

Attachment 1 - Pricing	
Contractor:	21Tech LLC
Contract Number:	PB70577
Lots Awarded:	2, 3
<p>Authorized Users Please Note the Following:</p> <p>A competitive Mini-Bid is required for every transaction under this Centralized Contract. (Section 1.3 of Attachment 16 - How to Use this Contract)</p> <p>The Contractor acknowledges that any mini-bid under this Centralized Contract which includes pricing in excess of the “maximum Not-To-Exceed price” shall be rejected by the Authorized User. (Sections 7.9 of the Contract - Reasonableness of Price)</p> <p>Price increases will only apply to the OGS Centralized Contracts and shall not be applied retroactively to Authorized User Agreements or any Mini-bids already submitted to an Authorized User. (Section 8.5 of the Contract - Pricelist Adjustments)</p> <p>When provided for in the Mini-Bid and resultant Authorized User Agreement, an Authorized User may reimburse travel expenses. All rules and regulations associated with this travel can be found at http://osc.state.ny.us/agencies/travel/travel.htm. In no case will any travel reimbursement be paid that exceeds these rates. All travel will be paid only as part of a deliverable specified within the Authorized User Agreement and must be billed with that associated Invoice with receipts attached. (Section 7.12 of the Contract - Travel, Meals and Lodging)</p>	

21Tech LLC Approved Price List			Number of Approved Titles:	106	Last Updated:	10/17/2025
Item Number	SKU	Job Title	Job Description	Minimum Education / Certification Level	Minimum Years of Experience	NYS Contract Price (Not to Exceed Hourly Rate, Exclusive of Travel)
1	API-21001	API Support I	Entry-level role in API support. Assists in troubleshooting and resolving API-related issues. Collaborates with the support team to provide solutions and ensure client satisfaction.	AD or BS, and/or relevant certification	1+	\$92.70
2	API-21002	API Support II	Manages API support tasks, troubleshoots complex issues, and collaborates with development teams. Provides advanced technical assistance to clients, contributes to knowledge sharing, and ensures timely issue resolution.	AD or BS, and/or relevant certification	3+	\$139.05
3	API-21003	API Support III	Leads API support initiatives, provides expert guidance, and collaborates on API-related projects. Manages complex problem resolution, mentors junior support members, and contributes to the enhancement of support processes.	BS, and/or relevant certification	5+	\$169.95
4	API-21004	API Support IV	Senior role overseeing API support. Drives strategic support initiatives, leads a team of support professionals, and provides technical direction. Contributes to the development of best practices, mentors team members, and ensures the success of API support operations.	BS, and/or relevant certification	7+	\$190.55
5	BA-21001	Business Analyst I	Entry-level role supporting business analysis activities. Assists in gathering and documenting requirements, analyzing data, and contributing to project planning. Collaborates with the team to facilitate effective communication between stakeholders.	AD or BS, and/or relevant certification	1+	\$103.00
6	BA-21002	Business Analyst II	Manages business analysis tasks, conducts in-depth data analysis, and contributes to the development of comprehensive project plans. Works closely with stakeholders to refine requirements, ensures project alignment with business goals, and supports decision-making processes.	AD or BS, and/or relevant certification	3+	\$154.50
7	BA-21003	Business Analyst III	Leads business analysis initiatives, oversees complex data analysis, and provides strategic insights. Manages stakeholder relationships, ensures the alignment of projects with organizational objectives, and mentors junior business analysts.	BS, and/or relevant certification	5+	\$195.70
8	CON-21001	Configuration Specialist I	Entry-level position assisting in the configuration of software and hardware systems. Collaborates with teams to implement and troubleshoot configurations.	AD or BS, and/or relevant certification	2+	\$139.05
9	CON-21002	Configuration Specialist II	Manages more complex configurations of software and hardware systems. Collaborates with cross-functional teams to optimize configurations and troubleshoot issues.	AD or BS, and/or relevant certification	4+	\$190.55
10	CON-21003AM	Configuration Specialist III	Leads configuration efforts for intricate software and hardware systems. Provides expertise in optimizing configurations, resolves complex issues, and collaborates on system enhancements.	BS, and/or relevant certification	6+	\$206.00
11	CON-21004AM	Configuration Specialist IV	Expert-level role overseeing advanced configuration initiatives. Drives strategic decisions, mentors team members, and ensures optimal performance of software and hardware configurations.	BS, and/or relevant certification	8+	\$257.50
12	DAT-21001	Data Consultant I	Plays a key role in extracting actionable insights from large datasets to enhance EAM strategies. Leveraging analytical skills and contributing to optimizing asset performance, improving data quality, and supporting informed decision-making within the organization.	AD or and/or relevant certification	1+	\$103.00
13	DAT-21002	Data Consultant II	Manages data consulting tasks, conducts analysis, and contributes to project planning. Provides advanced data insights, collaborates with clients, and supports the development of data strategies.	AD or BS, and/or relevant certification	4+	\$149.35
14	DAT-21003AM	Data Consultant III	Leads data consulting projects, providing expert guidance, analysis, and strategic insights. Manages complex data solutions, collaborates with senior consultants, and contributes to the overall success of consulting initiatives.	BS, and/or relevant certification	6+	\$190.55
15	DAT-21004AM	Data Consultant IV	Senior role overseeing data consulting endeavors. Drives strategic data projects, leads a team of consultants, and provides thought leadership in data strategies. Contributes to the development of best practices, mentors team members, and ensures the success of data consulting operations.	BS, and/or relevant certification	8+	\$206.00
16	DEV-21001	Developer I	Entry-level position collaborating on coding and development tasks. Works under supervision to contribute to software solutions, troubleshoot issues, and gain experience in the development lifecycle.	BS, and/or relevant certification	1+	\$72.10
17	DEV-21002	Developer II	Manages more complex coding tasks, participates in system analysis, and collaborates closely with the development team. Contributes to the design and implementation of software solutions, supporting the development process.	BS, and/or relevant certification	3+	\$103.00
18	DEV-21003-AM	Developer III	Leads development initiatives, designs and implements complex software systems, and provides technical guidance to the team. Takes a proactive role in project planning, code quality assurance, and mentoring junior developers.	BS, and/or relevant certification	5+	\$154.50
19	DEV-21004-AM	Developer IV	Senior-level role overseeing software development projects, providing strategic direction, and ensuring the success of complex coding tasks. Demonstrates expertise in coding, system architecture, and optimization. Contributes to the organization's development roadmap and mentors junior developers.	BS, and/or relevant certification	7+	\$206.00
20	EAS-21001-AM	EAM Specialist I	Entry-level role supporting Enterprise Asset Management (EAM). Assists in system implementation, data analysis, and provides technical support to the team. Collaborates with EAM experts to optimize asset management processes.	AD or BS, EAM experience and/or relevant certification	1+	\$77.25
21	EAS-21002-AM	EAM Specialist II	Manages EAM tasks, contributes to system enhancements, and provides advanced technical support. Collaborates on strategic EAM initiatives, troubleshoots complex issues, and supports team members in optimizing asset management processes.	AD or BS, EAM experience and/or relevant certification	3+	\$169.95
22	EAS-21003-AM	EAM Specialist III	Leads EAM projects, provides expert guidance, and contributes to the strategic improvement of asset management systems. Manages complex problem resolution, mentors junior specialists, and ensures the efficiency of EAM processes.	BS, and/or relevant certification	5+	\$200.85
23	EAS-21004-AM	EAM Specialist IV	Senior role overseeing EAM operations. Drives strategic EAM initiatives, leads a team of specialists, and provides technical direction. Contributes to the development of best practices, mentors team members, and ensures the success of EAM operations within the organization.	BS, and/or relevant certification	7+	\$221.45
24	ESU-21001-AM	EAM Support I	Entry-level role providing support for Enterprise Asset Management (EAM) systems. Assists in troubleshooting, resolves basic issues, and collaborates with team members.	AD or BS, EAM experience and/or relevant certification	1+	\$77.25
25	ESU-21002-AM	EAM Support II	Handles more complex EAM support tasks, identifies and resolves system issues, and provides expertise in system optimization. Collaborates with the team to enhance EAM functionalities.	AD or BS, EAM experience and/or relevant certification	2+	\$139.05

26	ESU-21003-AM	EAM Support III	Leads EAM support efforts, performs advanced troubleshooting, and contributes to the development of support strategies. Provides guidance to junior support staff and actively engages in continuous improvement initiatives.	BS, and/or relevant certification	4+	\$169.95
27	ESU-21004-AM	EAM Support IV	Senior role overseeing EAM support operations. Drives strategic initiatives, leads complex problem resolution, and provides mentorship to support teams. Contributes to the overall advancement of EAM support capabilities.	BS, and/or relevant certification	6+	\$185.40
28	ERP-21001	ERP Specialist I	Leverages expertise in resource planning systems to guide clients through seamless implementations and optimizations. Collaborates closely with stakeholders and analyzes business processes, configured ERP solutions, and provides tailored training, ensuring effective utilization of the system to enhance overall organizational efficiency.	BS, and/or relevant certification	2+	\$154.50
29	ERP-21002	ERP Specialist II	Provides expert guidance and leadership in the implementation and optimization of EAM strategies. Leveraging extensive knowledge to collaborate with clients to enhance their asset management maturity, aligning processes with industry best practices for sustainable and efficient operations.	BS, and/or relevant certification	4+	\$190.55
30	ERP-21003	ERP Specialist III	Leverages expertise in resource planning systems to guide clients through seamless implementations and optimizations. Collaborates closely with stakeholders and analyzes business processes, configured ERP solutions, and provides tailored training, ensuring effective utilization of the system to enhance overall organizational efficiency.	BS, and/or relevant certification	6+	\$221.45
31	ERP-21004	ERP Specialist IV	Provides expert guidance and leadership in the implementation and optimization of EAM strategies. Leveraging extensive knowledge to collaborate with clients to enhance their asset management maturity, aligning processes with industry best practices for sustainable and efficient operations.	BS, and/or relevant certification	8+	\$257.50
32	FUN-21001	Functional Consultant I	Entry-level role in functional consulting. Assists in understanding client requirements, provides solutions, and supports the implementation of technology solutions. Collaborates with senior consultants to enhance functional expertise.	AD or BS, EAM experience and/or relevant certification	2+	\$103.00
33	FUN-21002	Functional Consultant II	Manages functional consulting tasks, analyzes client needs, and contributes to the design and implementation of technology solutions. Works closely with project teams, supports client relationships, and enhances overall functional capabilities.	AD or BS, EAM experience and/or relevant certification	4+	\$144.20
34	FUN-21003-AM	Functional Consultant III	Leads functional consulting initiatives, provides expert guidance, and plays a key role in the design and execution of technology solutions. Manages complex client engagements, mentors junior consultants, and contributes to continuous improvement.	BS, and/or relevant certification	6+	\$190.55
35	FUN-21004-AM	Functional Consultant IV	Senior role overseeing functional consulting. Drives strategic initiatives, leads a team of consultants, and provides high-level expertise in technology solution implementation. Contributes to the development of best practices, mentors team members, and ensures the success of functional consulting operations.	BS, and/or relevant certification	8+	\$216.30
36	GIS-21001	GIS Consultant I	Entry-level position supporting Geographic Information System (GIS) projects. Assists in data analysis, mapping, and provides technical support to GIS teams.	AD or BS, EAM experience and/or relevant certification	1+	\$87.55
37	GIS-21002	GIS Consultant II	Manages more complex GIS projects, analyzes spatial data, and collaborates with clients. Assists in designing GIS solutions and supports junior consultants.	AD or BS, EAM experience and/or relevant certification	3+	\$139.05
38	GIS-21003-AM	GIS Consultant III	Leads GIS projects, providing expertise in spatial analysis, data modeling, and solution design. Manages client relationships, mentors junior consultants, and contributes to GIS strategy.	BS, and/or relevant certification	5+	\$180.25
39	GIS-21004-AM	GIS Consultant IV	Senior role overseeing strategic GIS initiatives, leading project teams, and providing advanced technical guidance. Drives innovation in GIS solutions, manages client partnerships, and contributes to company-wide GIS strategy and development.	BS, and/or relevant certification	7+	\$221.45
40	INT-21001	Integration Specialist I	Entry-level role supporting integration tasks. Assists in configuring and troubleshooting integrations. Collaborates with the integration team to ensure smooth data flow and resolves basic integration issues.	AD or BS, EAM experience and/or relevant certification	1+	\$128.75
41	INT-21002	Integration Specialist II	Manages integration tasks, troubleshoots complex issues, and collaborates closely with development teams. Provides advanced technical support for integrations, contributes to process improvement, and ensures seamless data connectivity.	AD or BS, EAM experience and/or relevant certification	3+	\$154.50
42	INT-21003-AM	Integration Specialist III	Leads integration initiatives, provides expert guidance, and manages complex integration projects. Offers mentorship to junior specialists, contributes to the evolution of integration practices, and ensures the success of integration processes.	BS, and/or relevant certification	6+	\$190.55
43	INT-21004-AM	Integration Specialist IV	Senior role overseeing integration processes. Drives strategic integration initiatives, leads a team of specialists, and provides technical direction. Contributes to the development of best practices, mentors team members, and ensures the success of integration operations.	BS, and/or relevant certification	8+	\$257.50
44	MOB-21001	Mobile Analyst I	Entry-level role in mobile technology analysis. Assists in evaluating mobile app performance, troubleshooting issues, and collaborating with the development team.	AD or BS, EAM experience and/or relevant certification	1+	\$87.55
45	MOB-21002	Mobile Analyst II	Manages mobile app performance analysis, troubleshoots complex issues, and collaborates on enhancing mobile applications. Supports team members and contributes to optimization efforts.	AD or BS, EAM experience and/or relevant certification	3+	\$118.45
46	MOB-21003-AM	Mobile Analyst III	Leads mobile app analysis, resolves intricate issues, and contributes to the strategic improvement of mobile applications. Mentors junior analysts and collaborates closely with development teams.	BS, and/or relevant certification	5+	\$139.05
47	MOB-21004-AM	Mobile Analyst IV	Senior role overseeing mobile technology analysis, driving optimization strategies, and leading complex problem resolution. Provides strategic guidance, mentors team members, and contributes to the company's mobile technology roadmap.	BS, and/or relevant certification	7+	\$169.95
48	PRO-21001	Program Manager I	Entry-level program management role. Assists in coordinating projects, tracking progress, and ensuring timely delivery. Collaborates with cross-functional teams to support program objectives.	BS, and/or relevant certification	3+	\$169.95
49	PRO-21002	Program Manager II	Manages program activities, oversees project timelines, and collaborates with teams to achieve program goals. Provides leadership in project coordination, supports program strategy, and ensures successful project delivery.	BS, and/or relevant certification	5+	\$206.00
50	PRO-21003	Program Manager III	Leads program management efforts, develops strategies, and ensures successful execution of complex projects. Provides guidance to program teams, fosters collaboration, and contributes to the advancement of program management practices.	BS, MBA, and/or certification	7+	\$257.50
51	PRO-21004	Program Manager IV	Senior role overseeing program management. Drives strategic initiatives, manages complex programs, and provides leadership to program managers. Contributes to organizational goals, mentors team members, and ensures effective program delivery.	BS, MBA, and/or certification	10+	\$303.85

52	PRC-21001	Project Coordinator I	Entry-level role supporting project management tasks. Assists in coordinating project timelines, communication, and documentation. Collaborates with team members to ensure project objectives are met.	BS or relevant certification	1+	\$61.80
53	PRC-21002	Project Coordinator II	Manages project coordination activities, including timeline tracking, communication, and documentation. Assists in project planning, collaborates with cross-functional teams, and contributes to efficient project execution.	BS and/or relevant certification	3+	\$86.52
54	PEX-21001	Project Executive I	Entry-level role supporting project management activities. Assists in coordinating project tasks, communicating with stakeholders, and ensuring project milestones are met. Works under supervision to contribute to successful project delivery.	BS or MBA, and/or relevant certification	5+	\$195.70
55	PEX-21002	Project Executive II	Manages project tasks, communicates effectively with stakeholders, and contributes to the overall success of projects. Works closely with project managers, provides support in project planning, and collaborates on strategic initiatives.	BS or MBA, and/or relevant certification	7+	\$226.60
56	PEX-21003	Project Executive III	Leads project management efforts, overseeing tasks and ensuring project success. Provides strategic input, collaborates on complex projects, and supports project managers in achieving organizational goals. Offers guidance to junior team members.	BS or MBA, and/or relevant certification	10+	\$257.50
57	PRM-21001	Project Manager I	Oversees planning, execution, and completion of small scaled projects. Ensuring they are delivered on time and within scope. This role involves coordinating resources, managing timelines, and communicating with stakeholders to achieve project goals.	AD or BS, and/or relevant certification	1+	\$128.75
58	PRM-21002	Project Manager II	Oversees planning, execution, and completion of medium scaled projects. Ensuring they are delivered on time and within scope. This role involves coordinating resources, managing timelines, and communicating with stakeholders to achieve project goals.	AD or BS, and/or relevant certification	3+	\$154.50
59	PRM-21003	Project Manager III	Oversees planning, execution, and completion of medium to large scaled projects comprised of sub-projects and distinct deliverables. Ensuring they are delivered on time and within scope. This role involves coordinating resources, managing timelines, and communicating with stakeholders to achieve project goals.	BS or MBA, and/or relevant certification	5+	\$190.55
60	PRM-21004	Project Manager IV	Oversees planning, execution, and completion of medium to large scaled projects comprised of sub-projects and distinct deliverables, often comprising of multiple work streams. Ensuring they are delivered on time and within scope. This role involves coordinating resources, managing timelines, and communicating with stakeholders to achieve project goals.	BS or MBA, and/or relevant certification	7+	\$206.00
61	QAC-21001	Quality Assurance Consultant I	Entry-level position in quality assurance consulting. Assists in testing software applications, documenting test cases, and collaborating with QA teams. Learns and applies QA methodologies to ensure product quality.	AD or BS, and/or relevant certification	1+	\$103.00
62	QAC-21002	Quality Assurance Consultant II	Manages quality assurance tasks, conducts thorough testing, and collaborates on QA strategies. Provides expertise in identifying and resolving issues, contributes to test planning, and supports junior team members.	AD or BS, and/or relevant certification	3+	\$139.05
63	QAC-21003	Quality Assurance Consultant III	Leads quality assurance consulting projects, develops testing strategies, and mentors QA teams. Analyzes complex requirements, ensures effective test coverage, and contributes to the improvement of QA processes.	AD or BS, and/or relevant certification	5+	\$169.95
64	QAC-21004	Quality Assurance Consultant IV	Plays a pivotal role in ensuring the integrity and functionality of EAM solution. Responsibilities include designing and executing comprehensive testing protocols to guarantee the reliability and effectiveness of EAM solutions.	BS, and/or relevant certification	7+	\$190.55
65	REL-21001	Release Manager I	Entry-level role coordinating software releases, managing schedules, and assisting in version control. Collaborates with development teams to ensure smooth release processes.	AD or BS, and/or relevant certification	1+	\$103.00
66	REL-21002	Release Manager II	Manages software release coordination, schedules, and version control. Leads release planning and collaborates closely with cross-functional teams.	AD or BS, and/or relevant certification	3+	\$139.05
67	REL-21003	Release Manager III	Experienced professional overseeing end-to-end release management. Leads release planning, coordinates with development teams, and ensures quality control. Guides junior team members.	BS and/or relevant certification	5+	\$159.65
68	REL-21004	Release Manager IV	Expert in release management, responsible for strategic planning, coordination, and optimization of software releases. Provides leadership, drives process improvements, and mentors team members.	BS and/or relevant certification	7+	\$169.95
69	REP-21001	Reports Consultant I	Entry-level role in report consulting. Assists in creating and modifying reports, collaborates with teams to gather requirements, and contributes to the delivery of insightful data-driven solutions.	AD or BS, and/or relevant certification	1+	\$103.00
70	REP-21002	Reports Consultant II	Manages report consulting tasks, collaborates on report design, and troubleshoots issues. Provides expertise in generating meaningful reports, contributes to client interactions, and supports the development of efficient reporting processes.	AD or BS, and/or relevant certification	3+	\$128.75
71	REP-21003	Reports Consultant III	Leads report consulting initiatives, designs complex reports, and provides strategic guidance. Manages comprehensive reporting projects, mentors junior consultants, and contributes to the continuous improvement of reporting practices.	BS and/or relevant certification	5+	\$159.65
72	REP-21004	Reports Consultant IV	This role involves leveraging expertise to design and implement robust reporting solutions within EAM solution. Enhancing data visualization, analytics, and reporting functionalities to optimize decision-making processes for clients.	BS and/or relevant certification	7+	\$190.55
73	DOE-21001	DevOps Engineer I	Will spearhead the development and implementation of robust DevOps practices, streamlining software development processes and ensuring seamless collaboration between development and operations teams. Expertise will contribute to enhancing system reliability, scalability, and overall efficiency.	BS and/or relevant certification	5+	\$202.91
74	SEC-21001	Security, Risk and Compliance Consultant I	Leads efforts to ensure regulatory adherence and assess potential risks. This role involves developing and implementing compliance strategies to safeguard the organization against legal and operational threats.	BS and/or relevant certification	2+	\$154.50
75	SEC-21002	Security, Risk and Compliance Consultant II	Will spearhead the development and implementation of robust cybersecurity strategies. Expertise will be crucial in safeguarding organizational assets, conducting risk assessments, and ensuring the highest standards of information security.	BS and/or relevant certification	4+	\$185.40
76	SEC-21003	Security, Risk and Compliance Consultant III	Provides Technical leadership of the project team. Support creation of a technical solution plan, and obtain approval of preliminary analysis. Plan, direct and control the activities of a development team within scheduled time and cost parameters; and identify administrative and technical feasibility of requirements as well as associated change requirements.	BS and/or relevant certification	6+	\$216.30

77	SEC-21004	Security, Risk and Compliance Consultant IV	Works with the Technical Architect to lead the design and implementation of high-level technology solutions, ensuring alignment with business objectives. Provides technical leadership, to the development team, architectural guidance and oversees the integration of advanced technologies for optimal system performance.	BS and/or relevant certification	8+	\$242.05
78	SOL-21001	Solutions Consultant I	Manages more complex client engagements, leads solution discussions, and provides technical expertise. Collaborates with cross-functional teams to design and implement effective solutions.	AD or BS, and/or relevant certification	2+	\$169.95
79	SOL-21002	Solutions Consultant II	Leads comprehensive client engagements, designs advanced solutions, and provides strategic guidance. Plays a key role in solution architecture, implementation, and client relationship management.	BS and/or relevant certification	4+	\$206.00
80	SOL-21003-AM	Solutions Consultant III	Senior role driving strategic client solutions. Leads high-profile engagements, influences product development, and provides thought leadership. Acts as a mentor, guiding junior consultants and contributing to overall business strategy.	BS or MBA, and/or relevant certification	6+	\$257.50
81	SOL-21001-AM	Solutions Consultant IV	Expert in driving strategic client solutions. Leads high-profile engagements, influences product development, and provides thought leadership. Acts as a mentor, guiding junior consultants and contributing to overall business strategy.	BS or MBA, and/or relevant certification	9+	\$283.25
82	TEA-21001	Technical Architect I	Entry-level role in tech architecture, assisting in designing and implementing solutions. Collaborates with senior architects and contributes to project planning.	BS and/or relevant certification	2+	\$139.05
83	TEA-21002	Technical Architect II	Manages more complex architecture tasks, participates in system design, and collaborates with cross-functional teams. Implements and optimizes technical solutions.	BS and/or relevant certification	5+	\$169.95
84	TEA-21003	Technical Architect III	Leads architecture efforts, designs and implements complex systems, and provides technical leadership. Guides project teams, ensures architectural integrity, and contributes to strategic planning.	BS and/or relevant certification	7+	\$221.45
85	TEA-21004	Technical Architect IV	Highly skilled professional leading architecture initiatives. Drives innovation, sets architectural standards, and provides strategic direction. Guides teams, ensures scalability, and contributes to technology roadmap.	BS and/or relevant certification	10+	\$257.50
86	TEW-21001	Technical Writer I	Crafts clear and concise documentation, manuals, and guides to facilitate understanding and usage of complex technical products or processes. This role involves translating technical information into user-friendly content, ensuring accuracy and accessibility for diverse audiences.	BS and/or relevant certification	1+	\$92.70
87	TEW-21002	Technical Writer II	Crafts clear and concise documentation, manuals, and guides to facilitate understanding and usage of complex technical products or processes. This role involves translating technical information into user-friendly content, ensuring accuracy and accessibility for diverse audiences.	BS and/or relevant certification	3+	\$118.45
88	TES-21001	Tester I	Entry-level position conducting software testing, identifying bugs, and assisting in test case creation. Collaborates with team members to ensure software quality.	AD or BS, and/or relevant certification	1+	\$66.95
89	TES-21002	Tester III	Performs thorough software testing, develops test cases, and collaborates with cross-functional teams. Gains proficiency in automated testing tools and contributes to test strategy.	AD or BS, and/or relevant certification	2+	\$103.00
90	TES-21003	Tester III	Leads testing efforts, designs comprehensive test plans, and ensures the quality of software releases. Specializes in automated testing, mentors junior testers, and contributes to process improvements.	BS, and/or relevant certification	4+	\$133.90
91	TES-21004	Tester IV	Senior role overseeing testing initiatives, defining testing standards, and implementing advanced testing methodologies. Acts as a subject matter expert, provides leadership to testing teams, and contributes to the overall quality assurance strategy.	BS, and/or relevant certification	6+	\$169.95
92	TRA-21001	Trainer I	Entry-level role in training. Assists in developing training materials, conducts basic training sessions, and supports employees in learning new technologies and processes.	AD or BS, and/or relevant certification	2+	\$103.00
93	TRA-21002	Trainer II	Manages training sessions, develops advanced training materials, and provides support for complex technical learning. Collaborates with teams to enhance training programs and mentors junior trainers.	AD or BS, and/or relevant certification	4+	\$154.50
94	TRA-21003-OC	Trainer III / Organizational Change Manager	Leads training and OCM efforts, designs comprehensive programs, and provides expert guidance. Manages complex training projects, contributes to OCM strategy development, and mentors junior team members.	BS, and/or relevant certification	6+	\$206.00
95	TRA-21004-OC	Trainer IV / Organizational Change Manager	Senior role overseeing training and OCM. Drives strategic training initiatives, leads OCM programs, and provides high-level guidance. Contributes to organizational development strategies, mentors team members, and ensures successful training and OCM operations.	BS or MBA, and/or relevant certification	10+	\$257.50
96	UXW-21001	UX Writer I	Entry-level role crafting clear and user-centric content for digital interfaces. Collaborates with design and development teams to enhance user experience through effective language.	AD or BS, and/or relevant certification	1+	\$77.25
97	UXW-21002	UX Writer II	Leads UX writing initiatives, develops content strategies, and contributes to overall user experience design. Works closely with product teams to create compelling, intuitive, and user-friendly content.	AD or BS, and/or relevant certification	3+	\$103.00
98	UXW-21003	UX Writer III	Expert in UX writing, providing strategic direction and overseeing comprehensive content strategies. Leads and mentors UX writing teams, ensuring consistent and impactful language across all user touchpoints. Contributes to shaping the company's user experience vision.	AD or BS, and/or relevant certification	5+	\$118.45
99	WES-21001	Website Support I	Entry-level position providing foundational support for the company's website. Assists in troubleshooting and resolving basic website issues, contributing to user satisfaction.	AD or BS, and/or relevant certification	1+	\$103.00
100	WES-21002	Website Support II	Experienced role in website support, handling more complex issues and contributing to the enhancement of website functionality. Collaborates with teams to implement improvements and ensures optimal user experience.	AD or BS, and/or relevant certification	3+	\$139.05
101	WES-21003	Website Support III	Senior level position overseeing advanced website support tasks. Manages complex issues, implements strategic improvements, and leads initiatives to optimize website performance. Provides guidance to junior support staff and contributes to overall web development strategies.	AD or BS, and/or relevant certification	5+	\$159.65
102	WES-21004	Website Support IV	Senior level position overseeing advanced website support tasks. Manages complex issues, implements strategic improvements, and leads initiatives to optimize website performance. Provides guidance to junior support staff and contributes to overall web development strategies.	AD or BS, and/or relevant certification	7+	\$185.40
103	WFP-21001	Workflow Process Specialist I	Entry-level position supporting the development and optimization of workflow processes. Assists in analyzing and documenting current processes, identifying areas for improvement, and implementing basic workflow enhancements.	AD or BS, and/or relevant certification	2+	\$113.30
104	WFP-21002	Workflow Process Specialist II	Handles more complex workflow optimization tasks. Collaborates with teams to streamline processes, implement automation solutions, and contribute to overall efficiency improvements. May provide guidance to junior specialists.	AD or BS, and/or relevant certification	5+	\$133.90
105	WFP-21003	Workflow Process Specialist III	Leads the development and implementation of advanced workflow solutions. Analyzes complex business processes, identifies bottlenecks, and introduces strategic improvements. Mentors team members and collaborates with stakeholders to drive efficiency.	AD or BS, and/or relevant certification	7+	\$154.50

106	WFP-21004	Workflow Process Specialist IV	Highly experienced professional overseeing comprehensive workflow optimization strategies. Designs and implements advanced workflow solutions, aligns processes with organizational goals, and contributes to innovation. Provides leadership, mentors specialists, and collaborates with executive teams for impactful process enhancements.	AD or BS, and/or relevant certification	10+	\$185.40
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