



Authorized Federal Supply Schedule  
Information Technology Schedule Pricelist  
General Purpose Commercial Information Technology Services

## Multiple Award Schedule

**Information Technology - IT Solutions**  
**SIN 541370GEO: Earth Observations Solutions**

**Information Technology - IT Services**

**SIN 54151HACS: Highly Adaptive Cybersecurity Services (HACS)**

**Subcategories:**

<b>Cyber Hunt High Value Asset</b>	<b>(HVA) Assessments</b>
<b>Incident Response</b>	<b>Risk and Vulnerability Assessment (RVA)</b>
<b>Penetration Testing</b>	

**SIN 54151HEAL: Health Information Technology Services**

**SIN 54151S: Information Technology Professional Services**

**Miscellaneous – Complementary Special Item Numbers (SINs)**

**SIN OLM: Order Level Materials**

8283 Greensboro Drive  
McLean, VA 22102  
888.224.7041 – phone  
703.902.9200 – facsimile  
<http://itschedule.bah.com>

Contract Administrator: Tobias Heffernan  
Business Size: Large Business  
Contract Number: GS-35F-386DA  
Period covered by Contract: 12/21/2021 – 06/28/20226  
**Pricelist current through PO-0010 (12/20/2021)**

Products and ordering information in this Authorized FSS Information Technology Pricelist are also available on the GSA Advantage! System. Agencies can browse GSA Advantage! by accessing the Federal Supply Service's Home Page via the Internet at <http://www.gsa.gov/schedules>.

## Customer Information

### 1a. Awarded Special Item Numbers:

#### Information Technology - IT Solutions

SIN 541370GEO: Earth Observation Solutions

#### Information Technology - IT Services

SIN 54151HACS: Information Technology - IT Services

SIN 54151HEAL: Health Information Technology Services

SIN 54151S: Information Technology Professional Services

#### Miscellaneous - Complementary Special Item Numbers (SINs)

SIN OLM: Order-Level Materials (OLM)

- 1b. **Labor Category Rates:** Please see **Appendix A**
- 1c. **Labor Category Descriptions:** Please see **Appendix B** for Labor Category Descriptions.
- 2. **Maximum Order Threshold:** \$1,000,000.
- 3. **Minimum Order:** \$100.
- 4. **Geographic Coverage (Delivery Area):** Worldwide.
- 5. **Point of Production:** Mclean, VA and Booz Allen offices worldwide.
- 6. **Discount from List Prices:** All prices listed are net prices.
- 7. **Quantity Discounts:** None
- 8. **Prompt Payment Terms:** None
- 9a. **Acceptance of Government Credit Cards:** Government credit cards will be accepted for orders at or below the micro-purchase threshold.
- 9b. **Acceptance of Government Credit Cards:** Government credit cards will be accepted for orders above the micro-purchase threshold.
- 10. **Foreign Items:** Not Applicable.
- 11a. **Time of Delivery:** Specified in each task order.
- 11b. **Expedited Delivery:** Items available for expedited delivery are noted in this price list.
- 11c. **Overnight and 2-Day Delivery:** Specified in each task order.

Booz | Allen | Hamilton

11d. **Urgent Requirements:** Not Applicable.

12. **F.O.B. Points(s):** Destination.

13a. **Ordering Address:**

Booz Allen Hamilton, Inc.  
Attention: Contracts\*  
8283 Greensboro Drive  
McLean, VA 22102-  
888/224-7041 phone  
703/902-3200 facsimile  
[RFP\\_services@bah.com](mailto:RFP_services@bah.com)

\* Please mail to the attention of the Contract Administrator identified in the task order proposal.

13b. **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.

14. **Payment Address is as Follows:**

**Payment via Wire Transfer**

Financial Institution:  
Wachovia Bank  
9-Digit ABA routing number: see invoice  
Telegraphic abbreviation: PNB  
Account number: see invoice

**ACH Payments:**

Booz Allen Hamilton Inc.  
Wachovia Bank  
9-Digit ABA routing number: see invoice  
Account number: see invoice

**Payment via Check/U.S. Mail**

Booz Allen Hamilton Inc.  
Wachovia Bank  
P.O. Box 8500 (S-2725)  
Philadelphia, PA 19178-2725

**International Funds:**

Booz Allen Hamilton Inc.  
CHIPS Participant number:0509  
SWIFT TID: PNBpus33

15. **Warranty Provision:** Not applicable.

16. **Export Packing Charges:** Not applicable.

17. **Terms and Conditions of Government Purchase Card Acceptance:** Government Commercial Credit Cards will be acceptable for payments on a case by case basis. Bank account information for wire transfer payments will be shown on the invoices.

18. **Terms and Conditions of Rental, Maintenance, and Repair:** Not applicable.

19. **Terms and Conditions of Installation:** Not applicable.

20. **Terms and Conditions of Repair Parts Indicating Date of Parts Price List and Any Discounts from List Prices:** Not applicable.

- 20a. **Terms and Conditions for Any Other Services:** Not applicable.
- 21. **List of Service and Distribution Points:** Not applicable.
- 22. **List of Participating Dealers:** Not applicable.
- 23. **Preventive Maintenance:** Not applicable.
- 24a. **Special Attributes:** Not applicable.
- 24b. **Section 508:** If applicable, Section 508 compliance information on Electronic and Information Technology (EIT) supplies and services will be addressed on a task order basis. The EIT standards can be found at [www.Section508.gov](http://www.Section508.gov).
- 25. **Unique Entity Identifier:** JCBMLGPE6Z71
- 26. **Notification regarding registration in The System for Award Management:** Booz Allen is registered in SAM.

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## Special Item Number (SIN) Descriptions

### Information Technology - IT Solutions

Category	Description
541370GEO	<b>Earth Observation Solutions</b> 541370GEO provides geospatial earth observation technologies, products, and services to include, but not limited to ground, satellite and aerial based sensor data and imagery; worldwide digital transmission, internet, data, and video services and products through various networks, platforms, and applications. Offerings include global coverage, imagery, analysis, as a service, change detection, human geography, observation as a service, archive storage and distribution, monitoring, base maps (mosaics), and earth observation solutions for accurate, mission critical information for uses to include, but not limited to, environmental, agriculture, meteorology, forestry, fish & wildlife habitats, disaster response and recovery, defense, maritime, mapping, humanitarian support, transportation, and public safety.

### Information Technology - IT Services

Category	Description
54151HACS	<b>Highly Adaptive Cybersecurity Services (HACS)</b> 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.
54151HEAL	<b>Health Information Technology Services</b> 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.
54151S	<b>Information Technology Professional Services</b> 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.
54151S	<b>Information Technology Professional Services</b> 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.

## Appendix A: Labor Category Rates

Labor Category	Year 6		Year 7		Year 8		Year 9		Year 10	
	12/21/2021		6/29/2022		6/29/2023		6/29/2024		6/29/2025	
	Contractor	Government	Contractor	Government	Contractor	Government	Contractor	Government	Contractor	Government
Technician 1	\$45.37	\$39.59	\$46.28	\$40.38	\$47.20	\$41.19	\$48.15	\$42.02	\$49.11	\$42.86
Technician 2	\$64.34	\$55.31	\$65.63	\$56.41	\$66.94	\$57.54	\$68.28	\$58.69	\$69.65	\$59.87
Technician 3	\$86.52	\$74.12	\$88.25	\$75.60	\$90.02	\$77.11	\$91.82	\$78.66	\$93.65	\$80.23
Technician 4	\$108.67	\$94.01	\$110.84	\$95.89	\$113.06	\$97.81	\$115.32	\$99.77	\$117.62	\$101.76
Technician 5	\$127.66	\$110.62	\$130.21	\$112.84	\$132.82	\$115.09	\$135.47	\$117.40	\$138.18	\$119.74
Support Specialist 1	\$63.29	\$45.35	\$64.56	\$46.26	\$65.85	\$47.18	\$67.17	\$48.12	\$68.51	\$49.09
Support Specialist 2	\$79.96	\$56.42	\$81.56	\$57.55	\$83.19	\$58.70	\$84.85	\$59.87	\$86.55	\$61.07
Support Specialist 3	\$96.01	\$68.58	\$97.93	\$69.95	\$99.88	\$71.35	\$101.88	\$72.78	\$103.92	\$74.23
Engineer / Computer Scientist 1	\$55.54	\$47.57	\$56.65	\$48.53	\$57.78	\$49.50	\$58.94	\$50.49	\$60.12	\$51.50
Engineer / Computer Scientist 2	\$83.30	\$71.91	\$84.96	\$73.34	\$86.66	\$74.81	\$88.39	\$76.31	\$90.16	\$77.83
Engineer / Computer Scientist 3	\$110.79	\$95.13	\$113.00	\$97.03	\$115.26	\$98.97	\$117.57	\$100.95	\$119.92	\$102.97
Engineer / Computer Scientist 4	\$138.21	\$119.47	\$140.97	\$121.86	\$143.79	\$124.30	\$146.66	\$126.78	\$149.60	\$129.32
Engineer / Computer Scientist 5	\$163.25	\$142.70	\$166.52	\$145.55	\$169.85	\$148.47	\$173.24	\$151.43	\$176.71	\$154.46
Engineer / Computer Scientist 6	\$195.41	\$171.47	\$199.32	\$174.90	\$203.30	\$178.40	\$207.37	\$181.97	\$211.52	\$185.61
Engineer / Computer Scientist 7	\$226.83	\$195.80	\$231.36	\$199.72	\$235.99	\$203.71	\$240.71	\$207.79	\$245.52	\$211.94
Information Assurance Specialist 1	\$72.80	\$62.90	\$74.26	\$64.16	\$75.74	\$65.44	\$77.26	\$66.75	\$78.80	\$68.08
Information Assurance Specialist 2	\$103.28	\$89.61	\$105.34	\$91.40	\$107.45	\$93.23	\$109.60	\$95.09	\$111.79	\$96.99
Information Assurance Specialist 3	\$130.82	\$112.84	\$133.44	\$115.10	\$136.11	\$117.40	\$138.83	\$119.75	\$141.60	\$122.14
Information Assurance Specialist 4	\$158.25	\$137.17	\$161.41	\$139.91	\$164.64	\$142.71	\$167.94	\$145.57	\$171.29	\$148.48
Information Assurance Specialist 5	\$180.93	\$159.30	\$184.55	\$162.49	\$188.24	\$165.74	\$192.00	\$169.05	\$195.84	\$172.43
Information Assurance Specialist 6	\$219.44	\$189.18	\$223.83	\$192.97	\$228.31	\$196.83	\$232.87	\$200.76	\$237.53	\$204.78
Information Assurance Specialist 7	\$255.32	\$219.02	\$260.42	\$223.40	\$265.63	\$227.87	\$270.94	\$232.43	\$276.36	\$237.08
Project / Task Manager 1	\$150.86	\$133.86	\$153.88	\$136.53	\$156.96	\$139.26	\$160.10	\$142.05	\$163.30	\$144.89
Project / Task Manager 2	\$199.40	\$171.47	\$203.39	\$174.90	\$207.45	\$178.40	\$211.60	\$181.97	\$215.83	\$185.61
Project / Task Manager 3	\$235.27	\$202.45	\$239.98	\$206.49	\$244.78	\$210.62	\$249.67	\$214.84	\$254.67	\$219.13
Program Manager 1	\$234.21	\$202.45	\$238.90	\$206.49	\$243.67	\$210.62	\$248.55	\$214.84	\$253.52	\$219.13
Program Manager 2	\$260.55	\$230.09	\$265.76	\$234.70	\$271.08	\$239.39	\$276.50	\$244.18	\$282.03	\$249.06
Program Manager 3	\$310.18	\$267.71	\$316.39	\$273.06	\$322.72	\$278.53	\$329.17	\$284.10	\$335.75	\$289.78
Subject Matter Expert 1	\$185.01	\$162.62	\$188.71	\$165.87	\$192.48	\$169.19	\$196.33	\$172.57	\$200.26	\$176.02
Subject Matter Expert 2	\$233.68	\$205.76	\$238.35	\$209.88	\$243.12	\$214.07	\$247.98	\$218.36	\$252.94	\$222.72
Subject Matter Expert 3	\$277.47	\$238.95	\$283.02	\$243.73	\$288.68	\$248.60	\$294.46	\$253.58	\$300.34	\$258.65
Subject Matter Expert 4	\$327.06	\$282.09	\$333.60	\$287.73	\$340.27	\$293.48	\$347.07	\$299.35	\$354.02	\$305.34
Analyst 1	\$53.91	\$48.03	\$54.99	\$48.99	\$56.09	\$49.97	\$57.21	\$50.97	\$58.35	\$51.99
Analyst 2	\$80.86	\$64.98	\$82.47	\$66.28	\$84.12	\$67.61	\$85.80	\$68.96	\$87.52	\$70.34
Analyst 3	\$94.33	\$76.32	\$96.21	\$77.85	\$98.14	\$79.41	\$100.10	\$81.00	\$102.10	\$82.62
Analyst 4	\$118.87	\$103.16	\$121.25	\$105.22	\$123.67	\$107.33	\$126.15	\$109.48	\$128.67	\$111.67
Analyst 5	\$145.26	\$124.36	\$148.17	\$126.85	\$151.13	\$129.39	\$154.15	\$131.97	\$157.23	\$134.61
Analyst 6	\$171.69	\$144.13	\$175.12	\$147.01	\$178.63	\$149.95	\$182.20	\$152.95	\$185.84	\$156.01
Analyst 7	\$211.33	\$180.87	\$215.56	\$184.48	\$219.87	\$188.17	\$224.27	\$191.94	\$228.75	\$195.78
Analyst 8	\$244.34	\$210.56	\$249.23	\$214.77	\$254.21	\$219.06	\$259.30	\$223.44	\$264.48	\$227.91
Analyst 9	\$303.25	\$248.70	\$309.32	\$253.68	\$315.50	\$258.75	\$321.81	\$263.92	\$328.25	\$269.20
Analyst 10	\$363.86	\$308.05	\$371.13	\$314.21	\$378.56	\$320.49	\$386.13	\$326.90	\$393.85	\$333.44
Systems Design & Development Engineer 1	\$60.65	\$52.28	\$61.86	\$53.33	\$63.10	\$54.40	\$64.36	\$55.48	\$65.65	\$56.59
Systems Design & Development Engineer 2	\$78.18	\$63.59	\$79.74	\$64.86	\$81.34	\$66.16	\$82.96	\$67.48	\$84.62	\$68.83
Systems Design & Development Engineer 3	\$112.28	\$96.10	\$114.53	\$98.02	\$116.82	\$99.98	\$119.15	\$101.98	\$121.54	\$104.02
Systems Design & Development Engineer 4	\$138.66	\$118.70	\$141.43	\$121.08	\$144.26	\$123.50	\$147.15	\$125.97	\$150.09	\$128.49
Systems Design & Development Engineer 5	\$158.52	\$134.24	\$161.69	\$136.93	\$164.92	\$139.67	\$168.22	\$142.46	\$171.59	\$145.31
Systems Design & Development Engineer 6	\$191.49	\$162.49	\$195.32	\$165.74	\$199.23	\$169.05	\$203.21	\$172.43	\$207.27	\$175.88
Systems Design & Development Engineer 7	\$256.07	\$213.38	\$261.19	\$217.64	\$266.41	\$222.00	\$271.74	\$226.44	\$277.18	\$230.96
Systems Design & Development Engineer 8	\$289.73	\$240.22	\$295.52	\$245.03	\$301.43	\$249.93	\$307.46	\$254.93	\$313.61	\$260.03
Systems Design & Development Engineer 9	\$336.91	\$279.78	\$343.65	\$285.38	\$350.52	\$291.09	\$357.53	\$296.91	\$364.69	\$302.85
Systems Design & Development Engineer 10	\$404.31	\$344.80	\$412.39	\$351.70	\$420.64	\$358.73	\$429.05	\$365.91	\$437.63	\$373.22
Functional Specialist / Functional Expert 1	\$183.68	\$192.60	\$187.35	\$196.45	\$191.10	\$200.38	\$194.92	\$204.38	\$198.82	\$208.47
Functional Specialist / Functional Expert 2	\$255.38	\$267.78	\$260.49	\$273.13	\$265.70	\$278.59	\$271.01	\$284.17	\$276.43	\$289.85
Functional Specialist / Functional Expert 3	\$343.44	\$360.12	\$350.31	\$367.32	\$357.32	\$374.66	\$364.46	\$382.16	\$371.75	\$389.80
Functional Specialist / Functional Expert 4	\$460.46	\$482.81	\$469.67	\$492.47	\$479.06	\$502.32	\$488.65	\$512.37	\$498.42	\$522.61

## Appendix B: SIN 541370GEO, 54151HACS, 54151HEAL, 54151S Labor Category Descriptions

### Engineer / Computer Scientist

**Description:** Services performed include, but are not limited to, engineering and scientific tasks in planning, development, production, operations and maintenance environments, which are broad in nature and are concerned with the design, development, layout, and testing of devices or systems. Plans and performs engineering/programming, scientific research, studies, and analysis that may include cloud based analytics and tool development; technology planning; applied systems architecture development and integration; applied requirements development; concept development; data structure design; systems and software design, application programming, script development, development and integration; test and evaluation; systems operation; control of systems and components; integrated logistics support; modeling and simulation; configuration management; systems and mission engineering; systems acquisition; and life-cycle management. In general, work complexity and responsibility will be greater at higher levels.

#### Education and Experience:

Level 1 - Associates Degree and a minimum of up to 3 years of experience

Level 2 - Bachelor's Degree and a minimum of 1-4 years of experience

Level 3 - Bachelor's Degree and a minimum of 2-6 years of experience

Level 4 - Bachelor's Degree and a minimum of 4-8 years of experience

Level 5 - Bachelor's Degree and a minimum of 6-10 years of experience

Level 6 - Bachelor's Degree and a minimum of 8-12 years of experience

Level 7 - Bachelor's Degree and a minimum of 10 or more years of experience

*\* These are minimum requirements, staff that exceed these education and experience requirements may be aligned to the labor categories at Booz Allen's discretion.*

### Information Assurance Specialist

**Description:** Services performed include, but are not limited to, designing, developing, engineering, and implementing integrated security system solutions that will ensure proprietary/confidential data and systems are protected. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing programs in computer security in the strategic design process to translate security and business requirements into technical designs. Configures and validates secure systems; tests security products and systems to detect security weakness. Conducts regular audits to ensure that systems are being operated securely, and computer security policies and procedures are being implemented as defined in security plans. Duties include architecture design, system/network analysis, vulnerability and risk assessments, and security assessment of hardware and software. Performs duties on tasks that require expertise in firewall, cyber, cloud computing, implementation/configuration, physical security analysis of facilities, security assessment/risk analysis, security design of local area networks and wide area networks, security analysis of network operating systems and applications, continuity of operations, planning, policy development and disaster recovery. In general, work complexity and responsibility will be greater at higher levels.

#### Education and Experience

Level 1 - Associates Degree and up to 3 years of experience

Level 2 - Bachelor's Degree and a minimum of 1-4 years of experience

Level 3 - Bachelor's Degree and a minimum of 2-6 years of experience



- Level 4 - Bachelor's Degree and a minimum of 4-8 years of experience
- Level 5 - Bachelor's Degree and a minimum of 6-10 years of experience
- Level 6 - Bachelor's Degree and a minimum of 8-12 years of experience
- Level 7 - Bachelor's Degree and a minimum of 10 or more years of experience

*\* These are minimum requirements, staff that exceed these education and experience requirements may be aligned to the labor categories at Booz Allen's discretion.*

## **Technician**

**Description:** Services performed include, but are not limited to, specialized technical tasks in support of business operations and management of the IT infrastructure, including IT administration, hardware and software support, installation, configuration, maintenance, testing, security, electrical, mechanical, facilities, and help desk support. Assists in monitoring and responding to technical, hardware, software, and systems problems utilizing various tools and techniques. Assists in identifying and diagnosing problems and factors affecting performance in accordance with operating procedures and guidelines. Performs surveillance, testing, analysis, and maintenance of components. Responds to trouble calls and escalates problems following established protocol. Tracks problem resolution to completion. In general, work complexity and responsibility will be greater at higher levels.

### **Education and Experience**

- Level 1 - High School Diploma and a minimum of up to 3 years of experience
  - Level 2 - High School Diploma, 6 months Technical Training and a minimum of 1-5 years of experience
  - Level 3 - High School Diploma, 1-year Technical Training and a minimum of 2-7 years of experience
  - Level 4 - High School Diploma, 1-year Technical Training and a minimum of 4-9 years of experience
  - Level 5 - High School Diploma, 2 years Technical Training and a minimum of 7 or more years of experience
- \* These are minimum requirements, staff that exceed these education and experience requirements may be aligned to the labor categories at Booz Allen's discretion.*

## **Support Specialist**

**Description:** Services performed include, but are not limited to, staff support services. Assists in budget preparation and financial control activities. Assists in the preparation of presentations and control of records, statistics, and reports regarding operations, financial tracking, and personnel changes using various databases and programs. Assists in the development of reports and presentations using software packages for word processing, spreadsheets, database, desktop publishing and graphics. Composes, prepares, edits and proofreads letters, reports and other correspondence. Administers client- specific programs, projects, and/or processes. Serves as liaison regarding administrative issues related to purchasing, personnel, facilities, and operations. Coordinates meetings and appointments between program manager, client, and external-parties. Resolves questions and problems and refers the most complex issues to higher levels. In general, work complexity and responsibility will be greater at higher levels.

### **Education and Experience**

- Level 1 - High School Diploma and a minimum of up to 3 years of experience
  - Level 2 - High School Diploma and a minimum of 2-7 years of experience
  - Level 3 - Associates Degree and a minimum of 4 or more years of experience
- \* These are minimum requirements, staff that exceed these education and experience requirements may be aligned to the labor categories at Booz Allen's discretion.*

## Program Manager

**Description:** Manages contract support operations for complex, mission-critical, and strategic programs which may involve multiple projects and groups of personnel at multiple locations. Utilizes proven leadership skills to organize, direct, and deploy resources with broad technical, business, and industry expertise. Oversees program budget, schedules and all aspect of financial management of the program. Effectively manages funds, personnel, production standards, and resources (equipment and facilities) and ensures quality and timely delivery of all contractual items. Serves as focal point of contract with client regarding all program activities. In general, work complexity and responsibility will be greater at higher levels.

### Education and Experience

Level 1 - Bachelor's Degree and a minimum of 8-12 years of experience

Level 2 - Bachelor's Degree and a minimum of 10-15 years of experience

Level 3 - Bachelor's Degree and a minimum of 15 or more years of experience

*\* These are minimum requirements, staff that exceed these education and experience requirements may be aligned to the labor categories at Booz Allen's discretion.*

## Project / Task Manager

**Description:** Performs day-to-day management of delivery order projects, from original concept through final implementation. Utilizes proven skills in those technical areas addressed by the delivery order to analyze new and complex project related problems and create innovative solutions involving financial management, scheduling, technology, methodology, tools, and solution components. Organizes, directs, and coordinates the planning and production of all activities associated with assigned delivery order projects. Defines project scope and objectives including developing detailed work plans, schedules, project estimates, resource plans, status reports, and project and financial tracking and analysis. Conducts project meetings and ensures quality standards. Provides technical and strategic guidance to project team and reviews project deliverables. In general, work complexity and responsibility will be greater at higher levels.

### Education and Experience

Level 1 - Bachelor's Degree and a minimum of 4-9 years of experience

Level 2 - Bachelor's Degree and a minimum of 7-10 years of experience

Level 3 - Bachelor's Degree and a minimum of 9 or more years of experience

*\* These are minimum requirements, staff that exceed these education and experience requirements may be aligned to the labor categories at Booz Allen's discretion.*

## Subject Matter Expert

**Description:** Utilizes subject matter area expertise gained through direct industry experience to provide technical, managerial, and administrative direction for problem definition, analysis, requirements development and implementation for complex to extremely complex systems in the subject matter area. Guides the determination of IT, engineering, and business process inadequacies and deficiencies that affect the functional area's ability to support/meet organizational goals. Participates in strategy sessions, strategic assessments, and design reviews to validate enterprise approach and associated work products. Provides guidance and direction

to other professionals, acts in a consulting and/or advisory capacity; coordinates resolution of highly complex problems and tasks. Makes recommendations and advises on organization-wide system improvements, optimization or maintenance efforts. Recognized for strong expertise in industry issues and trends. In general, work complexity and responsibility will be greater at higher levels.

### **Education and Experience**

Level 1 - Bachelor's Degree and a minimum of 4-9 years of experience

Level 2 - Bachelor's Degree and a minimum of 7-12 years of experience

Level 3 - Bachelor's Degree and a minimum of 10-16 years of experience

Level 4 - Advanced Degree and a minimum of 15 or more years of experience

*\* These are minimum requirements, staff that exceed these education and experience requirements may be aligned to the labor categories at Booz Allen's discretion.*

### **Analyst**

**Description:** Services performed include, but are not limited to, applying management analysis processes, statistical methods, and advanced technical and analytical research techniques to determine solutions based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Creates project plans to achieve performance-based objectives, enhancing implementation, systems and service. Provides integral support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications. Senior staff manages, plans, and conducts major phases of significant projects. In general, work complexity and responsibility will be greater at higher levels.

### **Education and Experience**

Level 1 - Associates Degree and a minimum of up to 3 years of experience

Level 2 - Associates Degree and a minimum of 1-4 years of experience

Level 3 - Bachelor's Degree and a minimum of 1-4 years of experience

Level 4 - Bachelor's Degree and a minimum of 3-7 years of experience

Level 5 - Bachelor's Degree and a minimum of 4-9 years of experience

Level 6 - Bachelor's Degree and a minimum of 6-10 years of experience

Level 7 - Bachelor's Degree and a minimum of 8-12 years of experience

Level 8 - Bachelor's Degree and a minimum of 10-16 years of experience

Level 9 - Advanced Degree and a minimum of 11-17 years of experience

Level 10 - Advanced Degree and a minimum of 15 or more years of experience

*\* These are minimum requirements, staff that exceed these education and experience requirements may be aligned to the labor categories at Booz Allen's discretion.*

### **Systems Design and Development Engineer**

**Description:** Services performed include, but are not limited to, contributing to overall strategic vision and integrates a broad range of solutions in support of client requirements for IT projects. Formulates and defines system scope and objectives, develops or modifies processes to solve complex problems for computer systems and business and electronic interfaces to achieve desired results through the use of innovative technologies. Develops and applies advanced engineering and design methods, theories, and research techniques in the

investigation and solution of complex and advanced system requirements, hardware/software interfaces and applications, and solutions. Responsible for design, development, engineering, integration, and architecture. Senior staff manages, plans, and conducts major phases of significant projects. In general, work complexity and responsibility will be greater at higher levels.

### **Education and Experience**

Level 1 - Associates Degree and a minimum of up to 3 years of experience

Level 2 - Associates Degree and a minimum of 1-4 years of experience

Level 3 - Bachelor's Degree and a minimum of 1-4 years of experience

Level 4 - Bachelor's Degree and a minimum of 3-7 years of experience

Level 5 - Bachelor's Degree and a minimum of 4-9 years of experience

Level 6 - Bachelor's Degree and a minimum of 6-10 years of experience

Level 7 - Bachelor's Degree and a minimum of 8-12 years of experience

Level 8 - Bachelor's Degree and a minimum of 10-16 years of experience

Level 9 - Advanced Degree and a minimum of 11-17 years of experience

Level 10 - Advanced Degree and a minimum of 15 or more years of experience

*\* These are minimum requirements, staff that exceed these education and experience requirements may be aligned to the labor categories at Booz Allen's discretion.*

### **Functional Specialist / Functional Expert**

Description: Provides task-unique functional expertise and in-depth knowledge necessary to interpret requirements, ensure responsiveness and achieve successful performance in a business, operational, engineering, mathematics, or scientific area. Participates in all phases of the project lifecycle, as needed, and advises IT consultants with the extensive knowledge needed from the specialist for effective implementation. This labor category is designed for other than Information Technology functional expertise, but the expertise is required to support an IT task. This labor category is offered only in conjunction with IT Professional labor categories. In general, work complexity and responsibility will be greater at higher levels.

### **Education and Experience**

Level 1 - Bachelor's Degree and a minimum of 4-9 years of experience

Level 2 - Bachelor's Degree and a minimum of 7-12 years of experience

Level 3 - Bachelor's Degree and a minimum of 10-16 years of experience

Level 4 - Advanced Degree and a minimum of 15 or more years of experience

*\* These are minimum requirements, staff that exceed these education and experience requirements may be aligned to the labor categories at Booz Allen's discretion.*

## EXPERIENCE & DEGREE SUBSTITUTION (applicable to all labor categories)

The above describes the functional responsibilities and education and experience requirements for each labor category. These requirements are a guide to the types of experience and educational background of typical personnel in each labor category.

Education and experience may be substituted for each other. Each year of relevant experience may be substituted for one year of education, and vice versa. In addition, certifications, professional licenses, and vocational technical training may be substituted for experience or education.

### Degree/Experience Equivalency\*

Degree	Experience Equivalence	Other Equivalence
Bachelors	Associate degree +2 years relevant experience, or 4 years relevant experience	Professional certification
Masters	Bachelors +2 years relevant experience, or Associated + 4 years relevant experience	Professional license
Doctorate	Masters + 2 years relevant experience, Bachelors + 4 years relevant experience	

\* Successful completion of higher education which has not yet resulted in a degree may be counted as 1 for 1 years of experience for each year of college completed.