

Attachment 1 - Pricing	
Contractor:	Innovative Business Concepts, Inc
Contract Number:	PB70545
Lots Awarded:	2
<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>	

Innovative Business Concepts, Inc Approved Price List			Number of Approved Titles:	23	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	IBC-PBITS-PM1	Project Manager I	<p>This position involves a range of responsibilities that include:</p> <ul style="list-style-type: none"> • Manage staff from various disciplines to ensure timely delivery of results, aiming to achieve desirable outcomes for the organization. This involves working closely with program sponsors to define project scope and vision and collaborating with cross-functional teams and assigned project managers to plan and develop scope, deliverables, required resources, work plans, budgets, and timelines for new initiatives. Additionally, the role requires organizing and coordinating programs while providing strategic guidance to teams and project managers and developing new programs to support the organization's strategic direction. • Identify program stakeholders, keep them informed and engaged, manage program personnel and vendors, and oversee program and project teams to maximize return on investment. This involves coordinating and delegating cross-project initiatives, resolving broader project scope issues, and preparing reports for program directors. Additionally, monitoring the outputs and outcomes of a program's activities, ensuring the program adapts as needed and managing complex issues that may arise while delivering program benefits. 	<p>University degree in the field of computer science and/or project management</p> <ul style="list-style-type: none"> • Project Management Professional (PMP) certification. • Certifications in Agile and other related project disciplines. 	2	\$152.44
2	IBC-PBITS-PM2	Project Manager II	<p>This position involves a range of responsibilities that include:</p> <ul style="list-style-type: none"> • Oversee the business of discovering unsatisfied needs, articulating them as project demand, and organizing appropriate responses. • Assist business and technology leaders with articulating new project ideas, forecast future resource capacity and reporting on existing resource utilization, present accurate representations of project progress, health, risks, and ongoing challenges, and attend various steering committee and PMO meetings, representing the PMO and project management interests. • Ensure the completion and currency of project and portfolio reporting, validate portfolio-level reporting before alerting senior leadership of its availability, and manage portfolio and project processes to maximize the throughput of selected projects. 	<p>University degree in the field of computer science and/or project management</p> <ul style="list-style-type: none"> • Project Management Professional (PMP) certification. • Certifications in Agile and other related project disciplines. 	4	\$177.16
3	IBC-PBITS-PM3	Project Manager III	<p>This position involves a range of responsibilities that include:</p> <ul style="list-style-type: none"> • Manage staff from various disciplines to ensure timely delivery of results, aiming to achieve desirable outcomes for the organization. This involves working closely with program sponsors to define project scope and vision, collaborating with cross-functional teams, and assigning project managers to plan and develop scope, deliverables, required resources, work plans, budgets, and timelines for new initiatives. Additionally, the role requires organizing and coordinating programs while providing strategic guidance to teams and project managers and developing new programs to support the organization's strategic direction. • Identify program stakeholders, keep them informed and engaged, manage program personnel and vendors, and oversee program and project teams to maximize return on investment. This involves coordinating and delegating cross-project initiatives, resolving broader project scope issues, and preparing reports for program directors. Additionally, monitoring the outputs and outcomes of program activities, ensuring program adaptation as needed, and managing complex issues that may arise while delivering program benefits. 	<p>University degree in the field of computer science and/or project management</p> <ul style="list-style-type: none"> • Project Management Professional (PMP) certification. • Certifications in Agile and other related project disciplines. 	8	\$200.85
4	IBC-PBITS-PM4	Project Manager IV	<p>This position involves a range of responsibilities that include:</p> <ul style="list-style-type: none"> • Plan, coordinate, direct, and design all operational and functional activities of the program execution, as well as provide direction and support for IT solutions that enhance mission-critical business operations. This individual will collaborate directly with the executive management team and decision makers in other departments to identify, recommend, develop, implement, and support cost-effective technology solutions for all aspects of the organization. • Collaborate with program stakeholders and the team working on the project to ensure the entire initiative is on track. They will also participate in strategic and operational governance processes of the program as a member of the senior management team. • Serve as an advisor to the agency stakeholders and analyze the existing business practices and goals, make suggestions that improve their direction, help troubleshoot current issues and implement solutions, conduct a thorough analysis of the leading market tools, and assess the agency's risks. • Prepare briefings, talking points, and business plans in support of industry engagement, develop and manage project plans, status reports, management, and committee updates; coordinate and serve as project manager across strategic initiatives; and help lead various strategic initiative projects, as assigned by senior leaders. <ul style="list-style-type: none"> • Mentor and provide guidance to junior team members. • Present recommendations for highly complex sales opportunities and solutions when leading project teams. • Work with cross-functional teams to ensure partner implementations are on track and delivering against the plan. Take the lead in solving the problems that arise during program execution with partners. <ul style="list-style-type: none"> • Ensure client goals and project timelines are being met. • Structure presentations, documentation, requests for proposal responses, and other collateral. <ul style="list-style-type: none"> • Motivate, coach, and serve as a role model for team members. • Work with marketing, product, and engineering teams to automate processes and increase cross-the-team productivity. • Collaborate with partners across functions, including strategy, finance, analytics, marketing, digital, product management, and technology. <ul style="list-style-type: none"> • Develop trust-based relationships with clients and manage client expectations. • Use both quantitative and qualitative insights to support recommendations. 	<p>Graduate's or Doctorate Degree in business, business administration, computer science or engineering or Bachelor's Degree and equivalent experience. Min of 15+ years of experience in both Government and Private Program managements</p>	10	\$451.14

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5	IBC-PBITS-SPC1	Specialist I	This position entails the formulation and design of business process requirements for all IT-related business, financial, and operational systems critical to core organizational functions. This encompasses the research and analysis of data to support business functions, process knowledge, and systems requirements. Furthermore, the role includes acting as an auditor for implementation programs in which vendor management holds significant importance.	University degree in the field of computer science, Data Management, Analytics, Communications, Strategy, Turnaround, Management and/or project management	4	\$144.20
6	IBC-PBITS-SPC2	Specialist II	This role encompasses multiple services whose functions include: <ul style="list-style-type: none"> • Manage the development of new products and features. • Subject-matter experts who use their technical knowledge to bridge the gap between product and technical aspects of product development. • Implement and maintain Learning Management Systems (LMS). This will include support and training for users and consulting on e-learning strategy. Highlights include but are not limited to Helping agencies choose the suitable LMS, deploying the LMS to meet business goals, designing LMS planning services, assessing the current system, identifying gaps in the system, providing critical thinking, applying design standards, and ensuring quality assurance. • Strategically design and implement BI software and systems, including integration with databases and data warehouses. This includes selecting, blueprinting, gathering requirements, designing, and rolling out BI solutions to end users. The Specialist is also responsible for ensuring high levels of BI availability through support functions and in-depth testing. • Continuously identify and assess training needs, create tailored training plans, and implement various training methods to enhance employees' skills and performance. They will also monitor training program effectiveness, manage budgets, and stay updated on training trends. • Guide the data analyst and perform all duties mentioned in the role, such as data collection, cleansing, and visualization. In addition, the following tasks will be performed: <ul style="list-style-type: none"> - Devise, develop, and deploy required data queries in response to business user needs. - In conjunction with data owners and department managers, develop data models and protocols for mining production databases. - Assist in the development of data management policies and procedures. - Identify research questions, problem-solve using data analysis, and communicate the results to various stakeholders 	University, Graduate, or Doctorate degree in the field of computer science, Data Management, Analytics, Communications, Strategy, Turnaround, Management and/or project management. OR Min of 10 years of experience in managing similar programs for either Government and Private Program managements	8	\$200.85
7	IBC-PBITS-SPC3	Specialist III	This position involves a range of responsibilities that include: <ul style="list-style-type: none"> • Serve as an advisor to the agency stakeholders and analyze the existing business practices and goals, make suggestions that improve their direction, help troubleshoot current issues and implement solutions, conduct a thorough analysis of the market-leading tools, and assess the agency's risks. • Prepare briefings, talking points, and business plans supporting industry engagement; develop and manage project plans, status reports, management, and committee updates; coordinate and serve as project manager across strategic initiatives; and help lead various strategic initiative projects, as assigned by senior leaders. <ul style="list-style-type: none"> • Mentor and guide junior team members. • Present recommendations for highly complex sales opportunities and solutions when leading project teams. • Work with cross-functional teams to ensure partner implementations are on track and delivering against the plan. Take the lead in solving the problems that arise during program execution with partners. <ul style="list-style-type: none"> • Ensure client goals and project timelines are being met. • Structure presentations, documentation, requests for proposal responses, and other collateral. • Motivate, coach, and serve as a role model for team members. • Work with marketing, product, and engineering teams to automate processes and increase cross-the-team productivity. • Collaborate with partners across functions, including strategy, finance, analytics, marketing, digital, product management, and technology. <ul style="list-style-type: none"> • Develop trust-based relationships with clients and manage client expectations. • Use both quantitative and qualitative insights to support recommendations. 	Graduate's or Doctorate Degree in business, business administration, computer science or engineering or Bachelor's Degree and equivalent experience.	10	\$289.43
8	IBC-PBITS-SA1	Analyst I	This position involves a range of services with functions that cover: <ul style="list-style-type: none"> • Provide first-line tech support to end users, diagnose and troubleshoot software and hardware issues, install and maintain software and hardware, implement system updates and new installations, train end users on new software and hardware systems, and provide after-hours and weekend support as needed. • Ensure proper computer operation so that end users can accomplish business tasks. This includes receiving, prioritizing, documenting, and actively resolving end-user help requests and escalating incidents when considered appropriate and necessary to maintain SLA expectations. Problem resolution may involve the use of diagnostic and help request tracking tools and requiring that the individual give in-person, hands-on help at the desktop level. 	University degree in the field of computer science, Data Management, Analytics, Communications, Strategy, Turnaround, Management and/or project management	2	\$107.12

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9	IBC-PBITS-SA2	Analyst II	<p>This position involves a range of responsibilities that include:</p> <ul style="list-style-type: none"> • Guide the process analyst and perform all duties mentioned in the process analyst role, including identifying inefficiencies, developing solutions, conducting audits, and training employees. • Devise and design business process requirements for all IT-related business, financial, and operations systems critical to core organizational functions. This includes researching and analyzing data in support of business functions, process knowledge, and systems requirements. • Chart existing business processes to define current business activities for developing procedures and models. <ul style="list-style-type: none"> • Meet with decision makers, systems owners, and end users to define business, financial, and operations requirements and systems goals. • Research, review, and analyze the effectiveness and efficiency of existing processes and develop strategies for enhancing or further leveraging these processes. <ul style="list-style-type: none"> • Prototype new procedures to enhance business processes, operations, and information process flow. • Prepare and deliver reports, recommendations, or alternatives for improving processes in operating systems across the organization. • Perform cost-benefit and return-on-investment (ROI) analyses for proposed changes to aid management in making implementation decisions. • Identify and establish the scope and parameters of process analysis to define impact, outcome criteria, and measure-taking actions. 	University degree in the field of computer science, Data Management, Analytics, Communications, Strategy, Turnaround, Management and/or project management	4	\$125.66
10	IBC-PBITS-SA3	Analyst III	<p>This role encompasses various responsibilities and roles, which includes Design and Training analyst.</p> <ul style="list-style-type: none"> • The Design Analyst will be responsible for the end-to-end process of transforming complex product requirements into visually stunning and highly functional user interfaces. This role will collaborate to continuously improve the quality and innovation of the user interface for products and enterprise systems. • The Training Analyst will be responsible for leading the group of trainers and performing the following activities: <ul style="list-style-type: none"> - Design, develop, and deliver training programs and individual classes. <ul style="list-style-type: none"> - Present instructor-led training sessions. - Develop and deliver new courses for new and existing needs, including all course materials, exercises, and skills evaluations. <ul style="list-style-type: none"> - Review training materials and documentation and keep them up to date. - Create and communicate training schedules in consultation with departmental decision-makers. - Establish and maintain a database to track training participants' status and results. <ul style="list-style-type: none"> - Create and administer training event feedback mechanisms. - Analyze results, make recommendations for training improvement, and integrate changes in curriculum and/or courses. - Work with internal software developers to keep apprised of changes and upcoming developments in in-house software applications. <ul style="list-style-type: none"> - Communicate software problems and issues to software development and support teams. - Stay up-to-date with developments in both commercial and custom-built software products used in the organization. <ul style="list-style-type: none"> - Manage and/or provide guidance to junior members of the team. 	University degree in the field of computer science and/or management • Business Analysis, Data Analytics, Training or Communication Specialist Certifications.	8	\$177.16
11	IBC-PBITS-SA4	Analyst IV	<ul style="list-style-type: none"> • Manage the overall creativity and design on a strategic level - including managing the group of designers who are responsible for the following: <ul style="list-style-type: none"> - Creating superior user experiences through the design of elegant interfaces - Collaborating with Business Analysts to create sketches, wireframes, Photoshop mockups, or interactive prototypes to support early product concepts and ideas; <ul style="list-style-type: none"> - Design clean, usable workflows for complex processes; - Design web application user interfaces that are on-brand, visually attractive, and cohesive; <ul style="list-style-type: none"> - Create production-quality visual assets and icons for the development teams; - Present, defend, and revise your design ideas through design reviews and subsequent iterations; - Create HTML and CSS-based prototypes for design ideas and collaborate with front-end developers to produce working interfaces; <ul style="list-style-type: none"> - Help define and implement interface usability and consistency standards; - Assist with defining the information architecture and taxonomy of Web applications; - Provide design guidance for creative deliverables across the organization. 	University, Graduate, or Doctorate degree in the field of computer science, Data Management, Analytics, Communications, Strategy, Turnaround, Management and/or project management. OR Min of 10 years of experience in managing similar programs for either Government and Private Program managements	10	\$200.85

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12	IBC-PBITS-SA5	Analyst V	<p>This role encompasses business transformation services. Examples of some functions include:</p> <ul style="list-style-type: none"> • Change management and turnaround analyst: <ul style="list-style-type: none"> - Assess the impact of change, identify stakeholders, and facilitate communication - Identifying and addressing problems or areas of opportunity in a business - Identify weaknesses or vulnerabilities that could lead to business failure if not addressed. - Assists organizations in enhancing their direction, strategy, or methods of operation. • The Emerging Technology/Product Manager: Represents, interfaces with, and engages the business stakeholders. <ul style="list-style-type: none"> - Acts as a fully integrated team member. - Uses clear goals to communicate the project vision at the beginning of every release and sprint so that the team understands and is equipped to realize it. - Facilitates business decisions and clearly communicates requirements through epics and stories so they are understood. - Communicates status outside the team. • The Product Owner is the final authority on the vendor side for decisions regarding priority, business value, and functionality for the work done by the Agile development team. <ul style="list-style-type: none"> • The Customer Experience Executive: <ul style="list-style-type: none"> - Helps drive the business strategy by integrating the customer's experience and input. - Works with other senior leaders to help further the vision of the agency/department. - Creates KPIs, metrics, and budgeting related to customer activity, End Customer/Client Feedback, Surveys, and Consensus 	<p>University, Graduate, or Doctorate degree in the field of computer science, Data Management, Analytics, Communications, Strategy, Turnaround, Management and/or project management. OR Min of 10 years of experience in managing similar programs for either Government and Private Program managements</p>	12	\$289.43
13	IBC-PBITS-TM1	Technician I	<p>This role includes a range of responsibilities, which include:</p> <ul style="list-style-type: none"> • Provide training to end users within the organization on the efficient and effective utilization of various software, applications, and operational programs to support business objectives. • Accountable for designing, delivering, and enhancing the delivery of services to end users. • Encompasses the development of presentation materials incorporating high-quality multimedia elements, ensuring alignment of all visual materials with the organization's brand, conducting research on designs required for each project to ensure alignment with stakeholders' vision, and editing existing design materials as needed. 	<p>University degree in the field of computer science, Data Management, Analytics, Communications, Strategy, Turnaround, Management and/or project management</p>	2	\$144.20
14	IBC-PBITS-TM2	Technician II	<p>This role includes various services with functions that encompass:</p> <ul style="list-style-type: none"> • Design data modeling and analysis services to mine enterprise systems and applications for knowledge and information that enhance business processes. • Assist in building, deploying, and maintaining data support tools, metadata inventories, and definitions for database file/table creation. • Ensure proper computer operation to enable end users to complete business tasks. This involves promptly resolving escalated end-user help requests within established SLAs. Problem resolution may require the use of diagnostic and help request tracking tools, as well as providing hands-on assistance at the desktop level. Additionally, this role involves identifying and analyzing recurring issues and assessing documented solutions. • Deploy pre-packaged software as needed using automated deployment tools, assist in software releases and rollouts, and ensure compliance with change management best practices. 	<p>University degree in the field of computer science and/or project management Certifications in Agile and other related project disciplines.</p>	4	\$177.16
15	IBC-PBITS-TM3	Technician III	<p>This position involves a range of services with functions that cover:</p> <ul style="list-style-type: none"> • Oversee the team of data analysts to ensure punctual delivery, including engaging with stakeholders and formulating project plans/status reports for data-related activities. • Research new technology services and solutions that could drive business strategy, enhance business capabilities, create new business models, and drive business innovation. Understands the business, the industry, markets, and customers, and ensures that new technologies are well-researched so the business can optimize processes and achieve goals. • Assist with selecting Data Integration (DI) solutions, whether in the Cloud or On-Premises. This role coordinates the organization's DI patterns with appropriate DI architectures and ensures that DI solutions' adoption follows legal and regulatory standards and aligns with overarching business strategies. • Build and create applications, perform full-stack software development, gather requirements, test applications developed, integrate with other systems, create automation, assist with data analysis, and manage databases. 	<p>University degree in the field of computer science and/or ISO 9001 certification</p>	8	\$217.33

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16	IBC-PBITS-TM4	Technician IV	<p>This role encompasses a broad spectrum of services and functions, that includes:</p> <ul style="list-style-type: none"> Defining user experience on large-scale, dynamic, and enterprise Web solutions (B2B, B2C, enterprise). This role will be responsible for overseeing and contributing to the end-to-end user experience solution designs, ensuring that the user experience vision and goals are achieved. This individual will also act as the user experience evangelist and will oversee the development and review of design documents from a user experience perspective. They will also contribute to the long-term vision to ensure a strong user experience. Deliver training to end users via Web-based educational models and corresponding software tools. This role is responsible for developing strategies and technologies that leverage digital media to instruct and educate staff across the organization. They will also participate in the design, construction, and implementation of corporate intranets, e-learning applications, and courseware that support business objectives. Prototype, design, and build graphic user interfaces (GUIs) for software development, web forms, and other applications. This includes capturing user requirements through collaboration with business analysts, leading and participating in testing sessions, and coordinating the final implementation of the GUI based on feedback. The use of a variety of Web and software development languages is required. Focus on strategic development and operation of the BI/data warehousing practice, including managing staffing requirements, optimizing processes and technology, and ensuring a high-availability BI/data warehouse platform. Work closely with business executives and stakeholders in other departments to identify, recommend, develop, implement, and support analytics solutions to deliver essential information to satisfy their information needs. Collaborate with cross-departmental teams to define metrics, guidelines, and strategies for effectively using algorithms and data. Additionally, this role will work closely with statisticians to design and build datasets for complex experiments, while establishing links across existing data sources and discovering new, valuable data combinations. Develop data mining and analytics architectures, coding standards, and methodologies for statistical reporting and analysis. Coordinate data resource requirements between the analytics and engineering teams, ensuring smooth collaboration. Assist in translating prototypes into production alongside product managers, engineers, and analytics team members, and contribute to developing data management policies and best practices for analytics instrumentation and experimentation. 	University, Graduate, or Doctorate degree in the field of computer science, Data Management, Analytics, Communications, Strategy, Turnaround, Management and/or project management. OR Min of 10 years of experience in managing similar programs for either Government and Private Program managements	10	\$289.43
17	IBC-PBITS-QA1	QA Tester I	<p>The Quality Tester I, also known as the Quality Assurance Analyst, is responsible for supporting the QA team in ensuring that products or services meet the required quality standards before they are delivered to customers or clients. The Quality Tester I develops and establishes quality assurance standards and measures for the information technology services within the organization. This individual will also gather and analyze data supporting business cases, proposed projects, and systems requirements. QA Associates play a crucial role in assisting with the development and implementation of testing procedures, identifying issues, and ensuring the final product is consistent, functional, and meets business and user requirements. In this role, the individual will:</p> <ul style="list-style-type: none"> Gather and analyze data in support of business cases, proposed projects, and systems requirements <ul style="list-style-type: none"> Understand functional requirements and develop a detailed test suite Create test cases and supporting testing documentation Execute test plans/test cases and log and manage defects Apply proven analytical and problem-solving skills to help validate IT processes through careful testing, maximizing the benefit of business investments in IT initiatives. <ul style="list-style-type: none"> Independent verification and validation of the products produced by the development process System integration testing on daily software builds, analyzing the stability and efficiency of the system <ul style="list-style-type: none"> Defect reporting, retesting, and verification of defects Perform Regression and Adhoc testing of the functional modules 	Bachelor's degree in computer science, system analysis or a related field, or equivalent experience. ISO 9001 or CSQE certification preferred	2	\$107.12
18	IBC-PBITS-QA2	QA Tester II	<p>The Quality Tester II or Quality Assurance Associate oversees the quality assurance process, leads a team of QA analysts, and ensures that our products meet the highest quality standards. The role involves:</p> <ul style="list-style-type: none"> Developing and implementing QA strategies, processes, and best practices, as well as creating and managing comprehensive test plans, test cases, and testing documentation. Collaborating closely with development teams and product managers to ensure alignment with requirements Perform test preparation activities, including any manual test preparation, requirements elicitation, converting business rules to user stories, test data management, and assessing test software designs for testability. Identifying and tracking defects to ensure timely resolution and reporting, continuously evaluating and enhancing testing methodologies and tools <ul style="list-style-type: none"> Facilitating communication between stakeholders regarding testing progress and quality issues <ul style="list-style-type: none"> Analyze, develop, debug, execute, and maintain complex automated test cases. Create, execute, and maintain effective tests based on Requirements, User Stories, and project needs. Review functional requirements, wireframes, and technical specifications and identify gaps/issues/potential threats. <ul style="list-style-type: none"> Create Requirements Traceability Matrix to ensure coverage of all business requirements. Build Regression Test suites and stage data for Regression, Data/Report validations, and Business UATs <ul style="list-style-type: none"> Perform Smoke testing of deliverables and components after go-live Participating in daily stand-ups and sprint planning meetings Contributing to the maintenance of the test automation framework. 	Bachelor's degree in computer science, system analysis or a related field, or equivalent experience. ISO 9001 or CSQE certification preferred	4	\$144.20

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19	IBC-PBITS-QA3	QA Tester III	<p>The Quality Tester III or QA Manager will assume leadership of our quality assurance team and will carry the responsibility of defining the QA strategy, overseeing testing processes, and ensuring the delivery of high-quality software products. As a manager, the individual will be tasked with developing and implementing a comprehensive QA strategy that aligns with organizational goals, managing and mentoring the QA team, and fostering a culture of continuous improvement and excellence. In this role, the individual will:</p> <ul style="list-style-type: none"> • Establish and maintain testing processes, methodologies, and best practices. • Oversee the creation and execution of test plans, test cases, and automated test scripts. • Collaborate with cross-functional teams to understand requirements and ensure product quality. • Analyze testing results and metrics to drive improvements and report on quality status. • Identify and mitigate risks related to product quality throughout the development lifecycle. • Lead test planning, preparation, strategy and execution activities. • Track key testing metrics and ensure regular and consistent communication of progress towards overall testing goals to the Project team and Business Stakeholders. • Manage and conduct all aspects of testing (e.g. integration, business acceptance, performance, operability, deployment verification). • Coordinate testing planning and support with partners (e.g. business, CIO group, Infrastructure). • Conduct and Lead Business UATs with stakeholders • Lead documentation creation, review, and sign-off (e.g. test strategies, plans, schedule, cost estimates, test cases, dashboards, defect logs, test phase closure reports, entry/exit criteria and gating). • Apply risk analysis methodologies and tools that align with a project's development approach. • Prioritize testing tasks, and ensure milestones, activities, and tasks are completed as scheduled. • Triage daily status calls to ensure prompt, thorough documenting, tracking, and testing. • Report on test planning, execution, and defects to the project team using standard test quality metrics. • Coordinate code deployments, maintenance upgrades, and testing across multiple environments. • Follow established testing processes, identify, assess, address, resolve, or escalate, and develop contingency plans as needed. • Participate in audit and quality control reviews of test artifacts and deliverables. • Communicate and address scope changes that may impact testing and timelines. • Stay up-to-date with industry trends and technologies to enhance QA processes. 	University degree in the field of computer science and/or Quality Assurance and Audits Software Quality Professional Certification CSQP	8	\$177.16
20	IBC-PBITS-QA4	QA Tester IV	<p>The Quality Tester IV or Quality Assurance Director will provide strategic leadership for our quality assurance initiatives, defining the vision and direction for our QA processes to ensure consistent adherence to the highest quality standards across our projects. The QA Director works closely with senior leadership to align QA efforts with business goals and ensure that the organization delivers reliable, high-quality products. In this role, the individual will provide:</p> <ul style="list-style-type: none"> • Develop and drive the overall quality assurance strategy for the organization, ensuring that QA practices align with company objectives and industry standards. • Oversee multiple QA teams, including managers, engineers, and analysts, providing leadership, mentorship, and guidance to ensure high performance and continuous improvement. • Implement and refine QA processes, methodologies, and best practices throughout the organization to improve the efficiency, effectiveness, and scalability of QA operations. • Work closely with other executives (e.g., CTO, CIO, and Product Directors) to ensure that QA efforts are aligned with product development, business goals, and customer expectations.. • Ensure that quality assurance processes mitigate risks and comply with industry-specific regulatory requirements, such as ISO standards, GDPR, and FDA regulations.. • Drive the adoption of advanced QA technologies and tools, including automation frameworks, to improve test coverage, reduce manual testing efforts, and accelerate release cycles.. • Establish and monitor critical quality metrics (e.g., defect rates, test coverage, release quality) to gauge QA performance and offer data-driven insights to the leadership team.. <ul style="list-style-type: none"> • Ensure that products meet or exceed quality expectations before being released to customers, taking responsibility for product reliability, performance, and usability. • Manage the QA department's budget and efficiently allocate resources to support ongoing projects and strategic initiatives.. • Promote a culture of quality throughout the organization by encouraging best practices, providing training, and fostering continuous learning among the QA teams. 	University degree in the field of computer science and/or Quality Assurance and Audits Software Quality Professional Certification CSQP or ISO9001	10	\$209.09

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21	IBC-PBITS-TE1	Transformation Executive	<p>This position involves a range of responsibilities that include:</p> <ul style="list-style-type: none"> • Governance & Oversight: Ensure effective communication to different stakeholders (including senior management) & decisions are taken by the right people, based on the most accurate and up-to-date information presented. The governance role will also provide oversight (audit or peer reviews) related to the vendors directly involved in developing the solution to ensure accountability • Transparency: Provide actionable information with a single source of the truth. Information should be relevant and accurate to support effective decision-making by stakeholders (senior management, governance committee, executive sponsor, etc.) • Leadership: Provide leadership, coordination, and management of PMO processes and functions. This includes establishing, implementing, developing, and managing best practices for program and project management throughout the lifecycle • Risk Mitigation & Issues Management: Provide guidance and recommendations related to identification of risk and issues. Recommend mitigation strategies and guide the PMO with developing contingency plan to minimize the impact of issues • Change Management: Provide recommendations and develop processes for effective and efficient organizational change management • Resource Management: Provide recommendations and guidance to PMO for efficient resource planning 	<ul style="list-style-type: none"> • Graduate's or Doctorate Degree in business, business administration, computer science or engineering or Bachelor's Degree and equivalent experience. • Min of 15+ years of experience in both Government and Private Program managements 	15	\$340.00
22	IBC-PBITS-TE1	Transformation Executive	<p>This position involves a range of responsibilities that include:</p> <ul style="list-style-type: none"> • Governance & Oversight: Ensure effective communication to different stakeholders (including senior management) & decisions are taken by the right people, based on the most accurate and up-to-date information presented. The governance role will also provide oversight (audit or peer reviews) related to the vendors directly involved in developing the solution to ensure accountability • Transparency: Provide actionable information with a single source of the truth. Information should be relevant and accurate to support effective decision-making by stakeholders (senior management, governance committee, executive sponsor, etc.) • Leadership: Provide leadership, coordination, and management of PMO processes and functions. This includes establishing, implementing, developing, and managing best practices for program and project management throughout the lifecycle • Risk Mitigation & Issues Management: Provide guidance and recommendations related to identification of risk and issues. Recommend mitigation strategies and guide the PMO with developing contingency plan to minimize the impact of issues • Change Management: Provide recommendations and develop processes for effective and efficient organizational change management • Resource Management: Provide recommendations and guidance to PMO for efficient resource planning 	<ul style="list-style-type: none"> • Graduate's or Doctorate Degree in business, business administration, computer science or engineering or Bachelor's Degree and equivalent experience. • Min of 15+ years of experience in both Government and Private Program managements 	15	\$225.00

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