I - (TA)	B	5	$224.84	$236.08	$243.16	$250.46	$257.97
56131, 56131 RC	Talent Acquisition	HRC Implementation Sr. Professional IV - (TA)	B	6	$203.31	$213.48	$219.88	$226.48	$233.27
56131, 56131 RC	Talent Acquisition	HRC Implementation Sr. Professional III - (TA)	B	4	$197.21	$207.07	$213.28	$219.68	$226.27

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56131, 56131 RC	Talent Acquisition	HRC Implementation Sr. Professional II - (TA)	B	3	$187.04	$196.39	$202.28	$208.35	$214.60
56131, 56131 RC	Talent Acquisition	HRC Implementation Sr. Professional I - (TA)	B	2	$180.95	$190.00	$195.70	$201.57	$207.62
56131, 56131 RC	Talent Acquisition	HRC Implementation Mid Professional IV - (TA)	B	3	$160.00	$168.00	$173.04	$178.23	$183.58
56131, 56131 RC	Talent Acquisition	HRC Implementation Mid Professional III - (TA)	B	2	$156.80	$164.64	$169.58	$174.67	$179.91
56131, 56131 RC	Talent Acquisition	HRC Implementation Mid Professional II - (TA)	B	0	$147.20	$154.56	$159.20	$163.97	$168.89
56131, 56131 RC	Talent Acquisition	HRC Implementation Mid Professional I - (TA)	HS	1	$140.80	$147.84	$152.28	$156.84	$161.55
56131, 56131 RC	Talent Acquisition	HRC Implementation Jr Professional IV - (TA)	B	2	$137.00	$143.85	$148.17	$152.61	$157.19
56131, 56131 RC	Talent Acquisition	HRC Implementation Jr Professional III - (TA)	B	1	$130.15	$136.66	$140.76	$144.98	$149.33
56131, 56131 RC	Talent Acquisition	HRC Implementation Jr Professional II - (TA)	B	0	$123.30	$129.47	$133.35	$137.35	$141.47
56131, 56131 RC	Talent Acquisition	HRC Implementation Jr Professional I - (TA)	HS	0	$116.45	$122.27	$125.94	$129.72	$133.61
56131, 56131 RC	Talent Acquisition	HRC Implementation Jr Staff IV - (TA)	B	0	$91.10	$95.66	$98.52	$101.48	$104.52
56131, 56131 RC	Talent Acquisition	HRC Implementation Jr Staff III - (TA)	HS	3	$81.51	$85.59	$88.15	$90.80	$93.52
56131, 56131 RC	Talent Acquisition	HRC Implementation Jr Staff II - (TA)	HS	2	$75.35	$79.12	$81.49	$83.94	$86.45
56131, 56131 RC	Talent Acquisition	HRC Implementation Jr Staff I - (TA)	HS	1	$66.04	$69.34	$71.42	$73.56	$75.77
56131, 56131 RC	Talent Acquisition	HRT Implementation Executive III - (TA)	B	14	$371.00	$389.55	$401.24	$413.27	$425.67
56131, 56131 RC	Talent Acquisition	HRT Implementation Executive II - (TA)	B	12	$359.87	$377.86	$389.20	$400.88	$412.90
56131, 56131 RC	Talent Acquisition	HRT Implementation Executive I - (TA)	B	11	$352.45	$370.07	$381.17	$392.61	$404.39
56131, 56131 RC	Talent Acquisition	HRT Implementation Lead I - (TA)	B	10	$341.32	$358.39	$369.14	$380.21	$391.62
56131, 56131 RC	Talent Acquisition	HRT Implementation Engagement Leader III - (TA)	B	10	$314.01	$329.71	$339.60	$349.79	$360.28
56131, 56131 RC	Talent Acquisition	HRT Implementation Engagement Leader II - (TA)	B	9	$298.30	$313.22	$322.61	$332.29	$342.26
56131, 56131 RC	Talent Acquisition	HRT Implementation Engagement Leader I - (TA)	B	8	$288.88	$303.32	$312.42	$321.80	$331.45
56131, 56131 RC	Talent Acquisition	HRT Implementation Project Lead III - (TA)	B	7	$297.89	$312.78	$322.17	$331.83	$341.79
56131, 56131 RC	Talent Acquisition	HRT Implementation Project Lead II - (TA)	B	6	$282.99	$297.14	$306.05	$315.24	$324.69
56131, 56131 RC	Talent Acquisition	HRT Implementation Project Lead I - (TA)	B	5	$268.10	$281.51	$289.95	$298.65	$307.61
56131, 56131 RC	Talent Acquisition	HRT Implementation Architect - (TA)	B	10	$223.00	$234.15	$241.17	$248.41	$255.86
56131, 56131 RC	Talent Acquisition	HRT Implementation Sr. Professional III - (TA)	B	4	$216.31	$227.13	$233.94	$240.96	$248.19
56131, 56131 RC	Talent Acquisition	HRT Implementation Sr. Professional II - (TA)	B	3	$211.85	$222.44	$229.12	$235.99	$243.07

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56131, 56131 RC	Talent Acquisition	HRT Implementation Sr. Professional I - (TA)	B	2	$207.39	$217.76	$224.29	$231.02	$237.95
56131, 56131 RC	Talent Acquisition	HRT Implementation Mid Professional IV - (TA)	B	2	$194.78	$204.52	$210.65	$216.97	$223.48
56131, 56131 RC	Talent Acquisition	HRT Implementation Mid Professional III - (TA)	B	1	$177.84	$186.73	$192.33	$198.10	$204.05
56131, 56131 RC	Talent Acquisition	HRT Implementation Mid Professional II - (TA)	B	0	$169.37	$177.84	$183.17	$188.67	$194.33
56131, 56131 RC	Talent Acquisition	HRT Implementation Mid Professional I - (TA)	HS	1	$158.79	$166.73	$171.73	$176.88	$182.19
56131, 56131 RC	Talent Acquisition	HRT Implementation Jr Professional III - (TA)	B	1	$136.00	$142.80	$147.08	$151.50	$156.04
56131, 56131 RC	Talent Acquisition	HRT Implementation Jr Professional II - (TA)	B	0	$129.20	$135.66	$139.73	$143.92	$148.24
56131, 56131 RC	Talent Acquisition	HRT Implementation Jr Professional I - (TA)	HS	0	$122.40	$128.52	$132.38	$136.35	$140.44
56131, 56131 RC	Talent Acquisition	HRT Implementation Jr Staff IV - (TA)	B	0	$91.10	$95.66	$98.52	$101.48	$104.52
56131, 56131 RC	Talent Acquisition	HRT Implementation Jr Staff III - (TA)	HS	3	$81.51	$85.59	$88.15	$90.80	$93.52
56131, 56131 RC	Talent Acquisition	HRT Implementation Jr Staff II - (TA)	HS	2	$75.35	$79.12	$81.49	$83.94	$86.45
56131, 56131 RC	Talent Acquisition	HRT Implementation Jr Staff I - (TA)	HS	1	$68.63	$72.06	$74.22	$76.45	$78.74
56131, 56131 RC	Talent Acquisition	HRC Operations Executive II - (TA)	B	12	$401.25	$421.31	$433.95	$446.97	$460.38
56131, 56131 RC	Talent Acquisition	HRC Operations Executive I - (TA)	B	11	$392.98	$412.63	$425.01	$437.76	$450.89
56131, 56131 RC	Talent Acquisition	HRC Operations Engagement Leader II - (TA)	B	10	$308.18	$323.59	$333.30	$343.30	$353.59
56131, 56131 RC	Talent Acquisition	HRC Operations Engagement Leader I - (TA)	B	8	$283.53	$297.71	$306.64	$315.84	$325.31
56131, 56131 RC	Talent Acquisition	HRC Operations Project Lead III - (TA)	B	7	$249.82	$262.31	$270.18	$278.29	$286.63
56131, 56131 RC	Talent Acquisition	HRC Operations Project Lead II - (TA)	B	6	$237.33	$249.20	$256.67	$264.37	$272.30
56131, 56131 RC	Talent Acquisition	HRC Operations Project Lead I - (TA)	B	5	$224.84	$236.08	$243.16	$250.46	$257.97
56131, 56131 RC	Talent Acquisition	HRC Operations Sr. Professional IV - (TA)	B	6	$203.31	$213.48	$219.88	$226.48	$233.27
56131, 56131 RC	Talent Acquisition	HRC Operations Sr. Professional III - (TA)	B	4	$197.21	$207.07	$213.28	$219.68	$226.27
56131, 56131 RC	Talent Acquisition	HRC Operations Sr. Professional II - (TA)	B	3	$187.04	$196.39	$202.28	$208.35	$214.60
56131, 56131 RC	Talent Acquisition	HRC Operations Sr. Professional I - (TA)	B	2	$180.95	$190.00	$195.70	$201.57	$207.62
56131, 56131 RC	Talent Acquisition	HRC Operations Mid Professional V - (TA)	B	3	$160.00	$168.00	$173.04	$178.23	$183.58
56131, 56131 RC	Talent Acquisition	HRC Operations Mid Professional IV - (TA)	B	2	$156.80	$164.64	$169.58	$174.67	$179.91
56131, 56131 RC	Talent Acquisition	HRC Operations Mid Professional III - (TA)	B	1	$152.00	$159.60	$164.39	$169.32	$174.40
56131, 56131 RC	Talent Acquisition	HRC Operations Mid Professional II - (TA)	B	0	$147.20	$154.56	$159.20	$163.97	$168.89

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56131, 56131 RC	Talent Acquisition	HRC Operations Mid Professional I - (TA)	HS	1	$140.80	$147.84	$152.28	$156.84	$161.55
56131, 56131 RC	Talent Acquisition	HRC Operations Jr Professional IV - (TA)	B	2	$137.00	$143.85	$148.17	$152.61	$157.19
56131, 56131 RC	Talent Acquisition	HRC Operations Jr Professional III - (TA)	B	1	$130.15	$136.66	$140.76	$144.98	$149.33
56131, 56131 RC	Talent Acquisition	HRC Operations Jr Professional II - (TA)	B	0	$123.30	$129.47	$133.35	$137.35	$141.47
56131, 56131 RC	Talent Acquisition	HRC Operations Jr Professional I - (TA)	HS	0	$116.45	$122.27	$125.94	$129.72	$133.61
56131, 56131 RC	Talent Acquisition	HRC Operations Jr Staff IV - (TA)	B	0	$91.10	$95.66	$98.52	$101.48	$104.52
56131, 56131 RC	Talent Acquisition	HRC Operations Jr Staff III - (TA)	HS	3	$81.51	$85.59	$88.15	$90.80	$93.52
56131, 56131 RC	Talent Acquisition	HRC Operations Jr Staff II - (TA)	HS	2	$75.35	$79.12	$81.49	$83.94	$86.45
56131, 56131 RC	Talent Acquisition	HRC Operations Jr Staff I - (TA)	HS	1	$66.04	$69.34	$71.42	$73.56	$75.77
56131, 56131 RC	Talent Acquisition	HRT Operations Executive II - (TA)	B	12	$359.87	$377.86	$389.20	$400.88	$412.90
56131, 56131 RC	Talent Acquisition	HRT Operations Executive I - (TA)	B	11	$352.45	$370.07	$381.17	$392.61	$404.39
56131, 56131 RC	Talent Acquisition	HRT Operations Lead I - (TA)	B	10	$341.32	$358.39	$369.14	$380.21	$391.62
56131, 56131 RC	Talent Acquisition	HRT Operations Engagement Leader II - (TA)	B	10	$314.01	$329.71	$339.60	$349.79	$360.28
56131, 56131 RC	Talent Acquisition	HRT Operations Engagement Leader I - (TA)	B	8	$288.88	$303.32	$312.42	$321.80	$331.45
56131, 56131 RC	Talent Acquisition	HRT Operations Project Lead III - (TA)	B	7	$297.89	$312.78	$322.17	$331.83	$341.79
56131, 56131 RC	Talent Acquisition	HRT Operations Project Lead II - (TA)	B	6	$282.99	$297.14	$306.05	$315.24	$324.69
56131, 56131 RC	Talent Acquisition	HRT Operations Project Lead I - (TA)	B	5	$268.10	$281.51	$289.95	$298.65	$307.61
56131, 56131 RC	Talent Acquisition	HRT Operations Sr. Professional IV - (TA)	B	6	$223.00	$234.15	$241.17	$248.41	$255.86
56131, 56131 RC	Talent Acquisition	HRT Operations Sr. Professional III - (TA)	B	4	$216.31	$227.13	$233.94	$240.96	$248.19
56131, 56131 RC	Talent Acquisition	HRT Operations Sr. Professional II - (TA)	B	3	$211.85	$222.44	$229.12	$235.99	$243.07
56131, 56131 RC	Talent Acquisition	HRT Operations Sr. Professional I - (TA)	B	2	$207.39	$217.76	$224.29	$231.02	$237.95
56131, 56131 RC	Talent Acquisition	HRT Operations Mid Professional V - (TA)	B	3	$211.72	$222.31	$228.98	$235.84	$242.92
56131, 56131 RC	Talent Acquisition	HRT Operations Mid Professional IV - (TA)	B	2	$194.78	$204.52	$210.65	$216.97	$223.48
56131, 56131 RC	Talent Acquisition	HRT Operations Mid Professional III - (SR)	B	1	$177.84	$186.73	$192.33	$198.10	$204.05
56131, 56131 RC	Talent Acquisition	HRT Operations Mid Professional II - (TA)	B	0	$169.37	$177.84	$183.17	$188.67	$194.33
56131, 56131 RC	Talent Acquisition	HRT Operations Mid Professional I - (TA)	HS	1	$158.79	$166.73	$171.73	$176.88	$182.19
56131, 56131 RC	Talent Acquisition	HRT Operations Jr Professional III - (TA)	B	1	$136.00	$142.80	$147.08	$151.50	$156.04

*Substitution of years of experience and/or education is permitted in accordance with the EXPERIENCE / EDUCATION SUBSTITUTION EQUIVALENCY table in Section 4.0 above.

MAS SIN	SIN Title	Labor Category/Service Title	Min EDU	Min YOE	OPTION 1 - GSA PRICING w/IFF				
					CY6	CY7	CY8	CY9	CY10
					03/08/23 - 11/20/23	11/21/23 - 11/20/24	11/21/23 - 11/20/25	11/21/23 - 11/20/26	11/21/23 - 11/20/27
56131, 56131 RC	Talent Acquisition	HRT Operations Jr Professional II - (TA)	B	0	$129.20	$135.66	$139.73	$143.92	$148.24
56131, 56131 RC	Talent Acquisition	HRT Operations Jr Professional I - (TA)	HS	0	$122.40	$128.52	$132.38	$136.35	$140.44
56131, 56131 RC	Talent Acquisition	HRT Operations Jr Staff IV - (TA)	B	0	$91.10	$95.66	$98.52	$101.48	$104.52
56131, 56131 RC	Talent Acquisition	HRT Operations Jr Staff III - (TA)	HS	3	$81.51	$85.59	$88.15	$90.80	$93.52
56131, 56131 RC	Talent Acquisition	HRT Operations Jr Staff II - (TA)	HS	2	$75.35	$79.12	$81.49	$83.94	$86.45
56131, 56131 RC	Talent Acquisition	HRT Operations Jr Staff I - (TA)	HS	1	$68.63	$72.06	$74.22	$76.45	$78.74

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MAS SIN	SIN Title	Labor Category/Service Title	Min EDU	Min YOE	OPTION 1 - GSA PRICING w/IFF				
					CY6	CY7	CY8	CY9	CY10
					03/15/23 - 11/20/23	11/21/23 - 11/20/24	11/21/23 - 11/20/25	11/21/23 - 11/20/26	11/21/23 - 11/20/27
524292, 524292 RC	Separation & Retirement	HRC Advisory Executive III - (SR)	B	14	$413.66	$434.34	$447.37	$460.79	$474.62
524292, 524292 RC	Separation & Retirement	HRC Advisory Executive II - (SR)	B	12	$401.25	$421.31	$433.95	$446.97	$460.38
524292, 524292 RC	Separation & Retirement	HRC Advisory Executive I - (SR)	B	11	$392.98	$412.63	$425.01	$437.76	$450.89
524292, 524292 RC	Separation & Retirement	HRC Advisory Lead II - (SR)	B	14	$368.18	$386.59	$398.19	$410.13	$422.44
524292, 524292 RC	Separation & Retirement	HRC Advisory Lead I - (SR)	B	10	$357.14	$375.00	$386.25	$397.83	$409.77
524292, 524292 RC	Separation & Retirement	HRC Advisory Engagement Leader III - (SR)	B	10	$308.18	$323.59	$333.30	$343.30	$353.59
524292, 524292 RC	Separation & Retirement	HRC Advisory Engagement Leader II - (SR)	B	9	$298.93	$313.88	$323.29	$332.99	$342.98
524292, 524292 RC	Separation & Retirement	HRC Advisory Engagement Leader I - (SR)	B	8	$283.53	$297.71	$306.64	$315.84	$325.31
524292, 524292 RC	Separation & Retirement	HRC Advisory Project Lead III - (SR)	B	7	$249.82	$262.31	$270.18	$278.29	$286.63
524292, 524292 RC	Separation & Retirement	HRC Advisory Project Lead II - (SR)	B	6	$237.33	$249.20	$256.67	$264.37	$272.30
524292, 524292 RC	Separation & Retirement	HRC Advisory Project Lead I - (SR)	B	5	$224.84	$236.08	$243.16	$250.46	$257.97
524292, 524292 RC	Separation & Retirement	HRC Advisory Sr. Professional III - (SR)	B	6	$203.31	$213.48	$219.88	$226.48	$233.27
524292, 524292 RC	Separation & Retirement	HRC Advisory Sr. Professional II - (SR)	B	4	$197.21	$207.07	$213.28	$219.68	$226.27
524292, 524292 RC	Separation & Retirement	HRC Advisory Sr. Professional I - (SR)	B	3	$187.04	$196.39	$202.28	$208.35	$214.60
524292, 524292 RC	Separation & Retirement	HRC Advisory Mid Professional IV - (SR)	B	3	$160.00	$168.00	$173.04	$178.23	$183.58
524292, 524292 RC	Separation & Retirement	HRC Advisory Mid Professional III - (SR)	B	2	$156.80	$164.64	$169.58	$174.67	$179.91
524292, 524292 RC	Separation & Retirement	HRC Advisory Mid Professional II - (SR)	B	1	$152.00	$159.60	$164.39	$169.32	$174.40
524292, 524292 RC	Separation & Retirement	HRC Advisory Mid Professional I - (SR)	B	0	$140.80	$147.84	$152.28	$156.84	$161.55
524292, 524292 RC	Separation & Retirement	HRC Advisory Jr Professional III - (SR)	B	2	$137.00	$143.85	$148.17	$152.61	$157.19
524292, 524292 RC	Separation & Retirement	HRC Advisory Jr Professional II - (SR)	B	1	$130.15	$136.66	$140.76	$144.98	$149.33
524292, 524292 RC	Separation & Retirement	HRC Advisory Jr Professional I - (SR)	B	0	$123.30	$129.47	$133.35	$137.35	$141.47
524292, 524292 RC	Separation & Retirement	HRT Advisory Executive III - (SR)	B	14	$371.00	$389.55	$401.24	$413.27	$425.67
524292, 524292 RC	Separation & Retirement	HRT Advisory Executive II - (SR)	B	12	$359.87	$377.86	$389.20	$400.88	$412.90
524292, 524292 RC	Separation & Retirement	HRT Advisory Executive I - (SR)	B	11	$352.45	$370.07	$381.17	$392.61	$404.39
524292, 524292 RC	Separation & Retirement	HRT Advisory Lead II - (SR)	B	14	$371.00	$389.55	$401.24	$413.27	$425.67
524292, 524292 RC	Separation & Retirement	HRT Advisory Lead I - (SR)	B	10	$341.32	$358.39	$369.14	$380.21	$391.62
524292, 524292 RC	Separation & Retirement	HRT Advisory Engagement Leader III - (SR)	B	10	$314.01	$329.71	$339.60	$349.79	$360.28

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					CY6	CY7	CY8	CY9	CY10
					03/15/23 - 11/20/23	11/21/23 - 11/20/24	11/21/23 - 11/20/25	11/21/23 - 11/20/26	11/21/23 - 11/20/27
524292, 524292 RC	Separation & Retirement	HRT Advisory Engagement Leader II - (SR)	B	9	$298.30	$313.22	$322.61	$332.29	$342.26
524292, 524292 RC	Separation & Retirement	HRT Advisory Engagement Leader I - (SR)	B	8	$288.88	$303.32	$312.42	$321.80	$331.45
524292, 524292 RC	Separation & Retirement	HRT Advisory Solution Architect - (SR)	B	14	$263.00	$276.15	$284.43	$292.97	$301.76
524292, 524292 RC	Separation & Retirement	HRT Advisory Project Lead III - (SR)	B	7	$297.89	$312.78	$322.17	$331.83	$341.79
524292, 524292 RC	Separation & Retirement	HRT Advisory Project Lead II - (SR)	B	6	$282.99	$297.14	$306.05	$315.24	$324.69
524292, 524292 RC	Separation & Retirement	HRT Advisory Project Lead I - (SR)	B	5	$268.10	$281.51	$289.95	$298.65	$307.61
524292, 524292 RC	Separation & Retirement	HRT Advisory Architect - (SR)	B	10	$223.00	$234.15	$241.17	$248.41	$255.86
524292, 524292 RC	Separation & Retirement	HRT Advisory Sr. Professional III - (SR)	B	4	$216.31	$227.13	$233.94	$240.96	$248.19
524292, 524292 RC	Separation & Retirement	HRT Advisory Sr. Professional II - (SR)	B	3	$211.85	$222.44	$229.12	$235.99	$243.07
524292, 524292 RC	Separation & Retirement	HRT Advisory Sr. Professional I - (SR)	B	2	$207.39	$217.76	$224.29	$231.02	$237.95
524292, 524292 RC	Separation & Retirement	HRT Advisory Mid Professional III - (SR)	B	2	$194.78	$204.52	$210.65	$216.97	$223.48
524292, 524292 RC	Separation & Retirement	HRT Advisory Mid Professional II - (SR)	B	1	$177.84	$186.73	$192.33	$198.10	$204.05
524292, 524292 RC	Separation & Retirement	HRT Advisory Mid Professional I - (SR)	B	0	$158.79	$166.73	$171.73	$176.88	$182.19
524292, 524292 RC	Separation & Retirement	HRT Advisory Jr Professional II - (SR)	B	1	$136.00	$142.80	$147.08	$151.50	$156.04
524292, 524292 RC	Separation & Retirement	HRT Advisory Jr Professional I - (SR)	B	0	$129.20	$135.66	$139.73	$143.92	$148.24
524292, 524292 RC	Separation & Retirement	HRC Implementation Executive III - (SR)	B	14	$413.66	$434.34	$447.37	$460.79	$474.62
524292, 524292 RC	Separation & Retirement	HRC Implementation Executive II - (SR)	B	12	$401.25	$421.31	$433.95	$446.97	$460.38
524292, 524292 RC	Separation & Retirement	HRC Implementation Executive I - (SR)	B	11	$392.98	$412.63	$425.01	$437.76	$450.89
524292, 524292 RC	Separation & Retirement	HRC Implementation Lead I - (SR)	B	10	$357.14	$375.00	$386.25	$397.83	$409.77
524292, 524292 RC	Separation & Retirement	HRC Implementation Engagement Leader III - (SR)	B	10	$308.18	$323.59	$333.30	$343.30	$353.59
524292, 524292 RC	Separation & Retirement	HRC Implementation Engagement Leader II - (SR)	B	9	$298.93	$313.88	$323.29	$332.99	$342.98
524292, 524292 RC	Separation & Retirement	HRC Implementation Engagement Leader I - (SR)	B	8	$283.53	$297.71	$306.64	$315.84	$325.31
524292, 524292 RC	Separation & Retirement	HRC Implementation Project Lead III - (SR)	B	7	$249.82	$262.31	$270.18	$278.29	$286.63
524292, 524292 RC	Separation & Retirement	HRC Implementation Project Lead II - (SR)	B	6	$237.33	$249.20	$256.67	$264.37	$272.30
524292, 524292 RC	Separation & Retirement	HRC Implementation Project Lead I - (SR)	B	5	$224.84	$236.08	$243.16	$250.46	$257.97
524292, 524292 RC	Separation & Retirement	HRC Implementation Sr. Professional IV - (SR)	B	6	$203.31	$213.48	$219.88	$226.48	$233.27
524292, 524292 RC	Separation & Retirement	HRC Implementation Sr. Professional III - (SR)	B	4	$197.21	$207.07	$213.28	$219.68	$226.27

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					CY6	CY7	CY8	CY9	CY10
					03/15/23 - 11/20/23	11/21/23 - 11/20/24	11/21/23 - 11/20/25	11/21/23 - 11/20/26	11/21/23 - 11/20/27
524292, 524292 RC	Separation & Retirement	HRC Implementation Sr. Professional II - (SR)	B	3	$187.04	$196.39	$202.28	$208.35	$214.60
524292, 524292 RC	Separation & Retirement	HRC Implementation Sr. Professional I - (SR)	B	2	$180.95	$190.00	$195.70	$201.57	$207.62
524292, 524292 RC	Separation & Retirement	HRC Implementation Mid Professional IV - (SR)	B	3	$160.00	$168.00	$173.04	$178.23	$183.58
524292, 524292 RC	Separation & Retirement	HRC Implementation Mid Professional III - (SR)	B	2	$156.80	$164.64	$169.58	$174.67	$179.91
524292, 524292 RC	Separation & Retirement	HRC Implementation Mid Professional II - (SR)	B	0	$147.20	$154.56	$159.20	$163.97	$168.89
524292, 524292 RC	Separation & Retirement	HRC Implementation Mid Professional I - (SR)	HS	1	$140.80	$147.84	$152.28	$156.84	$161.55
524292, 524292 RC	Separation & Retirement	HRC Implementation Jr Professional IV - (SR)	B	2	$137.00	$143.85	$148.17	$152.61	$157.19
524292, 524292 RC	Separation & Retirement	HRC Implementation Jr Professional III - (SR)	B	1	$130.15	$136.66	$140.76	$144.98	$149.33
524292, 524292 RC	Separation & Retirement	HRC Implementation Jr Professional II - (SR)	B	0	$123.30	$129.47	$133.35	$137.35	$141.47
524292, 524292 RC	Separation & Retirement	HRC Implementation Jr Professional I - (SR)	HS	0	$116.45	$122.27	$125.94	$129.72	$133.61
524292, 524292 RC	Separation & Retirement	HRC Implementation Jr Staff IV - (SR)	B	0	$91.10	$95.66	$98.52	$101.48	$104.52
524292, 524292 RC	Separation & Retirement	HRC Implementation Jr Staff III - (SR)	HS	3	$81.51	$85.59	$88.15	$90.80	$93.52
524292, 524292 RC	Separation & Retirement	HRC Implementation Jr Staff II - (SR)	HS	2	$75.35	$79.12	$81.49	$83.94	$86.45
524292, 524292 RC	Separation & Retirement	HRC Implementation Jr Staff I - (SR)	HS	1	$66.04	$69.34	$71.42	$73.56	$75.77
524292, 524292 RC	Separation & Retirement	HRT Implementation Executive III - (SR)	B	14	$371.00	$389.55	$401.24	$413.27	$425.67
524292, 524292 RC	Separation & Retirement	HRT Implementation Executive II - (SR)	B	12	$359.87	$377.86	$389.20	$400.88	$412.90
524292, 524292 RC	Separation & Retirement	HRT Implementation Executive I - (SR)	B	11	$352.45	$370.07	$381.17	$392.61	$404.39
524292, 524292 RC	Separation & Retirement	HRT Implementation Lead I - (SR)	B	10	$341.32	$358.39	$369.14	$380.21	$391.62
524292, 524292 RC	Separation & Retirement	HRT Implementation Engagement Leader III - (SR)	B	10	$314.01	$329.71	$339.60	$349.79	$360.28
524292, 524292 RC	Separation & Retirement	HRT Implementation Engagement Leader II - (SR)	B	9	$298.30	$313.22	$322.61	$332.29	$342.26
524292, 524292 RC	Separation & Retirement	HRT Implementation Engagement Leader I - (SR)	B	8	$288.88	$303.32	$312.42	$321.80	$331.45
524292, 524292 RC	Separation & Retirement	HRT Implementation Project Lead III - (SR)	B	7	$297.89	$312.78	$322.17	$331.83	$341.79
524292, 524292 RC	Separation & Retirement	HRT Implementation Project Lead II - (SR)	B	6	$282.99	$297.14	$306.05	$315.24	$324.69
524292, 524292 RC	Separation & Retirement	HRT Implementation Project Lead I - (SR)	B	5	$268.10	$281.51	$289.95	$298.65	$307.61
524292, 524292 RC	Separation & Retirement	HRT Implementation Architect - (SR)	B	10	$223.00	$234.15	$241.17	$248.41	$255.86
524292, 524292 RC	Separation & Retirement	HRT Implementation Sr. Professional III - (SR)	B	4	$216.31	$227.13	$233.94	$240.96	$248.19
524292, 524292 RC	Separation & Retirement	HRT Implementation Sr. Professional II - (SR)	B	3	$211.85	$222.44	$229.12	$235.99	$243.07

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					CY6	CY7	CY8	CY9	CY10
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524292, 524292 RC	Separation & Retirement	HRT Implementation Sr. Professional I - (SR)	B	2	$207.39	$217.76	$224.29	$231.02	$237.95
524292, 524292 RC	Separation & Retirement	HRT Implementation Mid Professional IV - (SR)	B	2	$194.78	$204.52	$210.65	$216.97	$223.48
524292, 524292 RC	Separation & Retirement	HRT Implementation Mid Professional III - (SR)	B	1	$177.84	$186.73	$192.33	$198.10	$204.05
524292, 524292 RC	Separation & Retirement	HRT Implementation Mid Professional II - (SR)	B	0	$169.37	$177.84	$183.17	$188.67	$194.33
524292, 524292 RC	Separation & Retirement	HRT Implementation Mid Professional I - (SR)	HS	1	$158.79	$166.73	$171.73	$176.88	$182.19
524292, 524292 RC	Separation & Retirement	HRT Implementation Jr Professional III - (SR)	B	1	$136.00	$142.80	$147.08	$151.50	$156.04
524292, 524292 RC	Separation & Retirement	HRT Implementation Jr Professional II - (SR)	B	0	$129.20	$135.66	$139.73	$143.92	$148.24
524292, 524292 RC	Separation & Retirement	HRT Implementation Jr Professional I - (SR)	HS	0	$122.40	$128.52	$132.38	$136.35	$140.44
524292, 524292 RC	Separation & Retirement	HRT Implementation Jr Staff IV - (SR)	B	0	$91.10	$95.66	$98.52	$101.48	$104.52
524292, 524292 RC	Separation & Retirement	HRT Implementation Jr Staff III - (SR)	HS	3	$81.51	$85.59	$88.15	$90.80	$93.52
524292, 524292 RC	Separation & Retirement	HRT Implementation Jr Staff II - (SR)	HS	2	$75.35	$79.12	$81.49	$83.94	$86.45
524292, 524292 RC	Separation & Retirement	HRT Implementation Jr Staff I - (SR)	HS	1	$68.63	$72.06	$74.22	$76.45	$78.74
524292, 524292 RC	Separation & Retirement	HRC Operations Executive II - (SR)	B	12	$401.25	$421.31	$433.95	$446.97	$460.38
524292, 524292 RC	Separation & Retirement	HRC Operations Executive I - (SR)	B	11	$392.98	$412.63	$425.01	$437.76	$450.89
524292, 524292 RC	Separation & Retirement	HRC Operations Engagement Leader II - (SR)	B	10	$308.18	$323.59	$333.30	$343.30	$353.59
524292, 524292 RC	Separation & Retirement	HRC Operations Engagement Leader I - (SR)	B	8	$283.53	$297.71	$306.64	$315.84	$325.31
524292, 524292 RC	Separation & Retirement	HRC Operations Project Lead III - (SR)	B	7	$249.82	$262.31	$270.18	$278.29	$286.63
524292, 524292 RC	Separation & Retirement	HRC Operations Project Lead II - (SR)	B	6	$237.33	$249.20	$256.67	$264.37	$272.30
524292, 524292 RC	Separation & Retirement	HRC Operations Project Lead I - (SR)	B	5	$224.84	$236.08	$243.16	$250.46	$257.97
524292, 524292 RC	Separation & Retirement	HRC Operations Sr. Professional IV - (SR)	B	6	$203.31	$213.48	$219.88	$226.48	$233.27
524292, 524292 RC	Separation & Retirement	HRC Operations Sr. Professional III - (SR)	B	4	$197.21	$207.07	$213.28	$219.68	$226.27
524292, 524292 RC	Separation & Retirement	HRC Operations Sr. Professional II - (SR)	B	3	$187.04	$196.39	$202.28	$208.35	$214.60
524292, 524292 RC	Separation & Retirement	HRC Operations Sr. Professional I - (SR)	B	2	$180.95	$190.00	$195.70	$201.57	$207.62
524292, 524292 RC	Separation & Retirement	HRC Operations Mid Professional V - (SR)	B	3	$160.00	$168.00	$173.04	$178.23	$183.58
524292, 524292 RC	Separation & Retirement	HRC Operations Mid Professional IV - (SR)	B	2	$156.80	$164.64	$169.58	$174.67	$179.91
524292, 524292 RC	Separation & Retirement	HRC Operations Mid Professional III - (SR)	B	1	$152.00	$159.60	$164.39	$169.32	$174.40

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MAS SIN	SIN Title	Labor Category/Service Title	Min EDU	Min YOE	OPTION 1 - GSA PRICING w/IFF				
					CY6	CY7	CY8	CY9	CY10
					03/15/23 - 11/20/23	11/21/23 - 11/20/24	11/21/23 - 11/20/25	11/21/23 - 11/20/26	11/21/23 - 11/20/27
524292, 524292 RC	Separation & Retirement	HRC Operations Mid Professional II - (SR)	B	0	$147.20	$154.56	$159.20	$163.97	$168.89
524292, 524292 RC	Separation & Retirement	HRC Operations Mid Professional I - (SR)	HS	1	$140.80	$147.84	$152.28	$156.84	$161.55
524292, 524292 RC	Separation & Retirement	HRC Operations Jr Professional IV - (SR)	B	2	$137.00	$143.85	$148.17	$152.61	$157.19
524292, 524292 RC	Separation & Retirement	HRC Operations Jr Professional III - (SR)	B	1	$130.15	$136.66	$140.76	$144.98	$149.33
524292, 524292 RC	Separation & Retirement	HRC Operations Jr Professional II - (SR)	B	0	$123.30	$129.47	$133.35	$137.35	$141.47
524292, 524292 RC	Separation & Retirement	HRC Operations Jr Professional I - (SR)	HS	0	$116.45	$122.27	$125.94	$129.72	$133.61
524292, 524292 RC	Separation & Retirement	HRC Operations Jr Staff IV - (SR)	B	0	$91.10	$95.66	$98.52	$101.48	$104.52
524292, 524292 RC	Separation & Retirement	HRC Operations Jr Staff III - (SR)	HS	3	$81.51	$85.59	$88.15	$90.80	$93.52
524292, 524292 RC	Separation & Retirement	HRC Operations Jr Staff II - (SR)	HS	2	$75.35	$79.12	$81.49	$83.94	$86.45
524292, 524292 RC	Separation & Retirement	HRC Operations Jr Staff I - (SR)	HS	1	$66.04	$69.34	$71.42	$73.56	$75.77
524292, 524292 RC	Separation & Retirement	HRT Operations Executive II - (SR)	B	12	$359.87	$377.86	$389.20	$400.88	$412.90
524292, 524292 RC	Separation & Retirement	HRT Operations Executive I - (SR)	B	11	$352.45	$370.07	$381.17	$392.61	$404.39
524292, 524292 RC	Separation & Retirement	HRT Operations Lead I - (SR)	B	10	$341.32	$358.39	$369.14	$380.21	$391.62
524292, 524292 RC	Separation & Retirement	HRT Operations Engagement Leader II - (SR)	B	10	$314.01	$329.71	$339.60	$349.79	$360.28
524292, 524292 RC	Separation & Retirement	HRT Operations Engagement Leader I - (SR)	B	8	$288.88	$303.32	$312.42	$321.80	$331.45
524292, 524292 RC	Separation & Retirement	HRT Operations Project Lead III - (SR)	B	7	$297.89	$312.78	$322.17	$331.83	$341.79
524292, 524292 RC	Separation & Retirement	HRT Operations Project Lead II - (SR)	B	6	$282.99	$297.14	$306.05	$315.24	$324.69
524292, 524292 RC	Separation & Retirement	HRT Operations Project Lead I - (SR)	B	5	$268.10	$281.51	$289.95	$298.65	$307.61
524292, 524292 RC	Separation & Retirement	HRT Operations Sr. Professional IV - (SR)	B	6	$223.00	$234.15	$241.17	$248.41	$255.86
524292, 524292 RC	Separation & Retirement	HRT Operations Sr. Professional III - (SR)	B	4	$216.31	$227.13	$233.94	$240.96	$248.19
524292, 524292 RC	Separation & Retirement	HRT Operations Sr. Professional II - (SR)	B	3	$211.85	$222.44	$229.12	$235.99	$243.07
524292, 524292 RC	Separation & Retirement	HRT Operations Sr. Professional I - (SR)	B	2	$207.39	$217.76	$224.29	$231.02	$237.95
524292, 524292 RC	Separation & Retirement	HRT Operations Mid Professional V - (SR)	B	3	$211.72	$222.31	$228.98	$235.84	$242.92
524292, 524292 RC	Separation & Retirement	HRT Operations Mid Professional IV - (SR)	B	2	$194.78	$204.52	$210.65	$216.97	$223.48
524292, 524292 RC	Separation & Retirement	HRT Operations Mid Professional III - (SR)	B	1	$177.84	$186.73	$192.33	$198.10	$204.05
524292, 524292 RC	Separation & Retirement	HRT Operations Mid Professional II - (SR)	B	0	$169.37	$177.84	$183.17	$188.67	$194.33
524292, 524292 RC	Separation & Retirement	HRT Operations Mid Professional I - (SR)	HS	1	$158.79	$166.73	$171.73	$176.88	$182.19

*Substitution of years of experience and/or education is permitted in accordance with the EXPERIENCE / EDUCATION SUBSTITUTION EQUIVALENCY table in Section 4.0 above.

MAS SIN	SIN Title	Labor Category/Service Title	Min EDU	Min YOE	OPTION 1 - GSA PRICING w/IFF				
					CY6	CY7	CY8	CY9	CY10
					03/15/23 - 11/20/23	11/21/23 - 11/20/24	11/21/23 - 11/20/25	11/21/23 - 11/20/26	11/21/23 - 11/20/27
524292, 524292 RC	Separation & Retirement	HRT Operations Jr Professional III - (SR)	B	1	$136.00	$142.80	$147.08	$151.50	$156.04
524292, 524292 RC	Separation & Retirement	HRT Operations Jr Professional II - (SR)	B	0	$129.20	$135.66	$139.73	$143.92	$148.24
524292, 524292 RC	Separation & Retirement	HRT Operations Jr Professional I - (SR)	HS	0	$122.40	$128.52	$132.38	$136.35	$140.44
524292, 524292 RC	Separation & Retirement	HRT Operations Jr Staff IV - (SR)	B	0	$91.10	$95.66	$98.52	$101.48	$104.52
524292, 524292 RC	Separation & Retirement	HRT Operations Jr Staff III - (SR)	HS	3	$81.51	$85.59	$88.15	$90.80	$93.52
524292, 524292 RC	Separation & Retirement	HRT Operations Jr Staff II - (SR)	HS	2	$75.35	$79.12	$81.49	$83.94	$86.45
524292, 524292 RC	Separation & Retirement	HRT Operations Jr Staff I - (SR)	HS	1	$68.63	$72.06	$74.22	$76.45	$78.74

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MAS SIN	SIN Title	Labor Category/Service Title	Min EDU	Min YOE	OPTION 1 - GSA PRICING w/IFF				
					CY6	CY7	CY8	CY9	CY10
					03/22/23 - 11/20/23	11/21/23 - 11/20/24	11/21/23 - 11/20/25	11/21/23 - 11/20/26	11/21/23 - 11/20/27
541214HR, 541214HR RC	Compensation & Benefits	HRC Advisory Executive III - (CB)	B	14	$413.66	$434.34	$447.37	$460.79	$474.62
541214HR, 541214HR RC	Compensation & Benefits	HRC Advisory Executive II - (CB)	B	12	$401.25	$421.31	$433.95	$446.97	$460.38
541214HR, 541214HR RC	Compensation & Benefits	HRC Advisory Executive I - (CB)	B	11	$392.98	$412.63	$425.01	$437.76	$450.89
541214HR, 541214HR RC	Compensation & Benefits	HRC Advisory Lead II - (CB)	B	14	$368.18	$386.59	$398.19	$410.13	$422.44
541214HR, 541214HR RC	Compensation & Benefits	HRC Advisory Lead I - (CB)	B	10	$357.14	$375.00	$386.25	$397.83	$409.77
541214HR, 541214HR RC	Compensation & Benefits	HRC Advisory Engagement Leader III - (CB)	B	10	$308.18	$323.59	$333.30	$343.30	$353.59
541214HR, 541214HR RC	Compensation & Benefits	HRC Advisory Engagement Leader II - (CB)	B	9	$298.93	$313.88	$323.29	$332.99	$342.98
541214HR, 541214HR RC	Compensation & Benefits	HRC Advisory Engagement Leader I - (CB)	B	8	$283.53	$297.71	$306.64	$315.84	$325.31
541214HR, 541214HR RC	Compensation & Benefits	HRC Advisory Project Lead III - (CB)	B	7	$249.82	$262.31	$270.18	$278.29	$286.63
541214HR, 541214HR RC	Compensation & Benefits	HRC Advisory Project Lead II - (CB)	B	6	$237.33	$249.20	$256.67	$264.37	$272.30
541214HR, 541214HR RC	Compensation & Benefits	HRC Advisory Project Lead I - (CB)	B	5	$224.84	$236.08	$243.16	$250.46	$257.97
541214HR, 541214HR RC	Compensation & Benefits	HRC Advisory Sr. Professional III - (CB)	B	6	$203.31	$213.48	$219.88	$226.48	$233.27
541214HR, 541214HR RC	Compensation & Benefits	HRC Advisory Sr. Professional II - (CB)	B	4	$197.21	$207.07	$213.28	$219.68	$226.27
541214HR, 541214HR RC	Compensation & Benefits	HRC Advisory Sr. Professional I - (CB)	B	3	$187.04	$196.39	$202.28	$208.35	$214.60
541214HR, 541214HR RC	Compensation & Benefits	HRC Advisory Mid Professional IV - (CB)	B	3	$160.00	$168.00	$173.04	$178.23	$183.58
541214HR, 541214HR RC	Compensation & Benefits	HRC Advisory Mid Professional III - (CB)	B	2	$156.80	$164.64	$169.58	$174.67	$179.91
541214HR, 541214HR RC	Compensation & Benefits	HRC Advisory Mid Professional II - (CB)	B	1	$152.00	$159.60	$164.39	$169.32	$174.40
541214HR, 541214HR RC	Compensation & Benefits	HRC Advisory Mid Professional I - (CB)	B	0	$140.80	$147.84	$152.28	$156.84	$161.55
541214HR, 541214HR RC	Compensation & Benefits	HRC Advisory Jr Professional III - (CB)	B	2	$137.00	$143.85	$148.17	$152.61	$157.19
541214HR, 541214HR RC	Compensation & Benefits	HRC Advisory Jr Professional II - (CB)	B	1	$130.15	$136.66	$140.76	$144.98	$149.33
541214HR, 541214HR RC	Compensation & Benefits	HRC Advisory Jr Professional I - (CB)	B	0	$123.30	$129.47	$133.35	$137.35	$141.47
541214HR, 541214HR RC	Compensation & Benefits	HRT Advisory Executive III - (CB)	B	14	$371.00	$389.55	$401.24	$413.27	$425.67
541214HR, 541214HR RC	Compensation & Benefits	HRT Advisory Executive II - (CB)	B	12	$359.87	$377.86	$389.20	$400.88	$412.90
541214HR, 541214HR RC	Compensation & Benefits	HRT Advisory Executive I - (CB)	B	11	$352.45	$370.07	$381.17	$392.61	$404.39
541214HR, 541214HR RC	Compensation & Benefits	HRT Advisory Lead II - (CB)	B	14	$371.00	$389.55	$401.24	$413.27	$425.67
541214HR, 541214HR RC	Compensation & Benefits	HRT Advisory Lead I - (CB)	B	10	$341.32	$358.39	$369.14	$380.21	$391.62
541214HR, 541214HR RC	Compensation & Benefits	HRT Advisory Engagement Leader III - (CB)	B	10	$314.01	$329.71	$339.60	$349.79	$360.28

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MAS SIN	SIN Title	Labor Category/Service Title	Min EDU	Min YOE	OPTION 1 - GSA PRICING w/IFF				
					CY6	CY7	CY8	CY9	CY10
					03/22/23 - 11/20/23	11/21/23 - 11/20/24	11/21/23 - 11/20/25	11/21/23 - 11/20/26	11/21/23 - 11/20/27
541214HR, 541214HR RC	Compensation & Benefits	HRT Advisory Engagement Leader II - (CB)	B	9	$298.30	$313.22	$322.61	$332.29	$342.26
541214HR, 541214HR RC	Compensation & Benefits	HRT Advisory Engagement Leader I - (CB)	B	8	$288.88	$303.32	$312.42	$321.80	$331.45
541214HR, 541214HR RC	Compensation & Benefits	HRT Advisory Solution Architect - (CB)	B	14	$263.00	$276.15	$284.43	$292.97	$301.76
541214HR, 541214HR RC	Compensation & Benefits	HRT Advisory Project Lead III - (CB)	B	7	$297.89	$312.78	$322.17	$331.83	$341.79
541214HR, 541214HR RC	Compensation & Benefits	HRT Advisory Project Lead II - (CB)	B	6	$282.99	$297.14	$306.05	$315.24	$324.69
541214HR, 541214HR RC	Compensation & Benefits	HRT Advisory Project Lead I - (CB)	B	5	$268.10	$281.51	$289.95	$298.65	$307.61
541214HR, 541214HR RC	Compensation & Benefits	HRT Advisory Architect - (CB)	B	10	$223.00	$234.15	$241.17	$248.41	$255.86
541214HR, 541214HR RC	Compensation & Benefits	HRT Advisory Sr. Professional III - (CB)	B	4	$216.31	$227.13	$233.94	$240.96	$248.19
541214HR, 541214HR RC	Compensation & Benefits	HRT Advisory Sr. Professional II - (CB)	B	3	$211.85	$222.44	$229.12	$235.99	$243.07
541214HR, 541214HR RC	Compensation & Benefits	HRT Advisory Sr. Professional I - (CB)	B	2	$207.39	$217.76	$224.29	$231.02	$237.95
541214HR, 541214HR RC	Compensation & Benefits	HRT Advisory Mid Professional III - (CB)	B	2	$194.78	$204.52	$210.65	$216.97	$223.48
541214HR, 541214HR RC	Compensation & Benefits	HRT Advisory Mid Professional II - (CB)	B	1	$177.84	$186.73	$192.33	$198.10	$204.05
541214HR, 541214HR RC	Compensation & Benefits	HRT Advisory Mid Professional I - (CB)	B	0	$158.79	$166.73	$171.73	$176.88	$182.19
541214HR, 541214HR RC	Compensation & Benefits	HRT Advisory Jr Professional II - (CB)	B	1	$136.00	$142.80	$147.08	$151.50	$156.04
541214HR, 541214HR RC	Compensation & Benefits	HRT Advisory Jr Professional I - (CB)	B	0	$129.20	$135.66	$139.73	$143.92	$148.24
541214HR, 541214HR RC	Compensation & Benefits	HRC Implementation Executive III - (CB)	B	14	$413.66	$434.34	$447.37	$460.79	$474.62
541214HR, 541214HR RC	Compensation & Benefits	HRC Implementation Executive II - (CB)	B	12	$401.25	$421.31	$433.95	$446.97	$460.38
541214HR, 541214HR RC	Compensation & Benefits	HRC Implementation Executive I - (CB)	B	11	$392.98	$412.63	$425.01	$437.76	$450.89
541214HR, 541214HR RC	Compensation & Benefits	HRC Implementation Lead I - (CB)	B	10	$357.14	$375.00	$386.25	$397.83	$409.77
541214HR, 541214HR RC	Compensation & Benefits	HRC Implementation Engagement Leader III - (CB)	B	10	$308.18	$323.59	$333.30	$343.30	$353.59
541214HR, 541214HR RC	Compensation & Benefits	HRC Implementation Engagement Leader II - (CB)	B	9	$298.93	$313.88	$323.29	$332.99	$342.98
541214HR, 541214HR RC	Compensation & Benefits	HRC Implementation Engagement Leader I - (CB)	B	8	$283.53	$297.71	$306.64	$315.84	$325.31
541214HR, 541214HR RC	Compensation & Benefits	HRC Implementation Project Lead III - (ZCB)	B	7	$249.82	$262.31	$270.18	$278.29	$286.63
541214HR, 541214HR RC	Compensation & Benefits	HRC Implementation Project Lead II - (CB)	B	6	$237.33	$249.20	$256.67	$264.37	$272.30
541214HR, 541214HR RC	Compensation & Benefits	HRC Implementation Project Lead I - (CB)	B	5	$224.84	$236.08	$243.16	$250.46	$257.97
541214HR, 541214HR RC	Compensation & Benefits	HRC Implementation Sr. Professional IV - (CB)	B	6	$203.31	$213.48	$219.88	$226.48	$233.27
541214HR, 541214HR RC	Compensation & Benefits	HRC Implementation Sr. Professional III - (CB)	B	4	$197.21	$207.07	$213.28	$219.68	$226.27

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					CY6	CY7	CY8	CY9	CY10
					03/22/23 - 11/20/23	11/21/23 - 11/20/24	11/21/23 - 11/20/25	11/21/23 - 11/20/26	11/21/23 - 11/20/27
541214HR, 541214HR RC	Compensation & Benefits	HRC Implementation Sr. Professional II - (CB)	B	3	$187.04	$196.39	$202.28	$208.35	$214.60
541214HR, 541214HR RC	Compensation & Benefits	HRC Implementation Sr. Professional I - (CB)	B	2	$180.95	$190.00	$195.70	$201.57	$207.62
541214HR, 541214HR RC	Compensation & Benefits	HRC Implementation Mid Professional IV - (CB)	B	3	$160.00	$168.00	$173.04	$178.23	$183.58
541214HR, 541214HR RC	Compensation & Benefits	HRC Implementation Mid Professional III - (CB)	B	2	$156.80	$164.64	$169.58	$174.67	$179.91
541214HR, 541214HR RC	Compensation & Benefits	HRC Implementation Mid Professional II - (CB)	B	0	$147.20	$154.56	$159.20	$163.97	$168.89
541214HR, 541214HR RC	Compensation & Benefits	HRC Implementation Mid Professional I - (CB)	HS	1	$140.80	$147.84	$152.28	$156.84	$161.55
541214HR, 541214HR RC	Compensation & Benefits	HRC Implementation Jr Professional IV - (CB)	B	2	$137.00	$143.85	$148.17	$152.61	$157.19
541214HR, 541214HR RC	Compensation & Benefits	HRC Implementation Jr Professional III - (CB)	B	1	$130.15	$136.66	$140.76	$144.98	$149.33
541214HR, 541214HR RC	Compensation & Benefits	HRC Implementation Jr Professional II - (CB)	B	0	$123.30	$129.47	$133.35	$137.35	$141.47
541214HR, 541214HR RC	Compensation & Benefits	HRC Implementation Jr Professional I - (CB)	HS	0	$116.45	$122.27	$125.94	$129.72	$133.61
541214HR, 541214HR RC	Compensation & Benefits	HRC Implementation Jr Staff IV - (CB)	B	0	$91.10	$95.66	$98.52	$101.48	$104.52
541214HR, 541214HR RC	Compensation & Benefits	HRC Implementation Jr Staff III - (CB)	HS	3	$81.51	$85.59	$88.15	$90.80	$93.52
541214HR, 541214HR RC	Compensation & Benefits	HRC Implementation Jr Staff II - (CB)	HS	2	$75.35	$79.12	$81.49	$83.94	$86.45
541214HR, 541214HR RC	Compensation & Benefits	HRC Implementation Jr Staff I - (CB)	HS	1	$66.04	$69.34	$71.42	$73.56	$75.77
541214HR, 541214HR RC	Compensation & Benefits	HRT Implementation Executive III - (CB)	B	14	$371.00	$389.55	$401.24	$413.27	$425.67
541214HR, 541214HR RC	Compensation & Benefits	HRT Implementation Executive II - (CB)	B	12	$359.87	$377.86	$389.20	$400.88	$412.90
541214HR, 541214HR RC	Compensation & Benefits	HRT Implementation Executive I - (CB)	B	11	$352.45	$370.07	$381.17	$392.61	$404.39
541214HR, 541214HR RC	Compensation & Benefits	HRT Implementation Lead I - (CB)	B	10	$341.32	$358.39	$369.14	$380.21	$391.62
541214HR, 541214HR RC	Compensation & Benefits	HRT Implementation Engagement Leader III - (CB)	B	10	$314.01	$329.71	$339.60	$349.79	$360.28
541214HR, 541214HR RC	Compensation & Benefits	HRT Implementation Engagement Leader II - (CB)	B	9	$298.30	$313.22	$322.61	$332.29	$342.26
541214HR, 541214HR RC	Compensation & Benefits	HRT Implementation Engagement Leader I - (CB)	B	8	$288.88	$303.32	$312.42	$321.80	$331.45
541214HR, 541214HR RC	Compensation & Benefits	HRT Implementation Project Lead III - (CB)	B	7	$297.89	$312.78	$322.17	$331.83	$341.79
541214HR, 541214HR RC	Compensation & Benefits	HRT Implementation Project Lead II - (CB)	B	6	$282.99	$297.14	$306.05	$315.24	$324.69
541214HR, 541214HR RC	Compensation & Benefits	HRT Implementation Project Lead I - (CB)	B	5	$268.10	$281.51	$289.95	$298.65	$307.61
541214HR, 541214HR RC	Compensation & Benefits	HRT Implementation Architect - (CB)	B	10	$223.00	$234.15	$241.17	$248.41	$255.86
541214HR, 541214HR RC	Compensation & Benefits	HRT Implementation Sr. Professional III - (CB)	B	4	$216.31	$227.13	$233.94	$240.96	$248.19
541214HR, 541214HR RC	Compensation & Benefits	HRT Implementation Sr. Professional II - (CB)	B	3	$211.85	$222.44	$229.12	$235.99	$243.07

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					CY6	CY7	CY8	CY9	CY10
					03/22/23 - 11/20/23	11/21/23 - 11/20/24	11/21/23 - 11/20/25	11/21/23 - 11/20/26	11/21/23 - 11/20/27
541214HR, 541214HR RC	Compensation & Benefits	HRT Implementation Sr. Professional I - (CB)	B	2	$207.39	$217.76	$224.29	$231.02	$237.95
541214HR, 541214HR RC	Compensation & Benefits	HRT Implementation Mid Professional IV - (CB)	B	2	$194.78	$204.52	$210.65	$216.97	$223.48
541214HR, 541214HR RC	Compensation & Benefits	HRT Implementation Mid Professional III - (CB)	B	1	$177.84	$186.73	$192.33	$198.10	$204.05
541214HR, 541214HR RC	Compensation & Benefits	HRT Implementation Mid Professional II - (CB)	B	0	$169.37	$177.84	$183.17	$188.67	$194.33
541214HR, 541214HR RC	Compensation & Benefits	HRT Implementation Mid Professional I - (CB)	HS	1	$158.79	$166.73	$171.73	$176.88	$182.19
541214HR, 541214HR RC	Compensation & Benefits	HRT Implementation Jr Professional III - (CB)	B	1	$136.00	$142.80	$147.08	$151.50	$156.04
541214HR, 541214HR RC	Compensation & Benefits	HRT Implementation Jr Professional II - (CB)	B	0	$129.20	$135.66	$139.73	$143.92	$148.24
541214HR, 541214HR RC	Compensation & Benefits	HRT Implementation Jr Professional I - (CB)	HS	0	$122.40	$128.52	$132.38	$136.35	$140.44
541214HR, 541214HR RC	Compensation & Benefits	HRT Implementation Jr Staff IV - (CB)	B	0	$91.10	$95.66	$98.52	$101.48	$104.52
541214HR, 541214HR RC	Compensation & Benefits	HRT Implementation Jr Staff III - (CB)	HS	3	$81.51	$85.59	$88.15	$90.80	$93.52
541214HR, 541214HR RC	Compensation & Benefits	HRT Implementation Jr Staff II - (CB)	HS	2	$75.35	$79.12	$81.49	$83.94	$86.45
541214HR, 541214HR RC	Compensation & Benefits	HRT Implementation Jr Staff I - (CB)	HS	1	$68.63	$72.06	$74.22	$76.45	$78.74
541214HR, 541214HR RC	Compensation & Benefits	HRC Operations Executive II - (CB)	B	12	$401.25	$421.31	$433.95	$446.97	$460.38
541214HR, 541214HR RC	Compensation & Benefits	HRC Operations Executive I - (CB)	B	11	$392.98	$412.63	$425.01	$437.76	$450.89
541214HR, 541214HR RC	Compensation & Benefits	HRC Operations Engagement Leader II - (CB)	B	10	$308.18	$323.59	$333.30	$343.30	$353.59
541214HR, 541214HR RC	Compensation & Benefits	HRC Operations Engagement Leader I - (CB)	B	8	$283.53	$297.71	$306.64	$315.84	$325.31
541214HR, 541214HR RC	Compensation & Benefits	HRC Operations Project Lead III - (CB)	B	7	$249.82	$262.31	$270.18	$278.29	$286.63
541214HR, 541214HR RC	Compensation & Benefits	HRC Operations Project Lead II - (CB)	B	6	$237.33	$249.20	$256.67	$264.37	$272.30
541214HR, 541214HR RC	Compensation & Benefits	HRC Operations Project Lead I - (CB)	B	5	$224.84	$236.08	$243.16	$250.46	$257.97
541214HR, 541214HR RC	Compensation & Benefits	HRC Operations Sr. Professional IV - (CB)	B	6	$203.31	$213.48	$219.88	$226.48	$233.27
541214HR, 541214HR RC	Compensation & Benefits	HRC Operations Sr. Professional III - (CB)	B	4	$197.21	$207.07	$213.28	$219.68	$226.27
541214HR, 541214HR RC	Compensation & Benefits	HRC Operations Sr. Professional II - (CB)	B	3	$187.04	$196.39	$202.28	$208.35	$214.60
541214HR, 541214HR RC	Compensation & Benefits	HRC Operations Sr. Professional I - (CB)	B	2	$180.95	$190.00	$195.70	$201.57	$207.62
541214HR, 541214HR RC	Compensation & Benefits	HRC Operations Mid Professional V - (CB)	B	3	$160.00	$168.00	$173.04	$178.23	$183.58
541214HR, 541214HR RC	Compensation & Benefits	HRC Operations Mid Professional IV - (CB)	B	2	$156.80	$164.64	$169.58	$174.67	$179.91
541214HR, 541214HR RC	Compensation & Benefits	HRC Operations Mid Professional III - (CB)	B	1	$152.00	$159.60	$164.39	$169.32	$174.40
541214HR, 541214HR RC	Compensation & Benefits	HRC Operations Mid Professional II - (CB)	B	0	$147.20	$154.56	$159.20	$163.97	$168.89

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MAS SIN	SIN Title	Labor Category/Service Title	Min EDU	Min YOE	OPTION 1 - GSA PRICING w/IFF				
					CY6	CY7	CY8	CY9	CY10
					03/22/23 - 11/20/23	11/21/23 - 11/20/24	11/21/23 - 11/20/25	11/21/23 - 11/20/26	11/21/23 - 11/20/27
541214HR, 541214HR RC	Compensation & Benefits	HRC Operations Mid Professional I - (CB)	HS	1	$140.80	$147.84	$152.28	$156.84	$161.55
541214HR, 541214HR RC	Compensation & Benefits	HRC Operations Jr Professional IV - (CB)	B	2	$137.00	$143.85	$148.17	$152.61	$157.19
541214HR, 541214HR RC	Compensation & Benefits	HRC Operations Jr Professional III - (CB)	B	1	$130.15	$136.66	$140.76	$144.98	$149.33
541214HR, 541214HR RC	Compensation & Benefits	HRC Operations Jr Professional II - (CB)	B	0	$123.30	$129.47	$133.35	$137.35	$141.47
541214HR, 541214HR RC	Compensation & Benefits	HRC Operations Jr Professional I - (CB)	HS	0	$116.45	$122.27	$125.94	$129.72	$133.61
541214HR, 541214HR RC	Compensation & Benefits	HRC Operations Jr Staff IV - (CB)	B	0	$91.10	$95.66	$98.52	$101.48	$104.52
541214HR, 541214HR RC	Compensation & Benefits	HRC Operations Jr Staff III - (CB)	HS	3	$81.51	$85.59	$88.15	$90.80	$93.52
541214HR, 541214HR RC	Compensation & Benefits	HRC Operations Jr Staff II - (CB)	HS	2	$75.35	$79.12	$81.49	$83.94	$86.45
541214HR, 541214HR RC	Compensation & Benefits	HRC Operations Jr Staff I - (CB)	HS	1	$66.04	$69.34	$71.42	$73.56	$75.77
541214HR, 541214HR RC	Compensation & Benefits	HRT Operations Executive II - (CB)	B	12	$359.87	$377.86	$389.20	$400.88	$412.90
541214HR, 541214HR RC	Compensation & Benefits	HRT Operations Executive I - (CB)	B	11	$352.45	$370.07	$381.17	$392.61	$404.39
541214HR, 541214HR RC	Compensation & Benefits	HRT Operations Lead I - (CB)	B	10	$341.32	$358.39	$369.14	$380.21	$391.62
541214HR, 541214HR RC	Compensation & Benefits	HRT Operations Engagement Leader II - (CB)	B	10	$314.01	$329.71	$339.60	$349.79	$360.28
541214HR, 541214HR RC	Compensation & Benefits	HRT Operations Engagement Leader I - (CB)	B	8	$288.88	$303.32	$312.42	$321.80	$331.45
541214HR, 541214HR RC	Compensation & Benefits	HRT Operations Project Lead III - (CB)	B	7	$297.89	$312.78	$322.17	$331.83	$341.79
541214HR, 541214HR RC	Compensation & Benefits	HRT Operations Project Lead II - (CB)	B	6	$282.99	$297.14	$306.05	$315.24	$324.69
541214HR, 541214HR RC	Compensation & Benefits	HRT Operations Project Lead I - (CB)	B	5	$268.10	$281.51	$289.95	$298.65	$307.61
541214HR, 541214HR RC	Compensation & Benefits	HRT Operations Sr. Professional IV - (CB)	B	6	$223.00	$234.15	$241.17	$248.41	$255.86
541214HR, 541214HR RC	Compensation & Benefits	HRT Operations Sr. Professional III - (CB)	B	4	$216.31	$227.13	$233.94	$240.96	$248.19
541214HR, 541214HR RC	Compensation & Benefits	HRT Operations Sr. Professional II - (CB)	B	3	$211.85	$222.44	$229.12	$235.99	$243.07
541214HR, 541214HR RC	Compensation & Benefits	HRT Operations Sr. Professional I - (CB)	B	2	$207.39	$217.76	$224.29	$231.02	$237.95
541214HR, 541214HR RC	Compensation & Benefits	HRT Operations Mid Professional V - (CB)	B	3	$211.72	$222.31	$228.98	$235.84	$242.92
541214HR, 541214HR RC	Compensation & Benefits	HRT Operations Mid Professional IV - (CB)	B	2	$194.78	$204.52	$210.65	$216.97	$223.48
541214HR, 541214HR RC	Compensation & Benefits	HRT Operations Mid Professional III - (CB)	B	1	$177.84	$186.73	$192.33	$198.10	$204.05
541214HR, 541214HR RC	Compensation & Benefits	HRT Operations Mid Professional II - (CB)	B	0	$169.37	$177.84	$183.17	$188.67	$194.33
541214HR, 541214HR RC	Compensation & Benefits	HRT Operations Mid Professional I - (CB)	HS	1	$158.79	$166.73	$171.73	$176.88	$182.19
541214HR, 541214HR RC	Compensation & Benefits	HRT Operations Jr Professional III - (CB)	B	1	$136.00	$142.80	$147.08	$151.50	$156.04

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MAS SIN	SIN Title	Labor Category/Service Title	Min EDU	Min YOE	OPTION 1 - GSA PRICING w/IFF				
					CY6	CY7	CY8	CY9	CY10
					03/22/23 - 11/20/23	11/21/23 - 11/20/24	11/21/23 - 11/20/25	11/21/23 - 11/20/26	11/21/23 - 11/20/27
541214HR, 541214HR RC	Compensation & Benefits	HRT Operations Jr Professional II - (BSR)	B	0	$129.20	$135.66	$139.73	$143.92	$148.24
541214HR, 541214HR RC	Compensation & Benefits	HRT Operations Jr Professional I - (CB)	HS	0	$122.40	$128.52	$132.38	$136.35	$140.44
541214HR, 541214HR RC	Compensation & Benefits	HRT Operations Jr Staff IV - (CB)	B	0	$91.10	$95.66	$98.52	$101.48	$104.52
541214HR, 541214HR RC	Compensation & Benefits	HRT Operations Jr Staff III - (CB)	HS	3	$81.51	$85.59	$88.15	$90.80	$93.52
541214HR, 541214HR RC	Compensation & Benefits	HRT Operations Jr Staff II - (CB)	HS	2	$75.35	$79.12	$81.49	$83.94	$86.45
541214HR, 541214HR RC	Compensation & Benefits	HRT Operations Jr Staff I - (CB)	HS	1	$68.63	$72.06	$74.22	$76.45	$78.74

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MAS SIN	SIN Title	Labor Category/Service Title	Min EDU	Min YOE	OPTION 1 - GSA PRICING w/IFF				
					CY6	CY7	CY8	CY9	CY10
					03/24/23 - 11/20/23	11/21/23 - 11/20/24	11/21/23 - 11/20/25	11/21/23 - 11/20/26	11/21/23 - 11/20/27
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Advisory Executive III - (WA)	B	14	$413.66	$434.34	$447.37	$460.79	$474.62
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Advisory Executive II - (WA)	B	12	$401.25	$421.31	$433.95	$446.97	$460.38
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Advisory Executive I - (WA)	B	11	$392.98	$412.63	$425.01	$437.76	$450.89
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Advisory Lead II - (WA)	B	14	$368.18	$386.59	$398.19	$410.13	$422.44
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Advisory Lead I - (WA)	B	10	$357.14	$375.00	$386.25	$397.83	$409.77
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Advisory Engagement Leader III - (WA)	B	10	$308.18	$323.59	$333.30	$343.30	$353.59
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Advisory Engagement Leader II - (WA)	B	9	$298.93	$313.88	$323.29	$332.99	$342.98
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Advisory Engagement Leader I - (WA)	B	8	$283.53	$297.71	$306.64	$315.84	$325.31
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Advisory Project Lead III - (WA)	B	7	$249.82	$262.31	$270.18	$278.29	$286.63
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Advisory Project Lead II - (WA)	B	6	$237.33	$249.20	$256.67	$264.37	$272.30
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Advisory Project Lead I - (WA)	B	5	$224.84	$236.08	$243.16	$250.46	$257.97
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Advisory Sr. Professional III - (WA)	B	6	$203.31	$213.48	$219.88	$226.48	$233.27
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Advisory Sr. Professional II - (WA)	B	4	$197.21	$207.07	$213.28	$219.68	$226.27
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Advisory Sr. Professional I - (WA)	B	3	$187.04	$196.39	$202.28	$208.35	$214.60
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Advisory Mid Professional IV - (WA)	B	3	$160.00	$168.00	$173.04	$178.23	$183.58
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Advisory Mid Professional III - (WA)	B	2	$156.80	$164.64	$169.58	$174.67	$179.91
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Advisory Mid Professional II - (WA)	B	1	$152.00	$159.60	$164.39	$169.32	$174.40
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Advisory Mid Professional I - (WA)	B	0	$140.80	$147.84	$152.28	$156.84	$161.55
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Advisory Jr Professional III - (WA)	B	2	$137.00	$143.85	$148.17	$152.61	$157.19

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					CY6	CY7	CY8	CY9	CY10
					03/24/23 - 11/20/23	11/21/23 - 11/20/24	11/21/23 - 11/20/25	11/21/23 - 11/20/26	11/21/23 - 11/20/27
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Advisory Jr Professional II - (WA)	B	1	$130.15	$136.66	$140.76	$144.98	$149.33
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Advisory Jr Professional I - (WA)	B	0	$123.30	$129.47	$133.35	$137.35	$141.47
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Advisory Executive III - (WA)	B	14	$371.00	$389.55	$401.24	$413.27	$425.67
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Advisory Executive II - (WA)	B	12	$359.87	$377.86	$389.20	$400.88	$412.90
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Advisory Executive I - (WA)	B	11	$352.45	$370.07	$381.17	$392.61	$404.39
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Advisory Lead II - (WA)	B	14	$371.00	$389.55	$401.24	$413.27	$425.67
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Advisory Lead I - (WA)	B	10	$341.32	$358.39	$369.14	$380.21	$391.62
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Advisory Engagement Leader III - (WA)	B	10	$314.01	$329.71	$339.60	$349.79	$360.28
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Advisory Engagement Leader II - (WA)	B	9	$298.30	$313.22	$322.61	$332.29	$342.26
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Advisory Engagement Leader I - (WA)	B	8	$288.88	$303.32	$312.42	$321.80	$331.45
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Advisory Solution Architect - (WA)	B	14	$263.00	$276.15	$284.43	$292.97	$301.76
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Advisory Project Lead III - (WA)	B	7	$297.89	$312.78	$322.17	$331.83	$341.79
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Advisory Project Lead II - (WA)	B	6	$282.99	$297.14	$306.05	$315.24	$324.69
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Advisory Project Lead I - (WA)	B	5	$268.10	$281.51	$289.95	$298.65	$307.61
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Advisory Architect - (WA)	B	10	$223.00	$234.15	$241.17	$248.41	$255.86
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Advisory Sr. Professional III - (WA)	B	4	$216.31	$227.13	$233.94	$240.96	$248.19
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Advisory Sr. Professional II - (WA)	B	3	$211.85	$222.44	$229.12	$235.99	$243.07
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Advisory Sr. Professional I - (WA)	B	2	$207.39	$217.76	$224.29	$231.02	$237.95
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Advisory Mid Professional III - (WA)	B	2	$194.78	$204.52	$210.65	$216.97	$223.48

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					CY6	CY7	CY8	CY9	CY10
					03/24/23 - 11/20/23	11/21/23 - 11/20/24	11/21/23 - 11/20/25	11/21/23 - 11/20/26	11/21/23 - 11/20/27
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Advisory Mid Professional II - (WA)	B	1	$177.84	$186.73	$192.33	$198.10	$204.05
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Advisory Mid Professional I - (WA)	B	0	$158.79	$166.73	$171.73	$176.88	$182.19
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Advisory Jr Professional II - (WA)	B	1	$136.00	$142.80	$147.08	$151.50	$156.04
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Advisory Jr Professional I - (WA)	B	0	$129.20	$135.66	$139.73	$143.92	$148.24
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Implementation Executive III - (WA)	B	14	$413.66	$434.34	$447.37	$460.79	$474.62
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Implementation Executive II - (WA)	B	12	$401.25	$421.31	$433.95	$446.97	$460.38
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Implementation Executive I - (WA)	B	11	$392.98	$412.63	$425.01	$437.76	$450.89
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Implementation Lead I - (WA)	B	10	$357.14	$375.00	$386.25	$397.83	$409.77
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Implementation Engagement Leader III - (WA)	B	10	$308.18	$323.59	$333.30	$343.30	$353.59
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Implementation Engagement Leader II - (WA)	B	9	$298.93	$313.88	$323.29	$332.99	$342.98
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Implementation Engagement Leader I - (WA)	B	8	$283.53	$297.71	$306.64	$315.84	$325.31
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Implementation Project Lead III - (WA)	B	7	$249.82	$262.31	$270.18	$278.29	$286.63
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Implementation Project Lead II - (WA)	B	6	$237.33	$249.20	$256.67	$264.37	$272.30
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Implementation Project Lead I - (WA)	B	5	$224.84	$236.08	$243.16	$250.46	$257.97
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Implementation Sr. Professional IV - (WA)	B	6	$203.31	$213.48	$219.88	$226.48	$233.27
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Implementation Sr. Professional III - (WA)	B	4	$197.21	$207.07	$213.28	$219.68	$226.27
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Implementation Sr. Professional II - (WA)	B	3	$187.04	$196.39	$202.28	$208.35	$214.60
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Implementation Sr. Professional I - (WA)	B	2	$180.95	$190.00	$195.70	$201.57	$207.62
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Implementation Mid Professional IV - (WA)	B	3	$160.00	$168.00	$173.04	$178.23	$183.58

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MAS SIN	SIN Title	Labor Category/Service Title	Min EDU	Min YOE	OPTION 1 - GSA PRICING w/IFF				
					CY6	CY7	CY8	CY9	CY10
					03/24/23 - 11/20/23	11/21/23 - 11/20/24	11/21/23 - 11/20/25	11/21/23 - 11/20/26	11/21/23 - 11/20/27
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Implementation Mid Professional III - (WA)	B	2	$156.80	$164.64	$169.58	$174.67	$179.91
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Implementation Mid Professional II - (WA)	B	0	$147.20	$154.56	$159.20	$163.97	$168.89
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Implementation Mid Professional I - (WA)	HS	1	$140.80	$147.84	$152.28	$156.84	$161.55
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Implementation Jr Professional IV - (WA)	B	2	$137.00	$143.85	$148.17	$152.61	$157.19
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Implementation Jr Professional III - (WA)	B	1	$130.15	$136.66	$140.76	$144.98	$149.33
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Implementation Jr Professional II - (WA)	B	0	$123.30	$129.47	$133.35	$137.35	$141.47
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Implementation Jr Professional I - (WA)	HS	0	$116.45	$122.27	$125.94	$129.72	$133.61
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Implementation Jr Staff IV - (WA)	B	0	$91.10	$95.66	$98.52	$101.48	$104.52
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Implementation Jr Staff III - (WA)	HS	3	$81.51	$85.59	$88.15	$90.80	$93.52
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Implementation Jr Staff II - (WA)	HS	2	$75.35	$79.12	$81.49	$83.94	$86.45
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Implementation Jr Staff I - (WA)	HS	1	$66.04	$69.34	$71.42	$73.56	$75.77
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Implementation Executive III - (WA)	B	14	$371.00	$389.55	$401.24	$413.27	$425.67
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Implementation Executive II - (WA)	B	12	$359.87	$377.86	$389.20	$400.88	$412.90
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Implementation Executive I - (WA)	B	11	$352.45	$370.07	$381.17	$392.61	$404.39
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Implementation Lead I - (WA)	B	10	$341.32	$358.39	$369.14	$380.21	$391.62
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Implementation Engagement Leader III - (WA)	B	10	$314.01	$329.71	$339.60	$349.79	$360.28
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Implementation Engagement Leader II - (WA)	B	9	$298.30	$313.22	$322.61	$332.29	$342.26
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Implementation Engagement Leader I - (WA)	B	8	$288.88	$303.32	$312.42	$321.80	$331.45
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Implementation Project Lead III - (WA)	B	7	$297.89	$312.78	$322.17	$331.83	$341.79

*Substitution of years of experience and/or education is permitted in accordance with the EXPERIENCE / EDUCATION SUBSTITUTION EQUIVALENCY table in Section 4.0 above.

MAS SIN	SIN Title	Labor Category/Service Title	Min EDU	Min YOE	OPTION 1 - GSA PRICING w/IFF				
					CY6	CY7	CY8	CY9	CY10
					03/24/23 - 11/20/23	11/21/23 - 11/20/24	11/21/23 - 11/20/25	11/21/23 - 11/20/26	11/21/23 - 11/20/27
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Implementation Project Lead II - (WA)	B	6	$282.99	$297.14	$306.05	$315.24	$324.69
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Implementation Project Lead I - (WA)	B	5	$268.10	$281.51	$289.95	$298.65	$307.61
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Implementation Architect - (WA)	B	10	$223.00	$234.15	$241.17	$248.41	$255.86
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Implementation Sr. Professional III - (WA)	B	4	$216.31	$227.13	$233.94	$240.96	$248.19
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Implementation Sr. Professional II - (WA)	B	3	$211.85	$222.44	$229.12	$235.99	$243.07
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Implementation Sr. Professional I - (WA)	B	2	$207.39	$217.76	$224.29	$231.02	$237.95
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Implementation Mid Professional IV - (WA)	B	2	$194.78	$204.52	$210.65	$216.97	$223.48
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Implementation Mid Professional III - (WA)	B	1	$177.84	$186.73	$192.33	$198.10	$204.05
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Implementation Mid Professional II - (WA)	B	0	$169.37	$177.84	$183.17	$188.67	$194.33
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Implementation Mid Professional I - (WA)	HS	1	$158.79	$166.73	$171.73	$176.88	$182.19
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Implementation Jr Professional III - (WA)	B	1	$136.00	$142.80	$147.08	$151.50	$156.04
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Implementation Jr Professional II - (WA)	B	0	$129.20	$135.66	$139.73	$143.92	$148.24
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Implementation Jr Professional I - (WA)	HS	0	$122.40	$128.52	$132.38	$136.35	$140.44
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Implementation Jr Staff IV - (WA)	B	0	$91.10	$95.66	$98.52	$101.48	$104.52
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Implementation Jr Staff III - (WA)	HS	3	$81.51	$85.59	$88.15	$90.80	$93.52
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Implementation Jr Staff II - (WA)	HS	2	$75.35	$79.12	$81.49	$83.94	$86.45
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Implementation Jr Staff I - (WA)	HS	1	$68.63	$72.06	$74.22	$76.45	$78.74
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Operations Executive II - (WA)	B	12	$401.25	$421.31	$433.95	$446.97	$460.38
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Operations Executive I - (WA)	B	11	$392.98	$412.63	$425.01	$437.76	$450.89

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MAS SIN	SIN Title	Labor Category/Service Title	Min EDU	Min YOE	OPTION 1 - GSA PRICING w/IFF				
					CY6	CY7	CY8	CY9	CY10
					03/24/23 - 11/20/23	11/21/23 - 11/20/24	11/21/23 - 11/20/25	11/21/23 - 11/20/26	11/21/23 - 11/20/27
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Operations Engagement Leader II - (WA)	B	10	$308.18	$323.59	$333.30	$343.30	$353.59
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Operations Engagement Leader I - (WA)	B	8	$283.53	$297.71	$306.64	$315.84	$325.31
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Operations Project Lead III - (WA)	B	7	$249.82	$262.31	$270.18	$278.29	$286.63
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Operations Project Lead II - (WA)	B	6	$237.33	$249.20	$256.67	$264.37	$272.30
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Operations Project Lead I - (WA)	B	5	$224.84	$236.08	$243.16	$250.46	$257.97
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Operations Sr. Professional IV - (WA)	B	6	$203.31	$213.48	$219.88	$226.48	$233.27
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Operations Sr. Professional III - (WA)	B	4	$197.21	$207.07	$213.28	$219.68	$226.27
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Operations Sr. Professional II - (WA)	B	3	$187.04	$196.39	$202.28	$208.35	$214.60
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Operations Sr. Professional I - (WA)	B	2	$180.95	$190.00	$195.70	$201.57	$207.62
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Operations Mid Professional V - (WA)	B	3	$160.00	$168.00	$173.04	$178.23	$183.58
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Operations Mid Professional IV - (WA)	B	2	$156.80	$164.64	$169.58	$174.67	$179.91
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Operations Mid Professional III - (WA)	B	1	$152.00	$159.60	$164.39	$169.32	$174.40
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Operations Mid Professional II - (WA)	B	0	$147.20	$154.56	$159.20	$163.97	$168.89
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Operations Mid Professional I - (WA)	HS	1	$140.80	$147.84	$152.28	$156.84	$161.55
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Operations Jr Professional IV - (WA)	B	2	$137.00	$143.85	$148.17	$152.61	$157.19
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Operations Jr Professional III - (WA)	B	1	$130.15	$136.66	$140.76	$144.98	$149.33
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Operations Jr Professional II - (WA)	B	0	$123.30	$129.47	$133.35	$137.35	$141.47
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Operations Jr Professional I - (WA)	HS	0	$116.45	$122.27	$125.94	$129.72	$133.61
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Operations Jr Staff IV - (WA)	B	0	$91.10	$95.66	$98.52	$101.48	$104.52

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MAS SIN	SIN Title	Labor Category/Service Title	Min EDU	Min YOE	OPTION 1 - GSA PRICING w/IFF				
					CY6	CY7	CY8	CY9	CY10
					03/24/23 - 11/20/23	11/21/23 - 11/20/24	11/21/23 - 11/20/25	11/21/23 - 11/20/26	11/21/23 - 11/20/27
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Operations Jr Staff III - (WA)	HS	3	$81.51	$85.59	$88.15	$90.80	$93.52
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Operations Jr Staff II - (WA)	HS	2	$75.35	$79.12	$81.49	$83.94	$86.45
541611W, 541611W RC	Workforce Analytics & Employee Records	HRC Operations Jr Staff I - (WA)	HS	1	$66.04	$69.34	$71.42	$73.56	$75.77
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Operations Executive II - (WA)	B	12	$359.87	$377.86	$389.20	$400.88	$412.90
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Operations Executive I - (WA)	B	11	$352.45	$370.07	$381.17	$392.61	$404.39
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Operations Lead I - (WA)	B	10	$341.32	$358.39	$369.14	$380.21	$391.62
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Operations Engagement Leader II - (WA)	B	10	$314.01	$329.71	$339.60	$349.79	$360.28
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Operations Engagement Leader I - (WA)	B	8	$288.88	$303.32	$312.42	$321.80	$331.45
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Operations Project Lead III - (WA)	B	7	$297.89	$312.78	$322.17	$331.83	$341.79
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Operations Project Lead II - (WA)	B	6	$282.99	$297.14	$306.05	$315.24	$324.69
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Operations Project Lead I - (WA)	B	5	$268.10	$281.51	$289.95	$298.65	$307.61
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Operations Sr. Professional IV - (WA)	B	6	$223.00	$234.15	$241.17	$248.41	$255.86
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Operations Sr. Professional III - (WA)	B	4	$216.31	$227.13	$233.94	$240.96	$248.19
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Operations Sr. Professional II - (WA)	B	3	$211.85	$222.44	$229.12	$235.99	$243.07
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Operations Sr. Professional I - (WA)	B	2	$207.39	$217.76	$224.29	$231.02	$237.95
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Operations Mid Professional V - (WA)	B	3	$211.72	$222.31	$228.98	$235.84	$242.92
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Operations Mid Professional IV - (WA)	B	2	$194.78	$204.52	$210.65	$216.97	$223.48
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Operations Mid Professional III - (WA)	B	1	$177.84	$186.73	$192.33	$198.10	$204.05
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Operations Mid Professional II - (WA)	B	0	$169.37	$177.84	$183.17	$188.67	$194.33

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MAS SIN	SIN Title	Labor Category/Service Title	Min EDU	Min YOE	OPTION 1 - GSA PRICING w/IFF				
					CY6	CY7	CY8	CY9	CY10
					03/24/23 - 11/20/23	11/21/23 - 11/20/24	11/21/23 - 11/20/25	11/21/23 - 11/20/26	11/21/23 - 11/20/27
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Operations Mid Professional I - (WA)	HS	1	$158.79	$166.73	$171.73	$176.88	$182.19
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Operations Jr Professional III - (WA)	B	1	$136.00	$142.80	$147.08	$151.50	$156.04
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Operations Jr Professional II - (WA)	B	0	$129.20	$135.66	$139.73	$143.92	$148.24
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Operations Jr Professional I - (WA)	HS	0	$122.40	$128.52	$132.38	$136.35	$140.44
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Operations Jr Staff IV - (WA)	B	0	$91.10	$95.66	$98.52	$101.48	$104.52
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Operations Jr Staff III - (WA)	HS	3	$81.51	$85.59	$88.15	$90.80	$93.52
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Operations Jr Staff II - (WA)	HS	2	$75.35	$79.12	$81.49	$83.94	$86.45
541611W, 541611W RC	Workforce Analytics & Employee Records	HRT Operations Jr Staff I - (WA)	HS	1	$68.63	$72.06	$74.22	$76.45	$78.74

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MAS SIN	SIN Title	Labor Category/Service Title	Min EDU	Min YOE	OPTION 1 - GSA PRICING w/IFF				
					CY6	CY7	CY8	CY9	CY10
					03/29/23 - 11/20/23	11/21/23 - 11/20/24	11/21/23 - 11/20/25	11/21/23 - 11/20/26	11/21/23 - 11/20/27
541612EPM, 541612EPM RC	Employee Performance Management	HRC Advisory Executive III - (EPM)	B	14	$413.66	$434.34	$447.37	$460.79	$474.62
541612EPM, 541612EPM RC	Employee Performance Management	HRC Advisory Executive II - (EPM)	B	12	$401.25	$421.31	$433.95	$446.97	$460.38
541612EPM, 541612EPM RC	Employee Performance Management	HRC Advisory Executive I - (EPM)	B	11	$392.98	$412.63	$425.01	$437.76	$450.89
541612EPM, 541612EPM RC	Employee Performance Management	HRC Advisory Lead II - (EPM)	B	14	$368.18	$386.59	$398.19	$410.13	$422.44
541612EPM, 541612EPM RC	Employee Performance Management	HRC Advisory Lead I - (EPM)	B	10	$357.14	$375.00	$386.25	$397.83	$409.77
541612EPM, 541612EPM RC	Employee Performance Management	HRC Advisory Engagement Leader III - (EPM)	B	10	$308.18	$323.59	$333.30	$343.30	$353.59
541612EPM, 541612EPM RC	Employee Performance Management	HRC Advisory Engagement Leader II - (EPM)	B	9	$298.93	$313.88	$323.29	$332.99	$342.98
541612EPM, 541612EPM RC	Employee Performance Management	HRC Advisory Engagement Leader I - (EPM)	B	8	$283.53	$297.71	$306.64	$315.84	$325.31
541612EPM, 541612EPM RC	Employee Performance Management	HRC Advisory Project Lead III - (EPM)	B	7	$249.82	$262.31	$270.18	$278.29	$286.63
541612EPM, 541612EPM RC	Employee Performance Management	HRC Advisory Project Lead II - (EPM)	B	6	$237.33	$249.20	$256.67	$264.37	$272.30
541612EPM, 541612EPM RC	Employee Performance Management	HRC Advisory Project Lead I - (EPM)	B	5	$224.84	$236.08	$243.16	$250.46	$257.97
541612EPM, 541612EPM RC	Employee Performance Management	HRC Advisory Sr. Professional III - (EPM)	B	6	$203.31	$213.48	$219.88	$226.48	$233.27
541612EPM, 541612EPM RC	Employee Performance Management	HRC Advisory Sr. Professional II - (RPM)	B	4	$197.21	$207.07	$213.28	$219.68	$226.27
541612EPM, 541612EPM RC	Employee Performance Management	HRC Advisory Sr. Professional I - (EPM)	B	3	$187.04	$196.39	$202.28	$208.35	$214.60
541612EPM, 541612EPM RC	Employee Performance Management	HRC Advisory Mid Professional IV - (EPM)	B	3	$160.00	$168.00	$173.04	$178.23	$183.58
541612EPM, 541612EPM RC	Employee Performance Management	HRC Advisory Mid Professional III - (EPM)	B	2	$156.80	$164.64	$169.58	$174.67	$179.91
541612EPM, 541612EPM RC	Employee Performance Management	HRC Advisory Mid Professional II - (EPM)	B	1	$152.00	$159.60	$164.39	$169.32	$174.40

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					CY6	CY7	CY8	CY9	CY10
					03/29/23 - 11/20/23	11/21/23 - 11/20/24	11/21/23 - 11/20/25	11/21/23 - 11/20/26	11/21/23 - 11/20/27
541612EPM, 541612EPM RC	Employee Performance Management	HRC Advisory Mid Professional I - (EPM)	B	0	$140.80	$147.84	$152.28	$156.84	$161.55
541612EPM, 541612EPM RC	Employee Performance Management	HRC Advisory Jr Professional III - (EPM)	B	2	$137.00	$143.85	$148.17	$152.61	$157.19
541612EPM, 541612EPM RC	Employee Performance Management	HRC Advisory Jr Professional II - (EPM)	B	1	$130.15	$136.66	$140.76	$144.98	$149.33
541612EPM, 541612EPM RC	Employee Performance Management	HRC Advisory Jr Professional I - (EPM)	B	0	$123.30	$129.47	$133.35	$137.35	$141.47
541612EPM, 541612EPM RC	Employee Performance Management	HRT Advisory Executive III - (EPM)	B	14	$371.00	$389.55	$401.24	$413.27	$425.67
541612EPM, 541612EPM RC	Employee Performance Management	HRT Advisory Executive II - (EPM)	B	12	$359.87	$377.86	$389.20	$400.88	$412.90
541612EPM, 541612EPM RC	Employee Performance Management	HRT Advisory Executive I - (EPM)	B	11	$352.45	$370.07	$381.17	$392.61	$404.39
541612EPM, 541612EPM RC	Employee Performance Management	HRT Advisory Lead II - (EPM)	B	14	$371.00	$389.55	$401.24	$413.27	$425.67
541612EPM, 541612EPM RC	Employee Performance Management	HRT Advisory Lead I - (EPM)	B	10	$341.32	$358.39	$369.14	$380.21	$391.62
541612EPM, 541612EPM RC	Employee Performance Management	HRT Advisory Engagement Leader III - (EPM)	B	10	$314.01	$329.71	$339.60	$349.79	$360.28
541612EPM, 541612EPM RC	Employee Performance Management	HRT Advisory Engagement Leader II - (EPM)	B	9	$298.30	$313.22	$322.61	$332.29	$342.26
541612EPM, 541612EPM RC	Employee Performance Management	HRT Advisory Engagement Leader I - (EPM)	B	8	$288.88	$303.32	$312.42	$321.80	$331.45
541612EPM, 541612EPM RC	Employee Performance Management	HRT Advisory Solution Architect - (EPM)	B	14	$263.00	$276.15	$284.43	$292.97	$301.76
541612EPM, 541612EPM RC	Employee Performance Management	HRT Advisory Project Lead III - (EPM)	B	7	$297.89	$312.78	$322.17	$331.83	$341.79
541612EPM, 541612EPM RC	Employee Performance Management	HRT Advisory Project Lead II - (EPM)	B	6	$282.99	$297.14	$306.05	$315.24	$324.69
541612EPM, 541612EPM RC	Employee Performance Management	HRT Advisory Project Lead I - (EPM)	B	5	$268.10	$281.51	$289.95	$298.65	$307.61
541612EPM, 541612EPM RC	Employee Performance Management	HRT Advisory Architect - (EPM)	B	10	$223.00	$234.15	$241.17	$248.41	$255.86

*Substitution of years of experience and/or education is permitted in accordance with the EXPERIENCE / EDUCATION SUBSTITUTION EQUIVALENCY table in Section 4.0 above.

MAS SIN	SIN Title	Labor Category/Service Title	Min EDU	Min YOE	OPTION 1 - GSA PRICING w/IFF				
					CY6	CY7	CY8	CY9	CY10
					03/29/23 - 11/20/23	11/21/23 - 11/20/24	11/21/23 - 11/20/25	11/21/23 - 11/20/26	11/21/23 - 11/20/27
541612EPM, 541612EPM RC	Employee Performance Management	HRT Advisory Sr. Professional III - (EPM)	B	4	$216.31	$227.13	$233.94	$240.96	$248.19
541612EPM, 541612EPM RC	Employee Performance Management	HRT Advisory Sr. Professional II - (EPM)	B	3	$211.85	$222.44	$229.12	$235.99	$243.07
541612EPM, 541612EPM RC	Employee Performance Management	HRT Advisory Sr. Professional I - (EPM)	B	2	$207.39	$217.76	$224.29	$231.02	$237.95
541612EPM, 541612EPM RC	Employee Performance Management	HRT Advisory Mid Professional III - (EPM)	B	2	$194.78	$204.52	$210.65	$216.97	$223.48
541612EPM, 541612EPM RC	Employee Performance Management	HRT Advisory Mid Professional II - (EPM)	B	1	$177.84	$186.73	$192.33	$198.10	$204.05
541612EPM, 541612EPM RC	Employee Performance Management	HRT Advisory Mid Professional I - (EPM)	B	0	$158.79	$166.73	$171.73	$176.88	$182.19
541612EPM, 541612EPM RC	Employee Performance Management	HRT Advisory Jr Professional II - (EPM)	B	1	$136.00	$142.80	$147.08	$151.50	$156.04
541612EPM, 541612EPM RC	Employee Performance Management	HRT Advisory Jr Professional I - (EPM)	B	0	$129.20	$135.66	$139.73	$143.92	$148.24
541612EPM, 541612EPM RC	Employee Performance Management	HRC Implementation Executive III - (EPM)	B	14	$413.66	$434.34	$447.37	$460.79	$474.62
541612EPM, 541612EPM RC	Employee Performance Management	HRC Implementation Executive II - (EPM)	B	12	$401.25	$421.31	$433.95	$446.97	$460.38
541612EPM, 541612EPM RC	Employee Performance Management	HRC Implementation Executive I - (EPM)	B	11	$392.98	$412.63	$425.01	$437.76	$450.89
541612EPM, 541612EPM RC	Employee Performance Management	HRC Implementation Lead I - (EPM)	B	10	$357.14	$375.00	$386.25	$397.83	$409.77
541612EPM, 541612EPM RC	Employee Performance Management	HRC Implementation Engagement Leader III - (EPM)	B	10	$308.18	$323.59	$333.30	$343.30	$353.59
541612EPM, 541612EPM RC	Employee Performance Management	HRC Implementation Engagement Leader II - (EPM)	B	9	$298.93	$313.88	$323.29	$332.99	$342.98
541612EPM, 541612EPM RC	Employee Performance Management	HRC Implementation Engagement Leader I - (EPM)	B	8	$283.53	$297.71	$306.64	$315.84	$325.31
541612EPM, 541612EPM RC	Employee Performance Management	HRC Implementation Project Lead III - (EPM)	B	7	$249.82	$262.31	$270.18	$278.29	$286.63
541612EPM, 541612EPM RC	Employee Performance Management	HRC Implementation Project Lead II - (EPM)	B	6	$237.33	$249.20	$256.67	$264.37	$272.30

*Substitution of years of experience and/or education is permitted in accordance with the EXPERIENCE / EDUCATION SUBSTITUTION EQUIVALENCY table in Section 4.0 above.

MAS SIN	SIN Title	Labor Category/Service Title	Min EDU	Min YOE	OPTION 1 - GSA PRICING w/IFF				
					CY6	CY7	CY8	CY9	CY10
					03/29/23 - 11/20/23	11/21/23 - 11/20/24	11/21/23 - 11/20/25	11/21/23 - 11/20/26	11/21/23 - 11/20/27
541612EPM, 541612EPM RC	Employee Performance Management	HRC Implementation Project Lead I - (EPM)	B	5	$224.84	$236.08	$243.16	$250.46	$257.97
541612EPM, 541612EPM RC	Employee Performance Management	HRC Implementation Sr. Professional IV - (EPM)	B	6	$203.31	$213.48	$219.88	$226.48	$233.27
541612EPM, 541612EPM RC	Employee Performance Management	HRC Implementation Sr. Professional III - (EPM)	B	4	$197.21	$207.07	$213.28	$219.68	$226.27
541612EPM, 541612EPM RC	Employee Performance Management	HRC Implementation Sr. Professional II - (EPM)	B	3	$187.04	$196.39	$202.28	$208.35	$214.60
541612EPM, 541612EPM RC	Employee Performance Management	HRC Implementation Sr. Professional I - (EPM)	B	2	$180.95	$190.00	$195.70	$201.57	$207.62
541612EPM, 541612EPM RC	Employee Performance Management	HRC Implementation Mid Professional IV - (EPM)	B	3	$160.00	$168.00	$173.04	$178.23	$183.58
541612EPM, 541612EPM RC	Employee Performance Management	HRC Implementation Mid Professional III - (EPM)	B	2	$156.80	$164.64	$169.58	$174.67	$179.91
541612EPM, 541612EPM RC	Employee Performance Management	HRC Implementation Mid Professional II - (EPM)	B	0	$147.20	$154.56	$159.20	$163.97	$168.89
541612EPM, 541612EPM RC	Employee Performance Management	HRC Implementation Mid Professional I - (EPM)	HS	1	$140.80	$147.84	$152.28	$156.84	$161.55
541612EPM, 541612EPM RC	Employee Performance Management	HRC Implementation Jr Professional IV - (EPM)	B	2	$137.00	$143.85	$148.17	$152.61	$157.19
541612EPM, 541612EPM RC	Employee Performance Management	HRC Implementation Jr Professional III - (EPM)	B	1	$130.15	$136.66	$140.76	$144.98	$149.33
541612EPM, 541612EPM RC	Employee Performance Management	HRC Implementation Jr Professional II - (EPM)	B	0	$123.30	$129.47	$133.35	$137.35	$141.47
541612EPM, 541612EPM RC	Employee Performance Management	HRC Implementation Jr Professional I - (EPM)	HS	0	$116.45	$122.27	$125.94	$129.72	$133.61
541612EPM, 541612EPM RC	Employee Performance Management	HRC Implementation Jr Staff IV - (EPM)	B	0	$91.10	$95.66	$98.52	$101.48	$104.52
541612EPM, 541612EPM RC	Employee Performance Management	HRC Implementation Jr Staff III - (EPM)	HS	3	$81.51	$85.59	$88.15	$90.80	$93.52
541612EPM, 541612EPM RC	Employee Performance Management	HRC Implementation Jr Staff II - (EPM)	HS	2	$75.35	$79.12	$81.49	$83.94	$86.45
541612EPM, 541612EPM RC	Employee Performance Management	HRC Implementation Jr Staff I - (EPM)	HS	1	$66.04	$69.34	$71.42	$73.56	$75.77

*Substitution of years of experience and/or education is permitted in accordance with the EXPERIENCE / EDUCATION SUBSTITUTION EQUIVALENCY table in Section 4.0 above.

MAS SIN	SIN Title	Labor Category/Service Title	Min EDU	Min YOE	OPTION 1 - GSA PRICING w/IFF				
					CY6	CY7	CY8	CY9	CY10
					03/29/23 - 11/20/23	11/21/23 - 11/20/24	11/21/23 - 11/20/25	11/21/23 - 11/20/26	11/21/23 - 11/20/27
541612EPM, 541612EPM RC	Employee Performance Management	HRT Implementation Executive III - (EPM)	B	14	$371.00	$389.55	$401.24	$413.27	$425.67
541612EPM, 541612EPM RC	Employee Performance Management	HRT Implementation Executive II - (EPM)	B	12	$359.87	$377.86	$389.20	$400.88	$412.90
541612EPM, 541612EPM RC	Employee Performance Management	HRT Implementation Executive I - (EPM)	B	11	$352.45	$370.07	$381.17	$392.61	$404.39
541612EPM, 541612EPM RC	Employee Performance Management	HRT Implementation Lead I - (EPM)	B	10	$341.32	$358.39	$369.14	$380.21	$391.62
541612EPM, 541612EPM RC	Employee Performance Management	HRT Implementation Engagement Leader III - (EPM)	B	10	$314.01	$329.71	$339.60	$349.79	$360.28
541612EPM, 541612EPM RC	Employee Performance Management	HRT Implementation Engagement Leader II - (EPM)	B	9	$298.30	$313.22	$322.61	$332.29	$342.26
541612EPM, 541612EPM RC	Employee Performance Management	HRT Implementation Engagement Leader I - (EPM)	B	8	$288.88	$303.32	$312.42	$321.80	$331.45
541612EPM, 541612EPM RC	Employee Performance Management	HRT Implementation Project Lead III - (EPM)	B	7	$297.89	$312.78	$322.17	$331.83	$341.79
541612EPM, 541612EPM RC	Employee Performance Management	HRT Implementation Project Lead II - (EPM)	B	6	$282.99	$297.14	$306.05	$315.24	$324.69
541612EPM, 541612EPM RC	Employee Performance Management	HRT Implementation Project Lead I - (EPM)	B	5	$268.10	$281.51	$289.95	$298.65	$307.61
541612EPM, 541612EPM RC	Employee Performance Management	HRT Implementation Architect - (EPM)	B	10	$223.00	$234.15	$241.17	$248.41	$255.86
541612EPM, 541612EPM RC	Employee Performance Management	HRT Implementation Sr. Professional III - (EPM)	B	4	$216.31	$227.13	$233.94	$240.96	$248.19
541612EPM, 541612EPM RC	Employee Performance Management	HRT Implementation Sr. Professional II - (EPM)	B	3	$211.85	$222.44	$229.12	$235.99	$243.07
541612EPM, 541612EPM RC	Employee Performance Management	HRT Implementation Sr. Professional I - (EPM)	B	2	$207.39	$217.76	$224.29	$231.02	$237.95
541612EPM, 541612EPM RC	Employee Performance Management	HRT Implementation Mid Professional IV - (EPM)	B	2	$194.78	$204.52	$210.65	$216.97	$223.48
541612EPM, 541612EPM RC	Employee Performance Management	HRT Implementation Mid Professional III - (EPM)	B	1	$177.84	$186.73	$192.33	$198.10	$204.05
541612EPM, 541612EPM RC	Employee Performance Management	HRT Implementation Mid Professional II - (EPM)	B	0	$169.37	$177.84	$183.17	$188.67	$194.33

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MAS SIN	SIN Title	Labor Category/Service Title	Min EDU	Min YOE	OPTION 1 - GSA PRICING w/IFF				
					CY6	CY7	CY8	CY9	CY10
					03/29/23 - 11/20/23	11/21/23 - 11/20/24	11/21/23 - 11/20/25	11/21/23 - 11/20/26	11/21/23 - 11/20/27
541612EPM, 541612EPM RC	Employee Performance Management	HRT Implementation Mid Professional I - (EPM)	HS	1	$158.79	$166.73	$171.73	$176.88	$182.19
541612EPM, 541612EPM RC	Employee Performance Management	HRT Implementation Jr Professional III - (EPM)	B	1	$136.00	$142.80	$147.08	$151.50	$156.04
541612EPM, 541612EPM RC	Employee Performance Management	HRT Implementation Jr Professional II - (EPM)	B	0	$129.20	$135.66	$139.73	$143.92	$148.24
541612EPM, 541612EPM RC	Employee Performance Management	HRT Implementation Jr Professional I - (EPM)	HS	0	$122.40	$128.52	$132.38	$136.35	$140.44
541612EPM, 541612EPM RC	Employee Performance Management	HRT Implementation Jr Staff IV - (EPM)	B	0	$91.10	$95.66	$98.52	$101.48	$104.52
541612EPM, 541612EPM RC	Employee Performance Management	HRT Implementation Jr Staff III - (EPM)	HS	3	$81.51	$85.59	$88.15	$90.80	$93.52
541612EPM, 541612EPM RC	Employee Performance Management	HRT Implementation Jr Staff II - (EPM)	HS	2	$75.35	$79.12	$81.49	$83.94	$86.45
541612EPM, 541612EPM RC	Employee Performance Management	HRT Implementation Jr Staff I - (EPM)	HS	1	$68.63	$72.06	$74.22	$76.45	$78.74
541612EPM, 541612EPM RC	Employee Performance Management	HRC Operations Executive II - (EPM)	B	12	$401.25	$421.31	$433.95	$446.97	$460.38
541612EPM, 541612EPM RC	Employee Performance Management	HRC Operations Executive I - (EPM)	B	11	$392.98	$412.63	$425.01	$437.76	$450.89
541612EPM, 541612EPM RC	Employee Performance Management	HRC Operations Engagement Leader II - (EPM)	B	10	$308.18	$323.59	$333.30	$343.30	$353.59
541612EPM, 541612EPM RC	Employee Performance Management	HRC Operations Engagement Leader I - (EPM)	B	8	$283.53	$297.71	$306.64	$315.84	$325.31
541612EPM, 541612EPM RC	Employee Performance Management	HRC Operations Project Lead III - (EPM)	B	7	$249.82	$262.31	$270.18	$278.29	$286.63
541612EPM, 541612EPM RC	Employee Performance Management	HRC Operations Project Lead II - (EPM)	B	6	$237.33	$249.20	$256.67	$264.37	$272.30
541612EPM, 541612EPM RC	Employee Performance Management	HRC Operations Project Lead I - (EPM)	B	5	$224.84	$236.08	$243.16	$250.46	$257.97
541612EPM, 541612EPM RC	Employee Performance Management	HRC Operations Sr. Professional IV - (EPM)	B	6	$203.31	$213.48	$219.88	$226.48	$233.27
541612EPM, 541612EPM RC	Employee Performance Management	HRC Operations Sr. Professional III - (EPM)	B	4	$197.21	$207.07	$213.28	$219.68	$226.27

*Substitution of years of experience and/or education is permitted in accordance with the EXPERIENCE / EDUCATION SUBSTITUTION EQUIVALENCY table in Section 4.0 above.

MAS SIN	SIN Title	Labor Category/Service Title	Min EDU	Min YOE	OPTION 1 - GSA PRICING w/IFF				
					CY6	CY7	CY8	CY9	CY10
					03/29/23 - 11/20/23	11/21/23 - 11/20/24	11/21/23 - 11/20/25	11/21/23 - 11/20/26	11/21/23 - 11/20/27
541612EPM, 541612EPM RC	Employee Performance Management	HRC Operations Sr. Professional II - (EPM)	B	3	$187.04	$196.39	$202.28	$208.35	$214.60
541612EPM, 541612EPM RC	Employee Performance Management	HRC Operations Sr. Professional I - (EPM)	B	2	$180.95	$190.00	$195.70	$201.57	$207.62
541612EPM, 541612EPM RC	Employee Performance Management	HRC Operations Mid Professional V - (EPM)	B	3	$160.00	$168.00	$173.04	$178.23	$183.58
541612EPM, 541612EPM RC	Employee Performance Management	HRC Operations Mid Professional IV - (EPM)	B	2	$156.80	$164.64	$169.58	$174.67	$179.91
541612EPM, 541612EPM RC	Employee Performance Management	HRC Operations Mid Professional III - (EPM)	B	1	$152.00	$159.60	$164.39	$169.32	$174.40
541612EPM, 541612EPM RC	Employee Performance Management	HRC Operations Mid Professional II - (EPM)	B	0	$147.20	$154.56	$159.20	$163.97	$168.89
541612EPM, 541612EPM RC	Employee Performance Management	HRC Operations Mid Professional I - (EPM)	HS	1	$140.80	$147.84	$152.28	$156.84	$161.55
541612EPM, 541612EPM RC	Employee Performance Management	HRC Operations Jr Professional IV - (EPM)	B	2	$137.00	$143.85	$148.17	$152.61	$157.19
541612EPM, 541612EPM RC	Employee Performance Management	HRC Operations Jr Professional III - (EPM)	B	1	$130.15	$136.66	$140.76	$144.98	$149.33
541612EPM, 541612EPM RC	Employee Performance Management	HRC Operations Jr Professional II - (EPM)	B	0	$123.30	$129.47	$133.35	$137.35	$141.47
541612EPM, 541612EPM RC	Employee Performance Management	HRC Operations Jr Professional I - (EPM)	HS	0	$116.45	$122.27	$125.94	$129.72	$133.61
541612EPM, 541612EPM RC	Employee Performance Management	HRC Operations Jr Staff IV - (EPM)	B	0	$91.10	$95.66	$98.52	$101.48	$104.52
541612EPM, 541612EPM RC	Employee Performance Management	HRC Operations Jr Staff III - (EPM)	HS	3	$81.51	$85.59	$88.15	$90.80	$93.52
541612EPM, 541612EPM RC	Employee Performance Management	HRC Operations Jr Staff II - (EPM)	HS	2	$75.35	$79.12	$81.49	$83.94	$86.45
541612EPM, 541612EPM RC	Employee Performance Management	HRC Operations Jr Staff I - (EPM)	HS	1	$66.04	$69.34	$71.42	$73.56	$75.77
541612EPM, 541612EPM RC	Employee Performance Management	HRT Operations Executive II - (EPM)	B	12	$359.87	$377.86	$389.20	$400.88	$412.90
541612EPM, 541612EPM RC	Employee Performance Management	HRT Operations Executive I - (EPM)	B	11	$352.45	$370.07	$381.17	$392.61	$404.39

*Substitution of years of experience and/or education is permitted in accordance with the EXPERIENCE / EDUCATION SUBSTITUTION EQUIVALENCY table in Section 4.0 above.

MAS SIN	SIN Title	Labor Category/Service Title	Min EDU	Min YOE	OPTION 1 - GSA PRICING w/IFF				
					CY6	CY7	CY8	CY9	CY10
					03/29/23 - 11/20/23	11/21/23 - 11/20/24	11/21/23 - 11/20/25	11/21/23 - 11/20/26	11/21/23 - 11/20/27
541612EPM, 541612EPM RC	Employee Performance Management	HRT Operations Lead I - (EPM)	B	10	$341.32	$358.39	$369.14	$380.21	$391.62
541612EPM, 541612EPM RC	Employee Performance Management	HRT Operations Engagement Leader II - (EPM)	B	10	$314.01	$329.71	$339.60	$349.79	$360.28
541612EPM, 541612EPM RC	Employee Performance Management	HRT Operations Engagement Leader I - (EPM)	B	8	$288.88	$303.32	$312.42	$321.80	$331.45
541612EPM, 541612EPM RC	Employee Performance Management	HRT Operations Project Lead III - (EPM)	B	7	$297.89	$312.78	$322.17	$331.83	$341.79
541612EPM, 541612EPM RC	Employee Performance Management	HRT Operations Project Lead II - (EPM)	B	6	$282.99	$297.14	$306.05	$315.24	$324.69
541612EPM, 541612EPM RC	Employee Performance Management	HRT Operations Project Lead I - (EPM)	B	5	$268.10	$281.51	$289.95	$298.65	$307.61
541612EPM, 541612EPM RC	Employee Performance Management	HRT Operations Sr. Professional IV - (EPM)	B	6	$223.00	$234.15	$241.17	$248.41	$255.86
541612EPM, 541612EPM RC	Employee Performance Management	HRT Operations Sr. Professional III - (EPM)	B	4	$216.31	$227.13	$233.94	$240.96	$248.19
541612EPM, 541612EPM RC	Employee Performance Management	HRT Operations Sr. Professional II - (EPM)	B	3	$211.85	$222.44	$229.12	$235.99	$243.07
541612EPM, 541612EPM RC	Employee Performance Management	HRT Operations Sr. Professional I - (EPM)	B	2	$207.39	$217.76	$224.29	$231.02	$237.95
541612EPM, 541612EPM RC	Employee Performance Management	HRT Operations Mid Professional V - (EPM)	B	3	$211.72	$222.31	$228.98	$235.84	$242.92
541612EPM, 541612EPM RC	Employee Performance Management	HRT Operations Mid Professional IV - (EPM)	B	2	$194.78	$204.52	$210.65	$216.97	$223.48
541612EPM, 541612EPM RC	Employee Performance Management	HRT Operations Mid Professional III - (EPM)	B	1	$177.84	$186.73	$192.33	$198.10	$204.05
541612EPM, 541612EPM RC	Employee Performance Management	HRT Operations Mid Professional II - (EPM)	B	0	$169.37	$177.84	$183.17	$188.67	$194.33
541612EPM, 541612EPM RC	Employee Performance Management	HRT Operations Mid Professional I - (EPM)	HS	1	$158.79	$166.73	$171.73	$176.88	$182.19
541612EPM, 541612EPM RC	Employee Performance Management	HRT Operations Jr Professional III - (EPM)	B	1	$136.00	$142.80	$147.08	$151.50	$156.04
541612EPM, 541612EPM RC	Employee Performance Management	HRT Operations Jr Professional II - (EPM)	B	0	$129.20	$135.66	$139.73	$143.92	$148.24

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MAS SIN	SIN Title	Labor Category/Service Title	Min EDU	Min YOE	OPTION 1 - GSA PRICING w/IFF				
					CY6	CY7	CY8	CY9	CY10
					03/29/23 - 11/20/23	11/21/23 - 11/20/24	11/21/23 - 11/20/25	11/21/23 - 11/20/26	11/21/23 - 11/20/27
541612EPM, 541612EPM RC	Employee Performance Management	HRT Operations Jr Professional I - (EPM)	HS	0	$122.40	$128.52	$132.38	$136.35	$140.44
541612EPM, 541612EPM RC	Employee Performance Management	HRT Operations Jr Staff IV - (EPM)	B	0	$91.10	$95.66	$98.52	$101.48	$104.52
541612EPM, 541612EPM RC	Employee Performance Management	HRT Operations Jr Staff III - (EPM)	HS	3	$81.51	$85.59	$88.15	$90.80	$93.52
541612EPM, 541612EPM RC	Employee Performance Management	HRT Operations Jr Staff II - (EPM)	HS	2	$75.35	$79.12	$81.49	$83.94	$86.45
541612EPM, 541612EPM RC	Employee Performance Management	HRT Operations Jr Staff I - (EPM)	HS	1	$68.63	$72.06	$74.22	$76.45	$78.74

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MAS SIN	SIN Title	Labor Category/Service Title	Min EDU	Min YOE	OPTION 1 - GSA PRICING w/IFF				
					CY6	CY7	CY8	CY9	CY10
					04/11/23 - 11/20/23	11/21/23 - 11/20/24	11/21/23 - 11/20/25	11/21/23 - 11/20/26	11/21/23 - 11/20/27
611430TD, 611430TD RC	Talent Development	HRC Advisory Executive III - (TD)	B	14	$413.66	$434.34	$447.37	$460.79	$474.62
611430TD, 611430TD RC	Talent Development	HRC Advisory Executive II - (TD)	B	12	$401.25	$421.31	$433.95	$446.97	$460.38
611430TD, 611430TD RC	Talent Development	HRC Advisory Executive I - (TD)	B	11	$392.98	$412.63	$425.01	$437.76	$450.89
611430TD, 611430TD RC	Talent Development	HRC Advisory Lead II - (TD)	B	14	$368.18	$386.59	$398.19	$410.13	$422.44
611430TD, 611430TD RC	Talent Development	HRC Advisory Lead I - (TD)	B	10	$357.14	$375.00	$386.25	$397.83	$409.77
611430TD, 611430TD RC	Talent Development	HRC Advisory Engagement Leader III - (TD)	B	10	$308.18	$323.59	$333.30	$343.30	$353.59
611430TD, 611430TD RC	Talent Development	HRC Advisory Engagement Leader II - (TD)	B	9	$298.93	$313.88	$323.29	$332.99	$342.98
611430TD, 611430TD RC	Talent Development	HRC Advisory Engagement Leader I - (TD)	B	8	$283.53	$297.71	$306.64	$315.84	$325.31
611430TD, 611430TD RC	Talent Development	HRC Advisory Project Lead III - (TD)	B	7	$249.82	$262.31	$270.18	$278.29	$286.63
611430TD, 611430TD RC	Talent Development	HRC Advisory Project Lead II - (TD)	B	6	$237.33	$249.20	$256.67	$264.37	$272.30
611430TD, 611430TD RC	Talent Development	HRC Advisory Project Lead I - (TD)	B	5	$224.84	$236.08	$243.16	$250.46	$257.97
611430TD, 611430TD RC	Talent Development	HRC Advisory Sr. Professional III - (TD)	B	6	$203.31	$213.48	$219.88	$226.48	$233.27
611430TD, 611430TD RC	Talent Development	HRC Advisory Sr. Professional II - (TD)	B	4	$197.21	$207.07	$213.28	$219.68	$226.27
611430TD, 611430TD RC	Talent Development	HRC Advisory Sr. Professional I - (TD)	B	3	$187.04	$196.39	$202.28	$208.35	$214.60
611430TD, 611430TD RC	Talent Development	HRC Advisory Mid Professional IV - (TD)	B	3	$160.00	$168.00	$173.04	$178.23	$183.58
611430TD, 611430TD RC	Talent Development	HRC Advisory Mid Professional III - (TD)	B	2	$156.80	$164.64	$169.58	$174.67	$179.91
611430TD, 611430TD RC	Talent Development	HRC Advisory Mid Professional II - (TD)	B	1	$152.00	$159.60	$164.39	$169.32	$174.40
611430TD, 611430TD RC	Talent Development	HRC Advisory Mid Professional I - (TD)	B	0	$140.80	$147.84	$152.28	$156.84	$161.55
611430TD, 611430TD RC	Talent Development	HRC Advisory Jr Professional III - (TD)	B	2	$137.00	$143.85	$148.17	$152.61	$157.19
611430TD, 611430TD RC	Talent Development	HRC Advisory Jr Professional II - (TD)	B	1	$130.15	$136.66	$140.76	$144.98	$149.33
611430TD, 611430TD RC	Talent Development	HRC Advisory Jr Professional I - (TD)	B	0	$123.30	$129.47	$133.35	$137.35	$141.47
611430TD, 611430TD RC	Talent Development	HRT Advisory Executive III - (TD)	B	14	$371.00	$389.55	$401.24	$413.27	$425.67
611430TD, 611430TD RC	Talent Development	HRT Advisory Executive II - (TD)	B	12	$359.87	$377.86	$389.20	$400.88	$412.90
611430TD, 611430TD RC	Talent Development	HRT Advisory Executive I - (TD)	B	11	$352.45	$370.07	$381.17	$392.61	$404.39
611430TD, 611430TD RC	Talent Development	HRT Advisory Lead II - (TD)	B	14	$371.00	$389.55	$401.24	$413.27	$425.67
611430TD, 611430TD RC	Talent Development	HRT Advisory Lead I - (TD)	B	10	$341.32	$358.39	$369.14	$380.21	$391.62
611430TD, 611430TD RC	Talent Development	HRT Advisory Engagement Leader III - (TD)	B	10	$314.01	$329.71	$339.60	$349.79	$360.28

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MAS SIN	SIN Title	Labor Category/Service Title	Min EDU	Min YOE	OPTION 1 - GSA PRICING w/IFF				
					CY6	CY7	CY8	CY9	CY10
					04/11/23 - 11/20/23	11/21/23 - 11/20/24	11/21/23 - 11/20/25	11/21/23 - 11/20/26	11/21/23 - 11/20/27
6611430TD, 611430TD RC	Talent Development	HRT Advisory Engagement Leader II - (TD)	B	9	$298.30	$313.22	$322.61	$332.29	$342.26
611430TD, 611430TD RC	Talent Development	HRT Advisory Engagement Leader I - (TD)	B	8	$288.88	$303.32	$312.42	$321.80	$331.45
611430TD, 611430TD RC	Talent Development	HRT Advisory Solution Architect - (TD)	B	14	$263.00	$276.15	$284.43	$292.97	$301.76
611430TD, 611430TD RC	Talent Development	HRT Advisory Project Lead III - (TD)	B	7	$297.89	$312.78	$322.17	$331.83	$341.79
611430TD, 611430TD RC	Talent Development	HRT Advisory Project Lead II - (TD)	B	6	$282.99	$297.14	$306.05	$315.24	$324.69
611430TD, 611430TD RC	Talent Development	HRT Advisory Project Lead I - (TD)	B	5	$268.10	$281.51	$289.95	$298.65	$307.61
611430TD, 611430TD RC	Talent Development	HRT Advisory Architect - (TD)	B	10	$223.00	$234.15	$241.17	$248.41	$255.86
611430TD, 611430TD RC	Talent Development	HRT Advisory Sr. Professional III - (TD)	B	4	$216.31	$227.13	$233.94	$240.96	$248.19
611430TD, 611430TD RC	Talent Development	HRT Advisory Sr. Professional II - (TD)	B	3	$211.85	$222.44	$229.12	$235.99	$243.07
611430TD, 611430TD RC	Talent Development	HRT Advisory Sr. Professional I - (TD)	B	2	$207.39	$217.76	$224.29	$231.02	$237.95
611430TD, 611430TD RC	Talent Development	HRT Advisory Mid Professional III - (TD)	B	2	$194.78	$204.52	$210.65	$216.97	$223.48
611430TD, 611430TD RC	Talent Development	HRT Advisory Mid Professional II - (TD)	B	1	$177.84	$186.73	$192.33	$198.10	$204.05
611430TD, 611430TD RC	Talent Development	HRT Advisory Mid Professional I - (TD)	B	0	$158.79	$166.73	$171.73	$176.88	$182.19
611430TD, 611430TD RC	Talent Development	HRT Advisory Jr Professional II - (TD)	B	1	$136.00	$142.80	$147.08	$151.50	$156.04
611430TD, 611430TD RC	Talent Development	HRT Advisory Jr Professional I - (TD)	B	0	$129.20	$135.66	$139.73	$143.92	$148.24
611430TD, 611430TD RC	Talent Development	HRC Implementation Executive III - (TD)	B	14	$413.66	$434.34	$447.37	$460.79	$474.62
611430TD, 611430TD RC	Talent Development	HRC Implementation Executive II - (TD)	B	12	$401.25	$421.31	$433.95	$446.97	$460.38
611430TD, 611430TD RC	Talent Development	HRC Implementation Executive I - (TD)	B	11	$392.98	$412.63	$425.01	$437.76	$450.89
611430TD, 611430TD RC	Talent Development	HRC Implementation Lead I - (TD)	B	10	$357.14	$375.00	$386.25	$397.83	$409.77
611430TD, 611430TD RC	Talent Development	HRC Implementation Engagement Leader III - (TD)	B	10	$308.18	$323.59	$333.30	$343.30	$353.59
611430TD, 611430TD RC	Talent Development	HRC Implementation Engagement Leader II - (TD)	B	9	$298.93	$313.88	$323.29	$332.99	$342.98
611430TD, 611430TD RC	Talent Development	HRC Implementation Engagement Leader I - (TD)	B	8	$283.53	$297.71	$306.64	$315.84	$325.31
611430TD, 611430TD RC	Talent Development	HRC Implementation Project Lead III - (TD)	B	7	$249.82	$262.31	$270.18	$278.29	$286.63
611430TD, 611430TD RC	Talent Development	HRC Implementation Project Lead II - (TD)	B	6	$237.33	$249.20	$256.67	$264.37	$272.30
611430TD, 611430TD RC	Talent Development	HRC Implementation Project Lead I - (TD)	B	5	$224.84	$236.08	$243.16	$250.46	$257.97
611430TD, 611430TD RC	Talent Development	HRC Implementation Sr. Professional IV - (TD)	B	6	$203.31	$213.48	$219.88	$226.48	$233.27
611430TD, 611430TD RC	Talent Development	HRC Implementation Sr. Professional III - (TD)	B	4	$197.21	$207.07	$213.28	$219.68	$226.27

*Substitution of years of experience and/or education is permitted in accordance with the EXPERIENCE / EDUCATION SUBSTITUTION EQUIVALENCY table in Section 4.0 above.

MAS SIN	SIN Title	Labor Category/Service Title	Min EDU	Min YOE	OPTION 1 - GSA PRICING w/IFF				
					CY6	CY7	CY8	CY9	CY10
					04/11/23 - 11/20/23	11/21/23 - 11/20/24	11/21/23 - 11/20/25	11/21/23 - 11/20/26	11/21/23 - 11/20/27
611430TD, 611430TD RC	Talent Development	HRC Implementation Sr. Professional II - (TD)	B	3	$187.04	$196.39	$202.28	$208.35	$214.60
611430TD, 611430TD RC	Talent Development	HRC Implementation Sr. Professional I - (TD)	B	2	$180.95	$190.00	$195.70	$201.57	$207.62
611430TD, 611430TD RC	Talent Development	HRC Implementation Mid Professional IV - (TD)	B	3	$160.00	$168.00	$173.04	$178.23	$183.58
611430TD, 611430TD RC	Talent Development	HRC Implementation Mid Professional III - (TD)	B	2	$156.80	$164.64	$169.58	$174.67	$179.91
611430TD, 611430TD RC	Talent Development	HRC Implementation Mid Professional II - (TD)	B	0	$147.20	$154.56	$159.20	$163.97	$168.89
611430TD, 611430TD RC	Talent Development	HRC Implementation Mid Professional I - (TD)	HS	1	$140.80	$147.84	$152.28	$156.84	$161.55
611430TD, 611430TD RC	Talent Development	HRC Implementation Jr Professional IV - (TD)	B	2	$137.00	$143.85	$148.17	$152.61	$157.19
611430TD, 611430TD RC	Talent Development	HRC Implementation Jr Professional III - (TD)	B	1	$130.15	$136.66	$140.76	$144.98	$149.33
611430TD, 611430TD RC	Talent Development	HRC Implementation Jr Professional II - (TD)	B	0	$123.30	$129.47	$133.35	$137.35	$141.47
611430TD, 611430TD RC	Talent Development	HRC Implementation Jr Professional I - (TD)	HS	0	$116.45	$122.27	$125.94	$129.72	$133.61
611430TD, 611430TD RC	Talent Development	HRC Implementation Jr Staff IV - (TD)	B	0	$91.10	$95.66	$98.52	$101.48	$104.52
611430TD, 611430TD RC	Talent Development	HRC Implementation Jr Staff III - (TD)	HS	3	$81.51	$85.59	$88.15	$90.80	$93.52
611430TD, 611430TD RC	Talent Development	HRC Implementation Jr Staff II - (TD)	HS	2	$75.35	$79.12	$81.49	$83.94	$86.45
611430TD, 611430TD RC	Talent Development	HRC Implementation Jr Staff I - (TD)	HS	1	$66.04	$69.34	$71.42	$73.56	$75.77
611430TD, 611430TD RC	Talent Development	HRT Implementation Executive III - (TD)	B	14	$371.00	$389.55	$401.24	$413.27	$425.67
611430TD, 611430TD RC	Talent Development	HRT Implementation Executive II - (TD)	B	12	$359.87	$377.86	$389.20	$400.88	$412.90
611430TD, 611430TD RC	Talent Development	HRT Implementation Executive I - (TD)	B	11	$352.45	$370.07	$381.17	$392.61	$404.39
611430TD, 611430TD RC	Talent Development	HRT Implementation Lead I - (TD)	B	10	$341.32	$358.39	$369.14	$380.21	$391.62
611430TD, 611430TD RC	Talent Development	HRT Implementation Engagement Leader III - (TD)	B	10	$314.01	$329.71	$339.60	$349.79	$360.28
611430TD, 611430TD RC	Talent Development	HRT Implementation Engagement Leader II - (TD)	B	9	$298.30	$313.22	$322.61	$332.29	$342.26
611430TD, 611430TD RC	Talent Development	HRT Implementation Engagement Leader I - (TD)	B	8	$288.88	$303.32	$312.42	$321.80	$331.45
611430TD, 611430TD RC	Talent Development	HRT Implementation Project Lead III - (TD)	B	7	$297.89	$312.78	$322.17	$331.83	$341.79
611430TD, 611430TD RC	Talent Development	HRT Implementation Project Lead II - (TD)	B	6	$282.99	$297.14	$306.05	$315.24	$324.69
611430TD, 611430TD RC	Talent Development	HRT Implementation Project Lead I - (TD)	B	5	$268.10	$281.51	$289.95	$298.65	$307.61
611430TD, 611430TD RC	Talent Development	HRT Implementation Architect - (TD)	B	10	$223.00	$234.15	$241.17	$248.41	$255.86
611430TD, 611430TD RC	Talent Development	HRT Implementation Sr. Professional III - (TD)	B	4	$216.31	$227.13	$233.94	$240.96	$248.19
611430TD, 611430TD RC	Talent Development	HRT Implementation Sr. Professional II - (TD)	B	3	$211.85	$222.44	$229.12	$235.99	$243.07

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MAS SIN	SIN Title	Labor Category/Service Title	Min EDU	Min YOE	OPTION 1 - GSA PRICING w/IFF				
					CY6	CY7	CY8	CY9	CY10
					04/11/23 - 11/20/23	11/21/23 - 11/20/24	11/21/23 - 11/20/25	11/21/23 - 11/20/26	11/21/23 - 11/20/27
611430TD, 611430TD RC	Talent Development	HRT Implementation Sr. Professional I - (TD)	B	2	$207.39	$217.76	$224.29	$231.02	$237.95
611430TD, 611430TD RC	Talent Development	HRT Implementation Mid Professional IV - (TD)	B	2	$194.78	$204.52	$210.65	$216.97	$223.48
611430TD, 611430TD RC	Talent Development	HRT Implementation Mid Professional III - (TD)	B	1	$177.84	$186.73	$192.33	$198.10	$204.05
611430TD, 611430TD RC	Talent Development	HRT Implementation Mid Professional II - (TD)	B	0	$169.37	$177.84	$183.17	$188.67	$194.33
611430TD, 611430TD RC	Talent Development	HRT Implementation Mid Professional I - (TD)	HS	1	$158.79	$166.73	$171.73	$176.88	$182.19
611430TD, 611430TD RC	Talent Development	HRT Implementation Jr Professional III - (TD)	B	1	$136.00	$142.80	$147.08	$151.50	$156.04
611430TD, 611430TD RC	Talent Development	HRT Implementation Jr Professional II - (TD)	B	0	$129.20	$135.66	$139.73	$143.92	$148.24
611430TD, 611430TD RC	Talent Development	HRT Implementation Jr Professional I - (TD)	HS	0	$122.40	$128.52	$132.38	$136.35	$140.44
611430TD, 611430TD RC	Talent Development	HRT Implementation Jr Staff IV - (TD)	B	0	$91.10	$95.66	$98.52	$101.48	$104.52
611430TD, 611430TD RC	Talent Development	HRT Implementation Jr Staff III - (TD)	HS	3	$81.51	$85.59	$88.15	$90.80	$93.52
611430TD, 611430TD RC	Talent Development	HRT Implementation Jr Staff II - (TD)	HS	2	$75.35	$79.12	$81.49	$83.94	$86.45
611430TD, 611430TD RC	Talent Development	HRT Implementation Jr Staff I - (TD)	HS	1	$68.63	$72.06	$74.22	$76.45	$78.74
611430TD, 611430TD RC	Talent Development	HRC Operations Executive II - (TD)	B	12	$401.25	$421.31	$433.95	$446.97	$460.38
611430TD, 611430TD RC	Talent Development	HRC Operations Executive I - (TD)	B	11	$392.98	$412.63	$425.01	$437.76	$450.89
611430TD, 611430TD RC	Talent Development	HRC Operations Engagement Leader II - (TD)	B	10	$308.18	$323.59	$333.30	$343.30	$353.59
611430TD, 611430TD RC	Talent Development	HRC Operations Engagement Leader I - (TD)	B	8	$283.53	$297.71	$306.64	$315.84	$325.31
611430TD, 611430TD RC	Talent Development	HRC Operations Project Lead III - (TD)	B	7	$249.82	$262.31	$270.18	$278.29	$286.63
611430TD, 611430TD RC	Talent Development	HRC Operations Project Lead II - (TD)	B	6	$237.33	$249.20	$256.67	$264.37	$272.30
611430TD, 611430TD RC	Talent Development	HRC Operations Project Lead I - (TD)	B	5	$224.84	$236.08	$243.16	$250.46	$257.97
611430TD, 611430TD RC	Talent Development	HRC Operations Sr. Professional IV - (TD)	B	6	$203.31	$213.48	$219.88	$226.48	$233.27
611430TD, 611430TD RC	Talent Development	HRC Operations Sr. Professional III - (TD)	B	4	$197.21	$207.07	$213.28	$219.68	$226.27
611430TD, 611430TD RC	Talent Development	HRC Operations Sr. Professional II - (TD)	B	3	$187.04	$196.39	$202.28	$208.35	$214.60
611430TD, 611430TD RC	Talent Development	HRC Operations Sr. Professional I - (TD)	B	2	$180.95	$190.00	$195.70	$201.57	$207.62
611430TD, 611430TD RC	Talent Development	HRC Operations Mid Professional V - (TD)	B	3	$160.00	$168.00	$173.04	$178.23	$183.58
611430TD, 611430TD RC	Talent Development	HRC Operations Mid Professional IV - (TD)	B	2	$156.80	$164.64	$169.58	$174.67	$179.91
611430TD, 611430TD RC	Talent Development	HRC Operations Mid Professional III - (TD)	B	1	$152.00	$159.60	$164.39	$169.32	$174.40
611430TD, 611430TD RC	Talent Development	HRC Operations Mid Professional II - (TD)	B	0	$147.20	$154.56	$159.20	$163.97	$168.89

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MAS SIN	SIN Title	Labor Category/Service Title	Min EDU	Min YOE	OPTION 1 - GSA PRICING w/IFF				
					CY6	CY7	CY8	CY9	CY10
					04/11/23 - 11/20/23	11/21/23 - 11/20/24	11/21/23 - 11/20/25	11/21/23 - 11/20/26	11/21/23 - 11/20/27
611430TD, 611430TD RC	Talent Development	HRC Operations Mid Professional I - (TD)	HS	1	$140.80	$147.84	$152.28	$156.84	$161.55
611430TD, 611430TD RC	Talent Development	HRC Operations Jr Professional IV - (TD)	B	2	$137.00	$143.85	$148.17	$152.61	$157.19
611430TD, 611430TD RC	Talent Development	HRC Operations Jr Professional III - (TD)	B	1	$130.15	$136.66	$140.76	$144.98	$149.33
611430TD, 611430TD RC	Talent Development	HRC Operations Jr Professional II - (TD)	B	0	$123.30	$129.47	$133.35	$137.35	$141.47
611430TD, 611430TD RC	Talent Development	HRC Operations Jr Professional I - (TD)	HS	0	$116.45	$122.27	$125.94	$129.72	$133.61
611430TD, 611430TD RC	Talent Development	HRC Operations Jr Staff IV - (TD)	B	0	$91.10	$95.66	$98.52	$101.48	$104.52
611430TD, 611430TD RC	Talent Development	HRC Operations Jr Staff III - (TD)	HS	3	$81.51	$85.59	$88.15	$90.80	$93.52
611430TD, 611430TD RC	Talent Development	HRC Operations Jr Staff II - (TD)	HS	2	$75.35	$79.12	$81.49	$83.94	$86.45
611430TD, 611430TD RC	Talent Development	HRC Operations Jr Staff I - (TD)	HS	1	$66.04	$69.34	$71.42	$73.56	$75.77
611430TD, 611430TD RC	Talent Development	HRT Operations Executive II - (TD)	B	12	$359.87	$377.86	$389.20	$400.88	$412.90
611430TD, 611430TD RC	Talent Development	HRT Operations Executive I - (TD)	B	11	$352.45	$370.07	$381.17	$392.61	$404.39
611430TD, 611430TD RC	Talent Development	HRT Operations Lead I - (TD)	B	10	$341.32	$358.39	$369.14	$380.21	$391.62
611430TD, 611430TD RC	Talent Development	HRT Operations Engagement Leader II - (TD)	B	10	$314.01	$329.71	$339.60	$349.79	$360.28
611430TD, 611430TD RC	Talent Development	HRT Operations Engagement Leader I - (TD)	B	8	$288.88	$303.32	$312.42	$321.80	$331.45
611430TD, 611430TD RC	Talent Development	HRT Operations Project Lead III - (TD)	B	7	$297.89	$312.78	$322.17	$331.83	$341.79
611430TD, 611430TD RC	Talent Development	HRT Operations Project Lead II - (TD)	B	6	$282.99	$297.14	$306.05	$315.24	$324.69
611430TD, 611430TD RC	Talent Development	HRT Operations Project Lead I - (TD)	B	5	$268.10	$281.51	$289.95	$298.65	$307.61
611430TD, 611430TD RC	Talent Development	HRT Operations Sr. Professional IV - (TD)	B	6	$223.00	$234.15	$241.17	$248.41	$255.86
611430TD, 611430TD RC	Talent Development	HRT Operations Sr. Professional III - (TD)	B	4	$216.31	$227.13	$233.94	$240.96	$248.19
611430TD, 611430TD RC	Talent Development	HRT Operations Sr. Professional IITD)	B	3	$211.85	$222.44	$229.12	$235.99	$243.07
611430TD, 611430TD RC	Talent Development	HRT Operations Sr. Professional I - (TD)	B	2	$207.39	$217.76	$224.29	$231.02	$237.95
611430TD, 611430TD RC	Talent Development	HRT Operations Mid Professional V - (TD)	B	3	$211.72	$222.31	$228.98	$235.84	$242.92
611430TD, 611430TD RC	Talent Development	HRT Operations Mid Professional IV - (TD)	B	2	$194.78	$204.52	$210.65	$216.97	$223.48
611430TD, 611430TD RC	Talent Development	HRT Operations Mid Professional III - (TD)	B	1	$177.84	$186.73	$192.33	$198.10	$204.05
611430TD, 611430TD RC	Talent Development	HRT Operations Mid Professional II - (TD)	B	0	$169.37	$177.84	$183.17	$188.67	$194.33
611430TD, 611430TD RC	Talent Development	HRT Operations Mid Professional I - (TD)	HS	1	$158.79	$166.73	$171.73	$176.88	$182.19
611430TD, 611430TD RC	Talent Development	HRT Operations Jr Professional III - (TD)	B	1	$136.00	$142.80	$147.08	$151.50	$156.04

*Substitution of years of experience and/or education is permitted in accordance with the EXPERIENCE / EDUCATION SUBSTITUTION EQUIVALENCY table in Section 4.0 above.

MAS SIN	SIN Title	Labor Category/Service Title	Min EDU	Min YOE	OPTION 1 - GSA PRICING w/IFF				
					CY6	CY7	CY8	CY9	CY10
					04/11/23 - 11/20/23	11/21/23 - 11/20/24	11/21/23 - 11/20/25	11/21/23 - 11/20/26	11/21/23 - 11/20/27
611430TD, 611430TD RC	Talent Development	HRT Operations Jr Professional II - (TD)	B	0	$129.20	$135.66	$139.73	$143.92	$148.24
611430TD, 611430TD RC	Talent Development	HRT Operations Jr Professional I - (TD)	HS	0	$122.40	$128.52	$132.38	$136.35	$140.44
611430TD, 611430TD RC	Talent Development	HRT Operations Jr Staff IV - (TD)	B	0	$91.10	$95.66	$98.52	$101.48	$104.52
611430TD, 611430TD RC	Talent Development	HRT Operations Jr Staff III - (TD)	HS	3	$81.51	$85.59	$88.15	$90.80	$93.52
611430TD, 611430TD RC	Talent Development	HRT Operations Jr Staff II - (TD)	HS	2	$75.35	$79.12	$81.49	$83.94	$86.45
611430TD, 611430TD RC	Talent Development	HRT Operations Jr Staff I - (TD)	HS	1	$68.63	$72.06	$74.22	$76.45	$78.74

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SINs –
54151ECOM – Electronic Commerce and Subscription Services
SIN 518210C – Cloud Computing & Cloud Related IT Professional Services

CentralSight™ is a Deloitte Consulting solution that enables clients to capture leading indicators and prevent supply chain disruptions before they occur, saving money, protecting brand, and radically increasing supply chain integrity. The solution is comprised of required and optional components and is configured for the specific customer need. CentralSight™ is complemented by the professional services that Deloitte Consulting already offers on its GSA MAS contract.

The Ordering Activity's use of the Licensed Software is subject to the license terms and conditions of Deloitte Consulting's Subscription License Agreement, which shall supersede all other terms and conditions, and which must be incorporated into any resulting contract award.

The CentralSight™ solution is comprised of 5 items -

1. Setup & Training –		
Part No.	**Product Name**	**Description**
SE0001	Set Up & Training	Backend production team new project spin-up, communication, coordination, management. Client platform instance creation and initial configuration and personnel training. *Required.

2. Subscription License –		
Part No.	**Product Name**	**Description**
SL0001AL	Annual Subscription License	Subscription to Deloitte's CentralSight™ Platform, providing access to supply chain illuminations, dashboard views, supplier profiles, supplier risks, and monitoring and alerting on suppliers [up to the quantity purchased via the Suppliers Under Management Tiers below]. Includes hosting and technical support for the length of the subscription. Platform subscription must be purchased before additional items below. Supply Chain Illuminations and other Managed Service analysis, support, and deliverables are purchased via Professional Services fees.
SL0001MTH	Monthly Subscription License	Subscription to Deloitte's CentralSight™ Platform, providing access to supply chain illuminations, dashboard views, supplier profiles, supplier risks, and monitoring and alerting on suppliers [up to the quantity purchased via the Suppliers Under Management Tiers below]. Includes hosting and technical support for the length of the subscription. Platform subscription must be purchased before additional items below. Supply Chain Illuminations and other Managed Service analysis, support, and deliverables are purchased via Professional Services fees. *Required: Minimum three-month purchase.

3. Dashboard User Access -		
Part No.	**Product Name**	**Description**
DA0001AL	Dashboard User Access	User License to access CentralSight™ Platform. User License is issued to a named individual and may only be used by that named individual. *At a minimum, 1 Dashboard User Access license is required with the purchase of a Subscription License.
DA0001MTH	Dashboard User Access	User License to access CentralSight™ Platform. User License is issued to a named individual and may only be used by that named individual. *At a minimum, 1 Dashboard User Access license is required with the purchase of a Subscription License. *Required: Minimum three-month purchase.

4. Suppliers Under Management -		
Part No.	**Product Name**	**Description**
SM0250AL	Tier 1: 1 - 250 suppliers	Monitoring & Alerting dashboard continuously monitoring & alerting on 1 to 250 suppliers for indicators of potential supply chain disruptions. *Required (must select 1 of the 4 Suppliers Under Management tiers with the purchase of a Subscription License).
SM0500AL	Tier 2: 251 - 500 suppliers	Monitoring & Alerting dashboard continuously monitoring & alerting on 251 to 500 suppliers for indicators of potential supply chain disruptions. *Required (must select 1 of the 4 Suppliers Under Management tiers with the purchase of a Subscription License).
SM1000AL	Tier 3: 501 - 1000 suppliers	Monitoring & Alerting dashboard continuously monitoring & alerting on 501 to 1000 suppliers for indicators of potential supply chain disruptions. *Required (must select 1 of the 4 Suppliers Under Management tiers with the purchase of a Subscription License).
SM2000AL	Tier 4: 1001 - 2000 suppliers	Monitoring & Alerting dashboard continuously monitoring & alerting on 1001 to 2000 suppliers for indicators of potential supply chain disruptions. *Required (must select 1 of the 4 Suppliers Under Management tiers with the purchase of a Subscription License).
SM0250MTH	Tier 1: 1 - 250 suppliers	Monitoring & Alerting dashboard continuously monitoring & alerting on 1 to 250 suppliers for indicators of potential supply chain disruptions. *Required (must select 1 of the 4 Suppliers Under Management tiers with the purchase of a Subscription License). *Required: Minimum three-month purchase.
SM0500MTH	Tier 2: 251 - 500 suppliers	Monitoring & Alerting dashboard continuously monitoring & alerting on 251 to 500 suppliers for indicators of potential supply chain disruptions. *Required (must select 1 of the 4 Suppliers Under Management tiers with the purchase of a Subscription License). *Required: Minimum three-month purchase.
SM1000MTH	Tier 3: 501 - 1000 suppliers	Monitoring & Alerting dashboard continuously monitoring & alerting on 501 to 1000 suppliers for indicators of potential supply chain disruptions. *Required (must select 1 of the 4 Suppliers Under Management tiers with the purchase of a Subscription License). *Required: Minimum three-month purchase.
SM2000MTH	Tier 4: 1001 - 2000 suppliers	Monitoring & Alerting dashboard continuously monitoring & alerting on 1001 to 2000 suppliers for indicators of potential supply chain disruptions. *Required (must select 1 of the 4 Suppliers Under Management tiers with the purchase of a Subscription License). *Required: Minimum three-month purchase.

5. Supplier Analysis Report -		
Part No.	**Product Name**	**Description**
SAR00T1	Tier 1	Supplier analysis to generate report that includes data within the following categories: Financial, Foreign Ownership Control or Influence (FOCI), Political and Regulatory, Compliance, Technology and Cybersecurity, Manufacturing and Supply, Transportation and Distribution, Product Quality/Design.
SAR00T2	Tier 2	Supplier analysis to generate report that includes data within the following categories: Financial, Foreign Ownership Control or Influence (FOCI), Political and Regulatory, Compliance, Technology and Cybersecurity, Manufacturing and Supply, Transportation and Distribution, Product Quality/Design, Adverse Media, Legal Activity, Merger & Acquisition

		Activity, Foreign Joint Venture & Research Efforts, Domestic & Foreign Supply Chain Partners.

The Supplier Analysis Reports are an optional component to the solution. The setup & training, subscription license, dashboard user access, supplier under management, along with Deloitte Consulting professional services are required components of the solution and must be purchased together. The Deloitte Consulting professional services are those that are available in Section 4.0.

GSA MAS Pricing – SINs 54151ECOM and 518210C

Part No.	Product Name	Unit	GSA Price w/ IFF	
SE0001	Setup & Training	Price/Project	$34,559.19	
Annual				
SL0001AL	Subscription License	Annual License	$ 197,481.11	
DA0001AL	Dashboard User Access	Price/User License	$ 49,370.28	
Monthly				
SL0001MTH	Subscription License	Monthly License	$ 16,456.76	*
DA0001MTH	Dashboard User Access	Price/User License	$ 4,114.19	*
Suppliers Under Management (Annual & Monthly)				
SM0250AL	Tier 1: 1 - 250 suppliers	Price/Tier	$ 49,370.28	
SM0500AL	Tier 2: 251 - 500 suppliers	Price/Tier	$ 68,413.10	
SM1000AL	Tier 3: 501 - 1000 suppliers	Price/Tier	$ 87,959.70	
SM2000AL	Tier 4: 1001 - 2000 suppliers	Price/Tier	$ 108,614.61	
SM0250MTH	Tier 1: 1 - 250 suppliers	Price/Tier	$ 4,114.19	*
SM0500MTH	Tier 2: 251 - 500 suppliers	Price/Tier	$ 5,701.09	*
SM1000MTH	Tier 3: 501 - 1000 suppliers	Price/Tier	$ 7,329.97	*
SM2000MTH	Tier 4: 1001 - 2000 suppliers	Price/Tier	$ 9,051.21	*
Supplier Analysis Reports				
SAR00T1	Tier 1	Price/Report	$ 19,748.11	
SAR00T2	Tier 2	Price/Report	$ 39,496.22	

***Minimum three-month purchase required.**

SECTION 6.0 – GSA IT CATEGORY INFRASTRUCTURE TERMS AND CONDITIONS

SIN 54151ECOM Supplemental Terms and Conditions – Deloitte Consulting CentralSight™.

The Ordering Activity's use of the Licensed Software is subject to the license terms and conditions of Deloitte Consulting's Subscription License Agreement, which shall supersede all other terms and conditions, and which must be incorporated into any resulting contract award.

SIN 518210C - Cloud and Cloud-Related IT Professional Services Specific Information for Offerors

The prices, terms and conditions stated under Special Item Number (SIN) 518210C Cloud Computing Services (i.e. IaaS, etc.) and Cloud Related IT Professional Services apply exclusively to commercially available Cloud Computing Services (i.e. IaaS, etc.) and Cloud-Related Professional Services within the scope of this Information Technology Schedule to include i) Cloud Services only (i.e. IaaS, etc.); ii) Cloud computing-related IT professional services only; or iii) Cloud Services (i.e. IaaS, etc.) and supporting cloud computing-related IT professional services.

This SIN provides ordering activities with access to Cloud (i.e. IaaS, etc.) technical services that run-in cloud environments and meet the NIST Definition of Cloud Computing Essential Characteristics.

The scope of this SIN is limited to cloud capabilities provided entirely as a "pay as you go/ consumption based" service and cloud- related IT professional services (i.e. IaaS, etc.). Hardware, software and other artifacts acquired to supporting the physical construction of a private or other cloud are out of scope for this SIN.

Sub-categories in scope for this SIN are the three NIST Service Models: Software as a Service (SaaS), Platform as a Service (PaaS), and Infrastructure as a Service (IaaS). See **Table 1** for a representation of the scope and sub-categories.

See **Table 1** for a representation of the scope and sub-categories.

Table 1: Cloud Computing Services (IaaS/PaaS/SaaS)

SIN Description	Sub-Categories
• Commercially available cloud computing services • Meets the National Institute for Standards and Technology (NIST) Definition of Cloud Computing (SP 800-145) essential characteristics • Open to all deployment models (private, public, community or hybrid), vendors specify deployment models	**1. Software as a Service (SaaS):** Consumer uses provider's applications on cloud infrastructure. Does not manage/control platform or infrastructure. Limited application level configuration may be available. **2. Platform as a Service (PaaS):** Consumer deploys applications onto cloud platform service using provider-supplied tools. Has control over deployed applications and some limited platform configuration but does not manage the platform or infrastructure. **3. Infrastructure as a Service (IaaS):** Consumer provisions computing resources. Has control over OS, storage, platform, deployed applications and some limited infrastructure configuration, but does not manage the infrastructure.

1) DESCRIPTION OF CLOUD COMPUTING SERVICES (IaaS/PaaS/SaaS) AND PRICING

a) The information provided below is designed to assist Offerors to categorize cloud computing services and provide complete descriptions.

b) In addition to standard pricing requirements, all pricing models must have the core capability to meet the NIST Essential Cloud Characteristics[1], particularly with respect to on-demand self-service, while allowing alternate variations at the task order level at agency discretion, pursuant to the guidance on the NIST Essential Characteristics.

Table 2: Cloud Service Description Requirements (below) summarizes the additional Offeror provided description requirements for services proposed under the Cloud Computing Services (IaaS/PaaS/SaaS). All mandatory description requirements must be complete, and adequate according to evaluation criteria.

1) The NIST Service Model provides sub-categories for SIN 518210C (Cloud SIN) and is strongly encouraged, and offerors are not required to submit sub-categories. Contractors may select the single service model most closely corresponding to the specific service offering.

[1] https://nvlpubs.nist.gov/nistpubs/legacy/sp/nistspecialpublication800-145.pdf

2) If a sub-category is selected**,** it will be evaluated with respect to the NIST Service Model definitions and guidelines in “Guidance for Contractors**.**"

Table 2: Cloud Service Description Requirements

Requirement: Provide a brief written description of how the proposed cloud computing services (IaaS/PaaS/SaaS) satisfies each individual essential NIST	
Sub-Catorgies - Cloud Computing Services	**NIST Essentials Requirements**
Infrastructure as a Service (IaaS): Consumer provisions computing resources. Has control over OS, storage, platform, deployed applications and some limited infrastructure configuration, but does not manage the infrastructure,	**1. On-demand self-service.** The consumer shall unilaterally provision computing capabilities, such as server time and network storage
	2. Broad network access. Capabilities will be available over the network and accessed through standard mechanisms that promote use by heterogeneous thin or thick client platforms (e.g., mobile phones, tablets, laptops, and workstations).
	3. Resource pooling. The provider’s computing resources will be pooled to serve multiple consumers using a multi-tenant model, with different physical and virtual resources dynamically assigned and reassigned according to consumer demand.
	4. Rapid elasticity. Capabilities will be elastically provisioned and released, in some cases automatically, to scale rapidly outward and inward commensurate with demand.
	5. Measured service. Cloud systems automatically control and optimize resource use by leveraging a metering capability at some level of abstraction appropriate to the type of service (e.g., storage, processing, bandwidth, and active user accounts). Resource usage will be monitored, controlled, and reported.
Platform as a Service (PaaS): Consumer deploys applications onto cloud platform service using provider-supplied tools. Has control over deployed applications and some limited platform configuration but does not manage the platform or infrastructure.	1. **On-demand self-service.** The consumer shall unilaterally provision computing capabilities, such as server time and network storage
	2. Broad network access. Capabilities will be available over the network and accessed through standard mechanisms that promote use by heterogeneous thin or thick client platforms (e.g., mobile phones, tablets, laptops, and workstations).
	3. Resource pooling. The provider’s computing resources will be pooled to serve multiple consumers using a multi-tenant model, with different physical and virtual resources dynamically assigned and reassigned according to consumer demand.
	4. Rapid elasticity. Capabilities will be elastically provisioned and released, in some cases automatically, to scale rapidly outward and inward commensurate with demand.
	5. Measured service. Cloud systems automatically control and optimize resource use by leveraging a metering capability at some level of abstraction appropriate to the type of service (e.g., storage, processing, bandwidth, and active user accounts). Resource usage will be monitored, controlled, and reported.
Software as a Service (SaaS): Consumer uses provider’s applications on cloud infrastructure. Does not manage/control platform or infrastructure. Limited application level configuration may be available.	1. **On-demand self-service.** The consumer shall unilaterally provision computing capabilities, such as server time and network storage
	2. Broad network access. Capabilities will be available over the network and accessed through standard mechanisms that promote use by heterogeneous thin or thick client platforms (e.g., mobile phones, tablets, laptops, and workstations).
	3. Resource pooling. The provider’s computing resources will be pooled to serve multiple consumers using a multi-tenant model, with different physical and virtual resources dynamically assigned and reassigned according to consumer demand.
	4. Rapid elasticity. Capabilities will be elastically provisioned and released, in some cases automatically, to scale rapidly outward and inward commensurate with demand.
	5. Measured service. Cloud systems automatically control and optimize resource use by leveraging a metering capability at some level of abstraction appropriate to the type of service (e.g., storage, processing, bandwidth, and active user accounts). Resource usage will be monitored, controlled, and reported.

2) GUIDANCE FOR OFFERORS

This section offers guidance for interpreting Table 2 (above), including the NIST essential cloud characteristics, service models, and deployment models. This section is for offeror’s reference only.

Offeror specific definitions of cloud computing characteristics and models or significant variances from the NIST essential characteristics or models will not be considered in the scope of this SIN or accepted in response to evaluation factors. The only applicable cloud characteristics, service model/sub-categories, and deployment models for this SIN will be drawn from NIST SP 800-145. Services qualifying for listing as cloud computing services (IaaS/PaaS/SaaS) under this SIN must substantially satisfy the essential characteristics of cloud computing as documented in the NIST Definition of Cloud Computing SP 800-145.[2]

Both Cloud service model (IaaS/PaaS/SaaS) and deployment model (public, etc.) designations must align with NIST definitions. Guidance is offered in this document on making the most appropriate selection.

General Guidance

NIST's essential cloud characteristics provide a consistent metric for whether a service is eligible for inclusion in this SIN. It is understood that due to legislative, funding, and/or other constraints, Government entities cannot always leverage a cloud service to the extent that all NIST essential characteristics are commercially available. For the purposes of SIN 518210C (Cloud SIN), meeting the NIST essential characteristics is determined by whether each essential capability of the commercial service is available for the service, not whether the Ordering Activity actually requests or implements the capability. The guidance in Table 3: Guidance on Meeting NIST Essential Characteristics (below) offers examples of how services might or might not be included based on the essential characteristics, and how the Contractor should interpret the characteristics in light of current Government contracting processes.

[2] http://csrc.nist.gov/publications/nistpubs/800-145/SP800-145.pdf

Table 3: Guidance on Meeting NIST Essential Characteristics

Characteristic	Capability	Guidance
On-demand self-service	• Ordering activities can directly provision services without requiring Contractor intervention • This characteristic is typically implemented via a service console or programming interface for provisioning	Guidance varies on how to implement on-demand provisioning at this time. Ordering activities may approach on-demand in a variety of ways, including "not-to-exceed" limits, or imposing monthly or other appropriate payment cycles on what are essentially on demand services. Services under this SIN must be capable of true on-demand self-service, and ordering activities and Contractors must negotiate how they implement on-demand capabilities in practice at the task order level: ● Ordering activities must specify their procurement approach and requirements for on-demand service ● Contractors must propose how they intend to meet the approach
Broad Network Access	• Ordering activities are able to access services over standard agency networks • Service can be accessed and provisioned using standard devices such as browsers on computers, tablets, and mobile phones	● Broad network access must be available without significant qualification and in relation to the deployment model and security domain of the service ● Contractors must specify any ancillary activities, services or equipment required to access cloud services, or integrate cloud with other cloud or non-cloud networks and services.

Resource Pooling	• Pooling distinguishes cloud services from simple offsite hosting • Ordering activities draw resources from a common pool maintained by the Contractor • Resources may have general characteristics such as regional location	• The cloud service must draw from a pool of resources and provide an automated means for the Ordering Activity to dynamically allocate them • Manual allocation, e.g., manual operations at a physical server farm where Contractor staff configure servers in response to Ordering Activity requests, does not meet this requirement • Similar concerns apply to software and platform models; automated provisioning from a pool is required • Ordering activities may request dedicated physical hardware, software, or platform resources to access a private cloud deployment service. However, the provisioned cloud resources must be drawn from a common pool and automatically allocated on request.
Rapid Elasticity	• Rapid provisioning and de-provisioning commensurate with demand	• Rapid elasticity is a specific demand-driven case of self-service • 'Rapid' should be understood as measured in minutes and hours, not days or weeks • Elastic capabilities by manual request, e.g., via a console operation or programming interface call, are required • Automated elasticity, which is driven dynamically by system load, etc. is optional. Contractors must specify whether automated demand-driven elasticity is available and the general mechanisms that drive the capability

Measured Service	• Measured service should be understood as a reporting requirement that enables an Ordering Activity to control their use in cooperation with self-service	● Guidance for on-demand self-service applies to measured service as well, e.g., rapid elasticity must be technically available but ordering activities and Contractors may mutually designate other contractual arrangements ● Regardless of specific contractual arrangements, reporting must indicate actual usage, be continuously available to the Ordering Activity, and provide meaningful metrics appropriate to the service measured ● Contractors must specify that measured service is available and the general sort of metrics and mechanisms available ● The goal of the measured service requirement is to ensure Ordering Activities realize the full benefit of "pay as you go" consumption models. ● For all offers of IaaS/PaaS/SaaS the appropriate maximum measured increment of pricing shall be no more than one month per user, or some other equivalent discrete measurement that provides the Government with the advantage of frequent (every month or less) "pay as you go" metering cycles ● For all offers of IaaS/PaaS/SaaS a pricing increment of greater than one month may be offered under SIN 518210C only if a pricing increment that is one month or less pricing offer is also made for that particular item

Inheriting Essential Characteristics

Cloud Services (IaaS/PaaS/SaaS) may depend on other cloud services, and cloud service models such as PaaS and SaaS are able to inherit essential characteristics from other cloud services that support them. For example, a PaaS can inherit the broad network access made available by the IaaS it runs on, and in such a situation would be fully compliant with the broad network access essential characteristic. Cloud Services (IaaS/PaaS/SaaS) inheriting essential characteristics must make the inherited characteristic fully available at their level of delivery to claim the relevant characteristic by inheritance.

Inheriting characteristics does not require the inheriting provider to directly bundle or integrate the inherited service, but it does require a reasonable measure of support and identification. For example, the Ordering Activity may acquire an IaaS service from "Provider A" and a PaaS service from "Provider B."

The PaaS service may inherit broad network access from "Provider A," but must identify and support the inherited service as an acceptable IaaS provider.

Assessing Broad Network Access

Typically broad network access for public deployment models implies high bandwidth access from the public internet for authorized users. In a private cloud deployment internet access might be considered broad access, as might be access through a dedicated shared high bandwidth network connection from the Ordering Activity, in accordance with the private nature of the deployment model.

Resource Pooling and Private Cloud

All cloud resource pools are finite and only give the appearance of infinite resources when sufficiently large, as is sometimes the case with a public cloud. The resource pool supporting a private cloud is typically smaller with more visible limits. A finite pool of resources purchased as a private cloud service qualifies as resource pooling so long as the resources within the pool can be dynamically allocated to the ultimate users of the resource, even though the pool itself appears finite to the Ordering Activity that procures access to the pool as a source of dynamic service allocation.

1) NIST Service Model

   The Contractor may optionally document the service model of cloud computing (e.g. IaaS, PaaS, SaaS) that most closely describes their offering, using the definitions in The NIST Definition of Cloud Computing SP 800-145. Contractors should carefully select the NIST service model most closely corresponding to each service offered. Contractors should not invent, proliferate, or select multiple cloud service model sub-categories to distinguish their offerings, because ad-hoc categorization prevents consumers from comparing similar offerings. Instead, vendors should fully make use of the existing NIST categories possible. The following guidance is offered for the proper selection of service models.

   NIST's service models provide this SIN with a set of consistent sub-categories to assist ordering activities in locating and comparing Cloud services (IaaS/PaaS/SaaS) of interest. The service model is primarily concerned with the nature of the service offered and the staff and activities most likely to interact with the service. Contractors should select a single service model most closely corresponding to their proposed service based on the guidance below. It is understood that cloud services can technically incorporate multiple service models and the intent is to provide the single best categorization of the service.

   For example, in this SIN, an offering commercially marketed by a Contractor as "Storage as a Service" would be properly characterized as Infrastructure as a Service (IaaS), storage being a subset of infrastructure. Services commercially marketed as "LAMP as a Service" or "Database as a Service" would be properly characterized under this SIN as Platform as a Service (PaaS), as they deliver two kinds of platform services. Services commercially marketed as "Travel

Facilitation as a Service" or "Email as a Service" would be properly characterized as species of Software as a Service (SaaS) for this SIN.

However, Contractors can and should include appropriate descriptions (including commercial marketing terms) of the service in the full descriptions of the service's capabilities.

When choosing between equally plausible service model sub-categories, Contractors should consider several factors:

a) Visibility to the Ordering Activity: Service model sub-categories in this SIN exist to help Ordering Activities match their requirements with service characteristics. Contractors should select the most intuitive and appropriate service model from the point of view of an Ordering Activity.

b) Primary Focus of the Cloud Service (IaaS/PaaS/SaaS): Services may offer a mix of capabilities that span service models in the strict technical sense. For example, a service may offer both IaaS capabilities for processing and storage, along with some PaaS capabilities for application deployment, or SaaS capabilities for specific applications. In a service mix situation, the Contractor should select the service model that is their primary focus. Alternatively, contractors may choose to submit multiple service offerings for the SIN, each optionally and separately subcategorized.

c) Ordering Activity Role: Contractors should consider the operational role of the Ordering Activity's primary actual consumer or operator of the service. For example**,** services most often consumed by system managers are likely to fit best as IaaS; services most often consumed by application deployers or developers as PaaS, and services most often consumed by business users as SaaS.

d) Lowest Level of Configurability: Contractors can consider IaaS, PaaS**,** and SaaS as an ascending hierarchy of complexity, and select the model with the lowest level of available Ordering Activity interaction. As an example, virtual machines are an IaaS service often bundled with a range of operating systems, which are PaaS services. The Ordering Activity usually has access to configure the lower level IaaS service, and the overall service should be considered IaaS. In cases where the Ordering Activity cannot configure the speed, memory, network configuration, or any other aspect of the IaaS component, consider categorizing as a PaaS service.

Cloud management and cloud broker services should be categorized based on their own characteristics and not those of the other cloud services that are their targets. Management and broker services typically fit the SaaS service model, regardless of whether the services they manage are SaaS, PaaS, or IaaS. Use Table 3 to determine which service model is appropriate for the cloud management or cloud broker services or, alternately, choose not to select a service model for the service.

The guidance in Table 4: Guidance on Mapping to NIST Service Models (below) offers examples of how services might be properly mapped to NIST service models and how a Contractor should interpret the service model sub-categories.

Table 4: Guidance on Mapping to NIST Service Models

Service Model	Guidance
Infrastructure as a Service (IaaS)	Select an IaaS model for service-based equivalents of hardware appliances such as virtual machines, storage devices, routers, and other physical devices. • IaaS services are typically consumed by system or device managers who would configure physical hardware in a non-cloud setting • The principal customer interaction with an IaaS service is provisioning then configuration, equivalent to procuring and then configuring a physical device Examples of IaaS services include virtual machines, object storage, disk block storage, network routers and firewalls, and software defined networks. Gray areas include services that emulate or act as dedicated appliances and are directly used by applications, such as search appliances, security appliances, etc. To the extent that these services or their emulated devices provide direct capability to an application they might be better classified as Platform services (PaaS). To the extent that they resemble raw hardware and are consumed by other platform services they are better classified as IaaS.

Platform as a Service (PaaS)	Select a PaaS model for service based equivalents of complete or partial software platforms. For the purposes of this classification, consider a platform as a set of software services capable of deploying all or part of an application. • A complete platform can deploy an entire application. Complete platforms can be proprietary or open source • Partial platforms can deploy a component of an application which, combined with other components, make up the entire deployment • PaaS services are typically consumed by application deployment staff whose responsibility is to take a completed agency application and cause it to run on the designated complete or partial platform service • The principal customer interaction with a PaaS service is deployment, equivalent to deploying an application or portion of an application on a software platform service • A limited range of configuration options for the platform service may be available Examples of complete PaaS services include: • A Linux/Apache/MySQL/PHP (LAMP) platform ready to deploy a customer PHP application • A Windows .Net platform ready to deploy a .Net application • A custom complete platform ready to develop and deploy a customer application in a proprietary language • A multiple capability platform ready to deploy an arbitrary customer application on a range of underlying software services The essential characteristic of a complete PaaS is defined by the customer's ability to deploy a complete custom application directly on the platform. PaaS includes partial services as well as complete platform services. Illustrative examples of individual platform enablers or components include: • A database service ready to deploy a customer's tables, views, and procedures • A queuing service ready to deploy a customer's message definitions • A security service ready to deploy a customer's constraints and target applications for continuous monitoring The essential characteristic of an individual PaaS component is the customer's ability to deploy their unique structures and/or data onto the component for a partial platform function. Note that both the partial and complete PaaS examples all have two things in common:

- They are software services, which offer significant core functionality out of the box; and
- They must be configured with customer data and structures to deliver results.

As noted in IaaS, operating systems represent a gray area in that OS is definitely a platform service, but is typically bundled with IaaS infrastructure. If your service provides an OS but allows for interaction with infrastructure, please sub-categorize it as IaaS. If your service "hides" underlying infrastructure, consider it as PaaS.

Software as a Service (SaaS)	Select a SaaS model for service-based equivalents of software applications. • SaaS services are typically consumed by business or subject-matter staff who would interact directly with the application in a non-cloud setting • The principal customer interaction with a SaaS service is actual operation and consumption of the application services that the SaaS service provides. Some minor configuration may be available, but the scope of the configuration is limited to the scope and then the permissions of the configuring user. For example, an agency manager might be able to configure some aspects of the application for their agency but not all agencies. An agency user might be able to configure some aspects for themselves, but not everyone in their agency. Typically, only the Contractor would be permitted to configure aspects of the software for all users. Examples of SaaS services include email systems; business systems of all sorts, such as travel systems, inventory systems, etc.; wiki's; websites or content management systems; management applications that allow a customer to manage other cloud or non-cloud services; and, in general, any system where customers interact directly for a business purpose. Gray areas include services that customers use to configure other cloud services, such as cloud management software, cloud brokers, etc. In general, these sorts of systems should be considered SaaS, per guidance in this document.

2) Deployment Model

Deployment models (i.e., private, public, community, or hybrid) are not restricted at the SIN level and any specifications for a deployment model are the responsibility of the Ordering Activity.

Multiple deployment model selection is permitted, but at least one model must be selected. The guidance in Table 4 offers examples of how services might be properly mapped to NIST deployment models and how the contractor should interpret the deployment model characteristics. Contractors should take care to select the range of NIST deployment models most closely corresponding to each service offered.

Note that the scope of this SIN does not include hardware or software components used to construct a cloud, only cloud capabilities delivered as a service, as noted in the Scope section.

Table 5: Guidance for Selecting a Deployment Model

Deployment Model	Guidance
Private Cloud	The service is provided exclusively for the benefit of a definable organization and its components; access from outside the organization is prohibited. The actual services may be provided by third parties and may be physically located as required, but access is strictly defined by membership in the owning organization.
Public Cloud	The service is provided for general public use and can be accessed by any entity or organization willing to contract for it.
Community Cloud	The service is provided for the exclusive use of a community with a definable shared boundary such as a mission or interest. As with private cloud, the service may be in any suitable location and administered by a community member or a third party.
Hybrid Cloud	The service is composed of one or more of the other models. Typically hybrid models include some aspect of transition between the models that make them up, for example, a private and public cloud might be designed as a hybrid cloud where events like increased load permit certain specified services in the private cloud to run in a public cloud for extra capacity, e.g., bursting.

Supplemental Terms and Conditions.

In addition to the below terms relevant to all Cloud Infrastructure Services, Ordering Activities are required to purchase the relevant Cloud Provider Support (as defined in Section 2.1, collectively referred to as "CSP Support")). Contractor will provide the additional Contractor Support as defined below.

The following terms and conditions always apply, and supersede in the event of a conflict with respect, to Cloud Infrastructure Services purchased by or on behalf of an Ordering Activity under an executed Task Order with Contractor.

1) Ordering Activity and its End Users may access and use the Cloud Services solely in accordance with the terms of this Schedule and an executed Task Order. Such Cloud Services will be provided in accordance with the applicable CSP Terms, which Ordering Activity shall comply with at all times.
2) Without modifying the rights and obligations provided under such CSP Terms, the rights and obligations afforded the CSP shall also extend to Contractor.
3) The Ordering Activity is responsible for indicating the cloud computing services requirements unique to the Ordering Activity. Additional requirements should not contradict existing SIN or IT MAS Terms and Conditions.
4) Ordering Activity may specify the Cloud Services region in which its and its End User's Materials will be stored. Ordering Activity consents to the storage of its and its End User's Materials in, and transfer of the Materials into, the region selected. Ordering Activities should include (as applicable) Terms & Conditions to address Pricing, Security, Data Ownership, Geographic Restrictions, Privacy, SLAs, Accessibility, etc.
5) Unless otherwise specified in a Task Order, by the selection and provision of specific Cloud Services, Ordering Activity acknowledges that the security standards, pricing, privacy, and service level agreements, outlined by a particular CSP for the Cloud Services will apply and agrees that such standards meet Ordering Activity's functional and security needs.
6) Ordering Activity represents that it has all applicable rights and consents to allow Contractor and the CSP to collect, process, and use the Material uploaded, or otherwise provided, to the Contractor or the CSP from the Ordering Activity, including any personal data.
7) Unless otherwise specified in a Task Order, Ordering Activity is responsible for the proper configuration of the ordered Cloud Services in accordance with a CSP's Service Terms.
8) In no event shall Contractor's liability in connection with a Task Order exceed the value of the Task Order.
9) To the extent any Cloud Service and/or associated products provided to Ordering Activity hereunder constitute inventory within the meaning of section 471 of the Internal Revenue Code, such Cloud Service or associated product is provided to Ordering Activity by Deloitte Consulting as agent for its product company subsidiary, Deloitte Consulting Product Services LLC, on the terms contained herein.
10) Definitions:
    a. "End User" means any authorized individual or entity that directly or indirectly through another user accesses the Cloud Service. Ordering Activity is responsible for its End Users and shall ensure such End User's compliance with these terms.
    b. "CSP Terms" includes the rights and restrictions of a particular Cloud Service as outlined by the relevant CSP.

- For AWS, the CSP Terms include:
  - Amazon Web Services Customer Access Terms and any additional terms included in the Task Order. AWS+Public+Sector+Access+Policy.pdf
  - Additional Security Information applicable to the Cloud Services: https://aws.amazon.com/whitepapers/#security

c. "Cloud Service Provider" or "CSP" refers to the original manufacturer of the Cloud Service which is being resold by Contractor under an executed Task Order.

d. "Materials" means software (including machine images), data, text, audio, video, images or other content.

SECTION 7.0 BLANKET PURCHASE AGREEMENT

Ordering activities may establish BPAs under any schedule contract to fill repetitive needs for supplies or services. BPAs may be established with one or more schedule contractors. The number of BPAs to be established is within the discretion of the ordering activity establishing the BPAs and should be based on a strategy that is expected to maximize the effectiveness of the BPA(s). In determining how many BPAs to establish, consider:

- The scope and complexity of the requirement(s);
- The need to periodically compare multiple technical approaches or prices;
- The administrative costs of BPAs; and
- The technical qualifications of the schedule contractor(s).

Establishment of a single BPA, or multiple BPAs, shall be made using the same procedures outlined in 8.405-1 or 8.405-2. BPAs shall address the frequency of ordering, invoicing, discounts, requirements (e.g. estimated quantities, work to be performed), delivery locations, and time.

When establishing multiple BPAs, the ordering activity shall specify the procedures for placing orders under the BPAs.

Establishment of a multi-agency BPA against a Federal Supply Schedule contract is permitted if the multi-agency BPA identifies the participating agencies and their estimated requirements at the time the BPA is established.

Ordering from BPAs:

Single BPA. If the ordering activity establishes one BPA, authorized users may place the order directly under the established BPA when the need for the supply or service arises.

Multiple BPAs. If the ordering activity establishes multiple BPAs, before placing an order exceeding the micro-purchase threshold, the ordering activity shall:

- Forward the requirement, or statement of work and the evaluation criteria, to an appropriate number of BPA holders, as established in the BPA ordering procedures; and
- Evaluate the responses received, make a best value determination (see 8.404(d)), and place the order with the BPA holder that represents the best value.

BPAs for hourly rate services. If the BPA is for hourly rate services, the ordering activity shall develop a statement of work for requirements covered by the BPA. All orders under the BPA shall specify a price for the performance of the tasks identified in the statement of work.

Duration of BPAs. BPAs generally should not exceed five years in length, but may do so to meet program requirements. Contractors may be awarded BPAs that extend beyond the current term of their GSA Schedule contract, so long as there are option periods in their GSA Schedule contract that, if exercised, will cover the BPA's period of performance.

Review of BPAs:
The ordering activity that established the BPA shall review it at least once a year to determine whether:

- The schedule contract, upon which the BPA was established, is still in effect;
- The BPA still represents the best value (see 8.404(d)); and
- Estimated quantities/amounts have been exceeded and additional price reductions can be obtained.

The ordering activity shall document the results of its review.

SECTION 8.0 USA COMMITMENT TO PROMOTE SMALL BUSINESS PARTICIPATION PROCUREMENT PROGRAMS

Preamble

Deloitte Consulting LLP provides commercial products and services to ordering activities. We are committed to promoting participation of small, small disadvantaged and women-owned small businesses in our contracts. We pledge to provide opportunities to the small business community through reselling opportunities, mentor-protégé programs, joint ventures, teaming arrangements, and subcontracting.

Commitment

To actively seek and partner with small businesses.

To identify, qualify, mentor and develop small, small disadvantaged and women-owned small businesses by purchasing from these businesses whenever practical.

To develop and promote company policy initiatives that demonstrates our support for awarding contracts and subcontracts to small business concerns.

To undertake significant efforts to determine the potential of small, small disadvantaged and women-owned small business who will supply products and services to our company.

To ensure procurement opportunities are designed to permit the maximum possible participation of small, small disadvantaged and women-owned small businesses.

To attend business opportunity workshops, minority business enterprise seminars, trade fairs, procurement conferences, etc., that will seek to identify and increase small businesses with whom to partner.

To publicize in our marketing publications our interest in meeting small businesses that may be interested in subcontracting opportunities.

We signify our commitment to work in partnership with small, small disadvantaged and women-owned small businesses to promote and increase their participation in ordering activity contracts. To accelerate potential opportunities please contact: Rebecca Thompson at rethompson@deloitte.com.

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