

Attachment 1 - Pricing	
Contractor:	V Group Inc.
Contract Number:	PB70498
Lots:	1A, 1B, 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>	

V Group Inc. Approved Price List			Number of Approved Titles:	101	Last Updated:	6/16/2025
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	AA001	Application Architect (Senior)	Manages major projects that involve providing professional support services and/or the integration, implementation and transition of large, complex systems. Provides design and development of e- government solutions, and is responsible for technical design and implementation of the architecture. Designs, develops and maintains infrastructure and backend applications. Provides expertise on defining the role of broadband and wireless applications. Provides definition of current State architecture blueprints. Provides expertise with web servers, gateways, and application servers and content management systems. Provides experience in web application technologies and middleware solutions. Researches new technologies and products for their applicability to business processes. Must be able to compare various solutions and determine the most suitable. Ensures that development efforts are well planned and in agreement with standards.	Bachelor's Degree	10	\$178.50
2	AD001	Application Developer, Advanced Technology	Must be able to translate applications requirements into web-based solutions using available technology. Must be able to apply new and emerging technologies to the software development process.	Bachelor's Degree	2	\$133.88
3	AD002	Application Developer, Advanced Technology (Senior)	Must be able to translate applications requirements into web-based solutions using available technology. Must be able to apply new and emerging technologies to the software development process.	Bachelor's Degree	3	\$160.65
4	AD003	Applications Development Expert	Provides design recommendations based on long-term IT organization strategy. Develops enterprise level application and custom integration solutions including major enhancements and interfaces, functions and features. Uses a variety of platforms to provide automated systems applications to customers. Provides expertise regarding the integration of applications across the business. Determines specifications, then plans, designs, and develops the most complex and business critical software solutions, utilizing appropriate software engineering processes – either individually or in concert with a project team. Will assist in the most difficult support problems. Develops programming and development standards and procedures as well as programming architectures for code reuse. Has in-depth knowledge of state-of-the art programming languages and object-oriented approach in designing, coding, testing and debugging programs. Understands and consistently applies the attributes and processes of current application development methodologies. Researches and maintains knowledge in emerging technologies and possible application to the business. Viewed both internally and externally as a technical expert and critical technical resource across multiple disciplines. Acts as an internal consultant, advocate, mentor and change agent.	Bachelor's Degree	7	\$165.11
5	AP001	Applications Programmer	Analyzes functional business applications and design specifications for functional areas such as finance, accounting, personnel, manpower, logistics, and contracts. Develops block diagrams and logic flowcharts. Translates detailed design into computer software. Tests, debugs, and refines the computer software to produce the required product. Prepares required documentation, including both program level and user-level documentation. Enhances software to reduce operating time or improve efficiency. Provides technical direction to programmers as required to ensure program deadlines are met.	Bachelor's Degree	5	\$133.88
6	AUD001	Auditor, Senior	Under limited supervision, designs and develops audit procedures, and reviews, rates and provides evaluations of IT products, vendors and services. Recommends and submits reports on identified corrections and controls for program improvement. Summarizes audit objectives, scope, findings, conclusions and management response. Conducts oral and written presentations to all levels of management, as appropriate, during and upon the completion of audits. Ensures audit summary is prepared within established deadlines.	Bachelor's Degree	10	\$102.64
7	BA001	Business Analyst Senior	Analyzes an organization or business domain (real or hypothetical) and documents its business or processes or systems, assessing the business model or its integration with technology with distinct deliverables to a solution. Candidate is able to work independently, without assistance and provides guidance to others. May have an advanced education.	Bachelor's Degree	5	\$73.98
8	BA002	Business Analyst Expert	Analyzes an organization or business domain (real or hypothetical) and documents its business or processes or systems, assessing the business model or its integration with technology with distinct deliverables to a solution. Candidate is able to provide guidance to large teams and/or has extensive industry experience and is considered at the top of his/her field.	Bachelor's Degree	7	\$78.91
9	CE001	Cloud Engineer Mid-Level	Applies engineering disciplines to cloud computing and brings a systematic approach to concerns of commercialization, standardization, and governance of cloud computing applications. Leverages the methods and tools of engineering in conceiving, developing, operating and maintaining cloud computing systems and solutions. Uses the economics of cloud resources to solve business problems.	Associate's Degree	3	\$62.42
10	CE002	Cloud Engineer Senior	Applies engineering disciplines to cloud computing and brings a systematic approach to concerns of commercialization, standardization, and governance of cloud computing applications. Leverages the methods and tools of engineering in conceiving, developing, operating and maintaining cloud computing systems and solutions. Uses the economics of cloud resources to solve business problems.	Bachelor's Degree	5	\$83.84
11	CE003	Cloud Engineer Expert	Applies engineering disciplines to cloud computing and brings a systematic approach to concerns of commercialization, standardization, and governance of cloud computing applications. Leverages the methods and tools of engineering in conceiving, developing, operating and maintaining cloud computing systems and solutions. Uses the economics of cloud resources to solve business problems.	Bachelor's Degree	7	\$103.57
12	CGI001	Computer Graphics Illustrator	Duties will include recommending various methods of portraying ideas and the design, layout, and generation of a variety of graphical presentation products from rough drafts or outlines. Must possess skill in the preparation of graphs, charts and text data for visual presentations. Duties will be performed using complex automated color graphic equipment and PC software packages. A basic knowledge of graphic equipment, graphic software, file formats and graphic terms is required.	High School	3	\$102.64

13	CO001	Computer Operator	Monitor and control electronic computer and peripheral electronic data processing equipment to process business, technical and other data according to operating instructions. Monitor and respond to operating and error messages. May enter commands at a computer terminal and set controls on computer and peripheral devices.	High School	5	\$55.25
14	CO002	Computer Operator (Senior)	Monitor and control electronic computer and peripheral electronic data processing equipment to process business, technical and other data according to operating instructions. Monitor and respond to operating and error messages. May enter commands at a computer terminal and set controls on computer and peripheral devices.	High School	7	\$72.25
15	CO003	Computer Operations Center Specialist	Establishes detailed schedules for utilization of all equipment in the computer operations center to obtain maximum usage. Consults with personnel in other data processing sections to coordinate activities, and prepare activity and progress reports regarding the computer operations center. Evaluates production, equipment and personnel costs. Analyzes and interprets technical data processing data. Communicates technical data processing information effectively both orally and in writing. Applies applicable rules, regulations, policies and procedures of the computer operations center.	Bachelor's Degree	5	\$89.25
16	CO004	Computer Operations Research Analyst	Performs technical work in the operation of electronic computers and auxiliary peripheral equipment. Collates information into meaningful reports and presentation material. Maintains any technical information in a systems library. Applies principles and methods to obtain maximum utilization of computer equipment. Operates and cares for electronic computer and peripheral equipment.	Bachelor's Degree	3	\$85.00
17	CP001	Computer Programmer (Junior)	Must be capable of translating detail program flowcharts into program-coded instructions used by third- and fourth-generation, or current state-of-the-art computers.	Bachelor's Degree	3	\$85.00
18	CP002	Computer Programmer (Senior)	Must be capable of utilizing third- and fourth-generation or current state-of-the-art IT equipment and languages to develop and prepare diagrammatic plans for solution of business, management, communications, and strategic problems. Must be able to design detailed programs, flowcharts, and diagrams showing mathematical computations and sequence of machine operations necessary to copy and process data and print results. Must be able to verify the accuracy and completeness of programs and systems by preparing sample representative data and perform testing by means of cycle and system processing.	Bachelor's Degree	8	\$133.88
19	CS001	Computer Specialist	Must be able to determine costs for converting computer systems from one language or machine to another by utilizing compilers, simulators, emulators, and/or language translators and recommend better utilization of operating systems capabilities to improve system efficiency. Must be able to develop, manage, maintain, and evaluate state-of-the-art computer hardware, software, and software development tools; evaluate their ability to support specific requirements and interface with other equipment and systems; determine potential and actual bottlenecks; propose recommendations for their elimination; and make recommendations for systems improvements that will result in optimal hardware and software usage.	Bachelor's Degree	5	\$178.50
20	CS002	Computer Specialist (Senior)	Must be able to determine costs for converting computer systems from one language or machine to another by using compilers, simulators, emulators, and/or language translators and to recommend better utilization of operating systems capabilities for improving system efficiency. Develops, manages, maintains, and evaluates current state-of-the-art computer hardware, software, and software development tools; evaluates their ability to support specific requirements and interface with other equipment and systems; determines potential and actual bottlenecks and proposes recommendations for their elimination; and makes recommendations for system improvements that will result in optimal hardware and software use.	Bachelor's Degree	8	\$191.89
21	CSA001	Analyst, Computer Systems (Junior)	Develops requirements for information systems from a project's inception to conclusion. Develops required specifications for simple to moderately complex systems. Assists senior computer systems analyst in preparing input and test data for the proposed system.	Bachelor's Degree	3	\$85.00
22	CSA002	Analyst, Computer Systems (Senior)	Provides technical and administrative direction for personnel performing software development tasks, including the review of work products for correctness, adherence to the design concept and to user standards and for progress in accordance with schedules. Must be able to coordinate with the Program Manager to ensure problem solution and user satisfaction. Makes recommendations, if needed, for approval of major systems installations. Prepares milestone status reports and deliveries/presentations on the system concept to colleagues, subordinates, and end user representatives. Provides daily supervision and direction to support staff.	Bachelor's Degree	8	\$102.64
23	CSIA001	Analyst, Computer Software/Integration (Senior)	Must be knowledgeable in implementing computer systems in a phased approach of requirements analysis and conceptual design, site survey, system design review, critical design review, installation, integration, and testing. Must be knowledgeable in performing requirements analysis for a wide range of users in areas such as office automation, and finance and accounting. Must be able to present system designs for user approval at formal reviews. Must be capable of performing configuration management, software integration, interpreting software test results, and recommending solutions for unsatisfactory test results. Must be knowledgeable in life-cycle support, including maintenance, administration, and management. Must be able to provide solutions to identified software problem reports.	Bachelor's Degree	8	\$102.64
24	CSP001	Computer Systems Programmer	Create and/or maintain operating systems, communications software, database packages, compilers, repositories, and utility and assembler programs. Modify existing software and develop special-purpose software to ensure efficiency and integrity between systems and applications.	Bachelor's Degree	5	\$133.88
25	CSP002	Computer Systems Programmer (Senior)	Create and/or maintain operating systems, communications software, database packages, compilers, repositories, and utility and assembler programs. Modify existing software and develop special-purpose software to ensure efficiency and integrity between systems and applications.	Bachelor's Degree	12	\$160.65
26	CSSS001	Security, Computer Systems Specialist	Analyzes and defines security requirements for MLS issues. Designs, develops, engineers, and implements solutions to MLS requirements. Gathers and organizes technical information about an agency's mission goals and needs, existing security products, and ongoing programs in the MLS arena. Perform Risk analysis, which also includes risk assessment. Provides daily direction to staff.	Bachelor's Degree	6	\$178.50

<p>27</p>	<p>CYB001</p>	<p>Cyber Defense Infrastructure Security Engineer Level 3</p>	<ul style="list-style-type: none"> • Test, implement, deploy, maintain, review, and administer the cybersecurity infrastructure hardware and software that are required to effectively manage the computer network defense service provider network and resources and monitor network to actively remediate unauthorized activities; • Coordinate with Cyber Defense Analysts to manage and administer the updating of rules and signatures (e.g., intrusion detection/protection systems, antivirus, and content blacklists) for specialized cyber defense applications; • Assist in identifying, prioritizing, and coordinating the protection of critical cyber defense infrastructure and key resources; <ul style="list-style-type: none"> • Build, install, configure, and test dedicated cyber defense hardware; • Administer test bed(s) and test and evaluate applications, hardware infrastructure, rules/signatures, access controls, and configurations of platforms managed by service provider(s); • Create, edit, and manage network access control lists on specialized cyber defense systems (e.g., firewalls and intrusion prevention systems); • Identify potential conflicts with implementation of any cyber defense tools (e.g., tool and signature testing and optimization); • Implement Risk Management Framework (RMF)/Security Assessment and Authorization (SA&A) requirements for dedicated cyber defense systems within the enterprise and document and maintain records for them; <ul style="list-style-type: none"> • Develop system concepts and work on the capabilities phases of the systems development life cycle; and translate technology and environmental conditions (e.g., law and regulation) into system and security designs and processes; • Conduct technology assessment and integration processes and provide and support a prototype capability and/or evaluate its utility; • Install, configure, test, operate, maintain, and manage networks and their firewalls, including hardware (e.g., proxy servers) and software that permit the sharing and transmission of all spectrum transmissions of information to support the security of information and information systems; <ul style="list-style-type: none"> • Secure systems engineering and development: systems security requirements analysis and secure system definition and specification development based on systems security and systems engineering best practices; • Develop systems security engineering project plans based on systems engineering best practices that document system key performance parameters aligned with risk countermeasures and reliability and resiliency needs; • Implement best practices when implementing security controls within a system including software engineering methodologies; system and security engineering principles; and secure design, secure architecture, and secure coding techniques; <ul style="list-style-type: none"> • Assess and mitigate system security threats/risks throughout the program life cycle; and • Support the enforcement of security policies across the organization. 	<p>Associate's Degree</p>	<p>8</p>	<p>\$117.90</p>
<p>28</p>	<p>CYB002</p>	<p>Cyber Defense Infrastructure Security Engineer Level 4</p>	<ul style="list-style-type: none"> • Test, implement, deploy, maintain, review, and administer the cybersecurity infrastructure hardware and software that are required to effectively manage the computer network defense service provider network and resources and monitor network to actively remediate unauthorized activities; • Coordinate with Cyber Defense Analysts to manage and administer the updating of rules and signatures (e.g., intrusion detection/protection systems, antivirus, and content blacklists) for specialized cyber defense applications; • Assist in identifying, prioritizing, and coordinating the protection of critical cyber defense infrastructure and key resources; <ul style="list-style-type: none"> • Build, install, configure, and test dedicated cyber defense hardware; • Administer test bed(s) and test and evaluate applications, hardware infrastructure, rules/signatures, access controls, and configurations of platforms managed by service provider(s); • Create, edit, and manage network access control lists on specialized cyber defense systems (e.g., firewalls and intrusion prevention systems); • Identify potential conflicts with implementation of any cyber defense tools (e.g., tool and signature testing and optimization); • Implement Risk Management Framework (RMF)/Security Assessment and Authorization (SA&A) requirements for dedicated cyber defense systems within the enterprise and document and maintain records for them; <ul style="list-style-type: none"> • Develop system concepts and work on the capabilities phases of the systems development life cycle; and translate technology and environmental conditions (e.g., law and regulation) into system and security designs and processes; • Conduct technology assessment and integration processes and provide and support a prototype capability and/or evaluate its utility; • Install, configure, test, operate, maintain, and manage networks and their firewalls, including hardware (e.g., proxy servers) and software that permit the sharing and transmission of all spectrum transmissions of information to support the security of information and information systems; <ul style="list-style-type: none"> • Secure systems engineering and development: systems security requirements analysis and secure system definition and specification development based on systems security and systems engineering best practices; • Develop systems security engineering project plans based on systems engineering best practices that document system key performance parameters aligned with risk countermeasures and reliability and resiliency needs; • Implement best practices when implementing security controls within a system including software engineering methodologies; system and security engineering principles; and secure design, secure architecture, and secure coding techniques; <ul style="list-style-type: none"> • Assess and mitigate system security threats/risks throughout the program life cycle; and • Support the enforcement of security policies across the organization. 	<p>Associate's Degree</p>	<p>10</p>	<p>\$123.18</p>

29	CYB003	Cybersecurity Architect Level 4	<ul style="list-style-type: none"> • Review and assess vendors' information security solutions and deliverables, including technologies and architectures, security controls and procedures, and contract documentation; • Participate in and contribute to key working groups across MTA, including but not limited to the Architecture Review Board and the Change Management Board; and prepare reports for senior management including presentations, metrics, and other documentation required to support governance accountability functions; • Create and update the Standards and Reference Architectures that may be required for MTA to comply with regulations mandated by various regulatory bodies that provide oversight to MTA functions; • Conduct infrastructure security assessments and assisting in planning the remediation of assessment, audit, and regulatory findings; • Provide consultation on secure infrastructure design and monitor and enhance secure architecture standards within the software development lifecycle; • Develop and maintain an integrated security tool suite strategy that protects each layer of the enterprise, facilitates rapid and comprehensive incident response, and feeds into a holistic health dashboard; such a suite of tools will facilitate the larger architecture goals (controls) and organization policy; • Ensure that acquired or developed system(s) and architecture(s) are consistent with the organization's cybersecurity architecture guidelines; • Identify and prioritize critical business functions in collaboration with organizational stakeholders; • Provide input to Risk Management Framework process activities and related documentation (e.g., system life cycle support plans, concept of operations, operational procedures, and maintenance training materials); • Evaluate security architectures and designs to determine the adequacy of security design and architecture proposed or provided in response to requirements contained in acquisition documents; <ul style="list-style-type: none"> • Develop enterprise architecture or system components required to meet user needs; • Translate proposed capabilities into technical requirements; • Document how the implementation of a new system or new interface between systems impacts the current and target environment including but not limited to security posture; and <ul style="list-style-type: none"> • Integrate key management functions as related to cybersecurity. 	Associate's Degree	10	\$168.73
30	CYB004	Cybersecurity Audit Analyst Level 4	<ul style="list-style-type: none"> • Perform evaluations of the IT security program and its individual components to determine compliance with published standards; <ul style="list-style-type: none"> • Track audit findings and reports of remediation progress; • Support policy compliance, governance, and incident response programs; • Prepare audit reports that identify technical and procedural findings and provide recommended remediation strategies/solutions; <ul style="list-style-type: none"> • Coordinate external audit requirements; • Ensure systems, processes, and people comply with published policy and alert personnel to potential risk areas; <ul style="list-style-type: none"> • Oversee, evaluate, and support the documentation, validation, assessment, and authorization processes necessary to assure that existing and new IT systems meet the organization's cybersecurity and risk requirements; • Ensure appropriate treatment of risk, compliance, and assurance from internal and external perspectives; <ul style="list-style-type: none"> • Ensure MTA has a properly managed risk management framework; • Provide consulting and recommendations to managers, supervisors, and the workforce on the implementation of quality and process improvement initiatives; • Provide expertise in the application and use of risk management tools, techniques and methodologies, and frameworks; <ul style="list-style-type: none"> • Support other groups in conducting IT risk evaluations, assessments, and reporting; <ul style="list-style-type: none"> • Participate in defining a risk appetite for MTA IT; • Provide expertise and guidance to users responding to PCI DSS compliance requirements and other IT audits; • Perform application and technology design reviews, security risk assessments, requirements analysis, security testing oversight, risk remediation planning, and security project management; and • Provide guidance on the development and integration of a security development lifecycle (SDL) including secure development, testing, and configuration of application and Web architectures. 	Associate's Degree	10	\$115.80

31	CYB005	Cybersecurity Awareness & Training Coordinator Level 4	<ul style="list-style-type: none"> • Promote awareness of security issues among management and ensure sound security principles are reflected in the organization's vision and goals; • Prepare and present cybersecurity career-enhancing workforce plans, strategies, and guidance to enable the development and retention of the best professionals possible; • Assess effectiveness and efficiency of instruction according to ease of instructional technology use and student learning, knowledge transfer, and satisfaction; <ul style="list-style-type: none"> • Conduct learning needs assessments and identify requirements; • Create interactive learning exercises to create an effective learning environment; • Develop or assist in the development of training policies and protocols for cyber training and develop the goals and objectives for a cyber curriculum; • Plan instructional strategies such as lectures, demonstrations, interactive exercises, multimedia presentations, video courses, and Web-based courses for the most effective learning environment in conjunction with educators and trainers and correlate training and learning to business or mission requirements; • Participate in the development of training curriculum and course content and conduct periodic reviews/revisions of course content for accuracy, completeness alignment, and currency (e.g., course content documents, lesson plans, student texts, examinations, schedules of instruction, and course descriptions); • Serve as an internal consultant and advisor in own area of expertise (e.g., technical, copyright, print media, or electronic media); • Develop or assist with the development of privacy training materials and other communications to increase employee understanding of company privacy policies, data handling practices, and procedures and legal obligations; • Create training and education requirements to address changes to cybersecurity policy, emerging threats, certification requirements, and industry best practices through partnerships with universities, certification companies, state/federal partners, and other innovative strategies that deliver relevant content; • Create a strong culture of cybersecurity within the IT organization and drive behavioral changes for all business units within MTA; • Ensure that timely, mission-focused, and tailored cybersecurity training and developmental opportunities are provided to cybersecurity personnel; • Provide a security awareness program to educate and change the cybersecurity culture of MTA staff, as well as develop security policies for compliance with internal and external audits; and • Coordinate the collection, processes, analysis, and dissemination of cyber threat/warning assessments. 	Associate's Degree	10	\$106.84
32	CYB006	Cybersecurity Control Assessor Level 4	<ul style="list-style-type: none"> • Conduct independent comprehensive assessments of the management, operational, and technical security controls and control enhancements employed within or inherited by an IT system to determine the overall effectiveness of the controls (as defined in NIST 800-37); <ul style="list-style-type: none"> • Manage and approve Accreditation Packages (e.g., ISO/IEC 15026-2); • Plan and conduct security authorization reviews and assurance case development for initial installation of systems and networks; • Review authorization and assurance documents to confirm that the level of risk is within acceptable limits for each software application, system, and network; <ul style="list-style-type: none"> • Verify that application software/network/system security postures are implemented as stated, document deviations, and recommend required actions to correct those deviations; • Develop security compliance processes and/or audits for external services (e.g., cloud service providers and data centers); <ul style="list-style-type: none"> • Establish acceptable limits for the software application, network, or system; • Perform security reviews, identify gaps in security architecture, and develop a security risk management plan; • Perform security reviews and identify security gaps in security architecture resulting in recommendations for inclusion in the risk mitigation strategy; • Perform risk analysis (e.g., threat, vulnerability, and probability of occurrence) whenever an application or system undergoes a major change; • Provide input to the Risk Management Framework process activities and related documentation (e.g., system life cycle support plans, concept of operations, operational procedures, and maintenance training materials); <ul style="list-style-type: none"> • Verify and update security documentation reflecting the application/system security design features; • Participate in Risk Governance process to provide security risks, mitigations, and input on other technical risk; • Ensure that plans of actions and milestones or remediation plans are in place for vulnerabilities identified during risk assessments, audits, inspections, etc.; • Define and document how the implementation of a new system or new interfaces between systems impact the security posture of the current environment; • Ensure that security design and cybersecurity development activities are properly documented (providing a functional description of security implementation) and updated as necessary; • Support necessary compliance activities (e.g., ensure that system security configuration guidelines are followed and compliance monitoring occurs); • Ensure that all acquisitions, procurements, and outsourcing efforts address information security requirements consistent with organization goals; <ul style="list-style-type: none"> • Assess the effectiveness of security controls; and 	Associate's Degree	10	\$106.84

<p>33</p>	<p>CYB007</p>	<p>Cybersecurity Defense Analyst Level 3</p>	<ul style="list-style-type: none"> • Perform analysis using data collected from a variety of cyber defense tools (e.g., IDS alerts, firewalls, and network traffic logs) to analyze events that occur within their environments to mitigate threats; <ul style="list-style-type: none"> • Develop content for cyber defense tools; • Characterize and analyze network traffic to identify anomalous activity and potential threats to network resources; <ul style="list-style-type: none"> • Coordinate with enterprise-wide cyber defense staff to validate network alerts; • Ensure that cybersecurity-enabled products or other compensating security control technologies reduce identified risk to an acceptable level; • Document and escalate incidents (including event's history, status, and potential impact for further action) that may cause ongoing and immediate impact to the environment; <ul style="list-style-type: none"> • Perform cyber defense trend analysis and reporting; • Perform event correlation using information gathered from a variety of sources within the enterprise to gain situational awareness and determine the effectiveness of an observed attack; • Perform security reviews and identify security gaps in security architecture resulting in recommendations for inclusion in the risk mitigation strategy; • Plan and recommend modifications or adjustments based on exercise results or system environment; <ul style="list-style-type: none"> • Provide daily summary reports of network events and activity relevant to cyber defense practices; • Receive and analyze network alerts from various sources within the enterprise and determine the possible causes of such alerts; • Provide timely detection, identification, and alerting of possible attacks/intrusions, anomalous activities, and misuse activities and distinguish these incidents and events from benign activities; <ul style="list-style-type: none"> • Examine network topologies to understand data flows through the network; • Reconstruct a malicious attack or activity based on network traffic; • Identify network mapping and operating system (OS) fingerprinting activities; • Assist in the construction of signatures that can be implemented on cyber defense network tools in response to new or observed threats within the network environment or enclave; • Notify designated managers, cyber incident responders, and cybersecurity service provider team members of suspected cyber incidents and articulate the event's history, status, and potential impact for further action in accordance with the organization's cyber incident response plan; • Provide cybersecurity recommendations to leadership based on significant threats and vulnerabilities; • Provide advice and input for DR, Contingency, and Continuity of Operations Plans; • Monitor cyber indicators to maintain awareness of the status of the highly dynamic operating environment; and collect, process, analyze, and disseminate cyber threat/warning assessments; 	<p>Associate's Degree</p>	<p>8</p>	<p>\$112.11</p>
<p>34</p>	<p>CYB008</p>	<p>Cybersecurity Defense Analyst Level 4</p>	<ul style="list-style-type: none"> • Perform analysis using data collected from a variety of cyber defense tools (e.g., IDS alerts, firewalls, and network traffic logs) to analyze events that occur within their environments to mitigate threats; <ul style="list-style-type: none"> • Develop content for cyber defense tools; • Characterize and analyze network traffic to identify anomalous activity and potential threats to network resources; <ul style="list-style-type: none"> • Coordinate with enterprise-wide cyber defense staff to validate network alerts; • Ensure that cybersecurity-enabled products or other compensating security control technologies reduce identified risk to an acceptable level; • Document and escalate incidents (including event's history, status, and potential impact for further action) that may cause ongoing and immediate impact to the environment; <ul style="list-style-type: none"> • Perform cyber defense trend analysis and reporting; • Perform event correlation using information gathered from a variety of sources within the enterprise to gain situational awareness and determine the effectiveness of an observed attack; • Perform security reviews and identify security gaps in security architecture resulting in recommendations for inclusion in the risk mitigation strategy; • Plan and recommend modifications or adjustments based on exercise results or system environment; <ul style="list-style-type: none"> • Provide daily summary reports of network events and activity relevant to cyber defense practices; • Receive and analyze network alerts from various sources within the enterprise and determine the possible causes of such alerts; • Provide timely detection, identification, and alerting of possible attacks/intrusions, anomalous activities, and misuse activities and distinguish these incidents and events from benign activities; <ul style="list-style-type: none"> • Examine network topologies to understand data flows through the network; • Reconstruct a malicious attack or activity based on network traffic; • Identify network mapping and operating system (OS) fingerprinting activities; • Assist in the construction of signatures that can be implemented on cyber defense network tools in response to new or observed threats within the network environment or enclave; • Notify designated managers, cyber incident responders, and cybersecurity service provider team members of suspected cyber incidents and articulate the event's history, status, and potential impact for further action in accordance with the organization's cyber incident response plan; • Provide cybersecurity recommendations to leadership based on significant threats and vulnerabilities; • Provide advice and input for DR, Contingency, and Continuity of Operations Plans; • Monitor cyber indicators to maintain awareness of the status of the highly dynamic operating environment; and collect, process, analyze, and disseminate cyber threat/warning assessments; 	<p>Associate's Degree</p>	<p>10</p>	<p>\$122.12</p>

35	CYB009	Cybersecurity External Outreach and Coordinator Level 4	<ul style="list-style-type: none"> • Collaborate and communicate with other entities outside of MTA such as the Regional Chief Information Security Officers for the immediate local jurisdictions – Washington, DC (OCTO), Fairfax County, Montgomery County, Prince George's County, etc., in order to share best practices and gather indicators of concern; • Develop, manage, and foster relationships with the cybersecurity community, other third parties (vendors, contractors, partners, etc.), and external stakeholders such as the public, applying general goal and policy statements, and resolving organizational and product delivery problems (Transportation Association [APTA], NIST, Department of Homeland Security [DHS], Federal Bureau of Investigation [FBI], and US-CERT); • Work with other MTA organizations to develop a greater understanding of their business functions and build relationships to ensure the socialization and acceptance of the enterprise cybersecurity strategy, governance, policies, and standards; <ul style="list-style-type: none"> • Actively participate in the Metropolitan Council of Governments cybersecurity-related meetings; • Collect, analyze, and utilize data and feedback to identify opportunities to improve relationships between the business and other entities; • Compile reports about cybersecurity incidents, events, or updates about important issues for broader use across MTA; and • Act as a positive representation of the cybersecurity organization to the MTA community aimed at making cybersecurity a welcome part of its business processes. 	Associate's Degree	10	\$123.18
36	CYB010	Cybersecurity Financial and Supply Chain Procurement Analyst Level 3	<ul style="list-style-type: none"> • Prepare and present budgets for the cybersecurity program using actual performance, previous budget figures, estimated revenue, expense reports, and other data sources to control funds and provide for proper financial administration; <ul style="list-style-type: none"> • Use an understanding of system security to develop budgetary requirements and work with cybersecurity personnel to ensure they effectively plan and monitor their budgets; • Track contracting costs and needs and manage statement of work efforts; • Ensure the cybersecurity program manages costs effectively, projects future budget needs, improves services received, and meets schedule demands for service delivery; • Monitor implementation of financial policies, prepare regular and special-purpose reports, maintain historical records, analyze trends, and establish cost rates and personnel forecasts; • Recommend and interpret budgetary policies and procedures and incorporate contractual changes into forecast by staying aware of outstanding work against each contract to maintain realistic contract deliverables and budgets; <ul style="list-style-type: none"> • Prepare comparative evaluation of actual costs against budgeted funds, determine rationale for variances between costs and budget, and provide corrective action plans to ensure efficiency; • Provide program oversight regarding the evaluation of the effectiveness of the procurement function in addressing information security requirements and supply chain risks through procurement activities and recommend improvements; • Monitor all software and hardware renewal dates, end-of-life dates, and related deadlines to ensure no lapse in coverage or support; <ul style="list-style-type: none"> • Regularly meet with all components of the cybersecurity program to gather requirements and present a department-prioritized strategy for review by the Director; • Prepare proposals/SOW based on a comprehensive understanding of available procurement vehicles, external deadlines, and holistic program goals to drive costs down, improve services received, and meet schedule demands for service delivery; <ul style="list-style-type: none"> • Develop and document supply chain risks for critical system elements, as appropriate; • Ensure MTA systems and technology are procured with security considered from the start; and • Advise security leadership (e.g., Chief Information Security Officer [CISO], Director) on risk levels and security posture of managed systems and on the cost/benefit analysis of information programs/projects, policies, processes, systems, and elements. 	Associate's Degree	8	\$113.69

<p>37</p>	<p>CYB011</p>	<p>Cybersecurity Financial and Supply Chain Procurement Analyst Level 4</p>	<ul style="list-style-type: none"> • Prepare and present budgets for the cybersecurity program using actual performance, previous budget figures, estimated revenue, expense reports, and other data sources to control funds and provide for proper financial administration; • Use an understanding of system security to develop budgetary requirements and work with cybersecurity personnel to ensure they effectively plan and monitor their budgets; <ul style="list-style-type: none"> • Track contracting costs and needs and manage statement of work efforts; • Ensure the cybersecurity program manages costs effectively, projects future budget needs, improves services received, and meets schedule demands for service delivery; • Monitor implementation of financial policies, prepare regular and special-purpose reports, maintain historical records, analyze trends, and establish cost rates and personnel forecasts; • Recommend and interpret budgetary policies and procedures and incorporate contractual changes into forecast by staying aware of outstanding work against each contract to maintain realistic contract deliverables and budgets; <ul style="list-style-type: none"> • Prepare comparative evaluation of actual costs against budgeted funds, determine rationale for variances between costs and budget, and provide corrective action plans to ensure efficiency; • Provide program oversight regarding the evaluation of the effectiveness of the procurement function in addressing information security requirements and supply chain risks through procurement activities and recommend improvements; • Monitor all software and hardware renewal dates, end-of-life dates, and related deadlines to ensure no lapse in coverage or support; <ul style="list-style-type: none"> • Regularly meet with all components of the cybersecurity program to gather requirements and present a department-prioritized strategy for review by the Director; • Prepare proposals/SOW based on a comprehensive understanding of available procurement vehicles, external deadlines, and holistic program goals to drive costs down, improve services received, and meet schedule demands for service delivery; <ul style="list-style-type: none"> • Develop and document supply chain risks for critical system elements, as appropriate; • Ensure MTA systems and technology are procured with security considered from the start; and • Advise security leadership (e.g., Chief Information Security Officer [CISO], Director) on risk levels and security posture of managed systems and on the cost/benefit analysis of information programs/projects, policies, processes, systems, and elements. 	<p>Associate's Degree</p>	<p>10</p>	<p>\$117.90</p>
<p>38</p>	<p>CYB012</p>	<p>Cybersecurity Incident Response Analyst Level 4</p>	<ul style="list-style-type: none"> • Coordinate and provide expert technical support to enterprise-wide cyber defense technicians to resolve cyber defense incidents; • Correlate incident data to identify specific vulnerabilities and make recommendations that enable expeditious remediation; • Perform analysis of log files from a variety of sources (e.g., individual host logs, network traffic logs, firewall logs, and intrusion detection system [IDS] logs) to identify possible threats to network security; • Perform cyber defense incident triage, including determining scope, urgency, and potential impact, identifying the specific vulnerability, and making recommendations that enable expeditious remediation; • Perform initial, forensically sound collection of images and inspect to discern possible mitigation/remediation on enterprise systems; • Perform real-time cyber defense incident handling (e.g., forensic collections, intrusion correlation and tracking, threat analysis, and direct system remediation) tasks to support deployable Incident Response Teams (IRTs); <ul style="list-style-type: none"> • Write and publish cyber defense techniques, guidance, and reports on incident findings to appropriate constituencies; • Employ approved defense-in-depth principles and practices (e.g., defense-in-multiple places, layered defenses, and security robustness); <ul style="list-style-type: none"> • Serve as technical expert and liaison to law enforcement personnel and explain incident details as required; <ul style="list-style-type: none"> • Coordinate with intelligence analysts to correlate threat assessment data; • Monitor external data sources (e.g., cyber defense vendor sites, Computer Emergency Response Teams, and Security Focus) to maintain currency of cyber defense threat condition and determine which security issues may have an impact on the enterprise; • Respond to crises or urgent situations within the pertinent domain to mitigate immediate and potential threats; use mitigation, preparedness, and response and recovery approaches, as needed, to maximize survival of life, preservation of property, and information security; and investigate and analyze all relevant response activities; • Identify, collect, examine, and preserve evidence using controlled and documented analytical and investigative techniques; <ul style="list-style-type: none"> • Identify, analyze, and mitigate threats to internal IT systems and/or networks; • Investigate, analyze, and respond to cyber incidents within the network environment or enclave; • Abide by procedures for reporting and receiving information regarding incidents affecting the organization including establishing a conference bridge for reporting, tracking, and coordinating incident data and maintaining a database of incidents to analyze and assess overall threats; • Document and monitor the resolution of all incidents and prescribe corrective actions pursuant to incident containment and recovery; and 	<p>Associate's Degree</p>	<p>10</p>	<p>\$123.18</p>

39	CYB013	Cybersecurity Metrics & Scorecarding Analyst Level 4	<ul style="list-style-type: none"> • Prepare and present governance and compliance management reports, key performance metrics, scorecards, and briefings as required to cybersecurity and IT leadership; • Work with leadership to use continuous monitoring scoring and grading metrics to make information security investment decisions to address persistent issues; • Work with organization risk analysts to ensure risk metrics are defined realistically to support continuous monitoring; • Ensure the enterprise has cybersecurity scorecards that present a clear view of the health of the organization, including but not limited to system-level health (categorized by business units and rolled up), operational defensive effectiveness (detection, response, and remediation of threats), employee training/effectiveness (phishing, social engineering), etc.; • Develop, refine, and produce enterprise cybersecurity scorecards that present a clear view of the health of the organization, including but not limited to system-level health (categorized by business units and rolled up), operational defensive effectiveness (detection, response, and remediation of threats), employee training/effectiveness (phishing, social engineering), etc.; • Ensure full compliance with, and as needed, conduct, and/or participate in risk assessments, relating but not limited to payment card industry (PCI), NIST (FISMA), third-party assessments, health, and wellness (HIPPA), and privacy (PII, PHI); • Oversee the central collection and distribution of all artifacts requested by auditors, ensuring a timely response to all requests; and • Administer a central repository (or leverage the GRC tool) of remediation plans (plans of action and milestones) and track for timely remediation, including accountability within the cybersecurity program itself. 	Associate's Degree	10	\$145.80
40	CYB014	Cybersecurity Penetration Tester Level 4	<ul style="list-style-type: none"> • Conduct and/or support authorized penetration testing on enterprise network assets; <ul style="list-style-type: none"> • Perform penetration testing as required for new or updated applications; • Assist with Red/Blue teaming programs, Cybersecurity Tabletop exercises; summarizing the exercise for senior leadership, including areas of success and areas of opportunity; <ul style="list-style-type: none"> • Identify weaknesses and vulnerabilities that affect the confidentiality, integrity, and availability of corporate-protected, sensitive, and confidential company information and data; • Ensure security requirements are implemented within various stages of the system development lifecycle process; and work closely with development teams to penetration test new features within internally developed applications; <ul style="list-style-type: none"> • Validate and address vulnerability/threat findings from static and dynamic analysis tools; • Characterize threats and provide recommendations for remediation and manage remediation efforts to completion; • Develop and present finding and remediation reports to audiences including team members from all department areas and levels of the organization; • Coordinate, schedule, and perform routine internal application, network, system, and infrastructure penetration testing; <ul style="list-style-type: none"> • Perform security reviews of software designs and assist developers to ensure quality and robustness of our internal products; • Examine communications protocols and data storage mechanisms for security risks; • Validate, address, and document responses to security findings from third-party penetration testing engagements; and <ul style="list-style-type: none"> • Conduct security assessments against Web applications and APIs across a variety of technology stacks 	Associate's Degree	10	\$94.71
41	CYB015	Cybersecurity Threat Intelligence Analyst Level 4	<ul style="list-style-type: none"> • Perform highly-specialized review and evaluation of incoming cybersecurity information to determine its usefulness for intelligence; • Provide specialized denial and deception operations and collection of cybersecurity information that may be used to develop intelligence; <ul style="list-style-type: none"> • Identify and assess the capabilities and activities of malicious adversaries or foreign intelligence entities and produce findings to help initialize or support law enforcement and counterintelligence investigations or activities; • Analyze threat information from multiple sources, disciplines, and agencies across the intelligence community; synthesize and place intelligence information in context; and draw insights about the possible implications; • Perform activities to gather evidence on adversaries and/or foreign intelligence entities to mitigate possible or real-time threat; and protect against reconnaissance or insider threats, foreign sabotage, international terrorist activities, or to support other intelligence activities; • Apply tactics, techniques, and procedures for a full range of investigative tools and processes including, but not limited to, interview and interrogation techniques, surveillance, counter-surveillance, and surveillance detection, and appropriately balance the benefits of prosecution versus intelligence gathering; • Collect, process, preserve, analyze, and present computer-related evidence in support of network vulnerability mitigation and/or criminal, fraud, counterintelligence, or law enforcement investigations; • Analyze data/information from one or multiple sources to conduct preparation of the environment, respond to requests for information, and submit intelligence collection and production requirements in support of planning and operations; and <ul style="list-style-type: none"> • Conduct detailed investigations on computer-based crimes establishing documentary or physical evidence, including digital media and logs associated with cyber intrusion incidents. 	Associate's Degree	10	\$123.18

42	CYB016	Cybersecurity Vulnerability Assessment Analyst Level 4	<ul style="list-style-type: none"> • Perform assessments of systems and networks within the network environment or enclave and identify where those systems/networks deviate from acceptable configurations, enclave policy, or local policy; measure effectiveness of defense-in-depth architecture against known vulnerabilities, and measure the compliance with organizational secure configurations using automated tools; • Analyze the organization's cyber defense policies and configurations and evaluate compliance with regulations and organizational directives; • Scan operating systems, databases, Web applications, third-party software, and customer application code using a variety of standard, off-the-shelf tools; • Maintain deployable cyber defense audit toolkit (e.g., specialized cyber defense software and hardware) to support cyber defense audit missions; • Maintain knowledge of applicable cyber defense policies, regulations, and compliance documents specifically related to cyber defense auditing; • Prepare audit reports that identify technical and procedural findings and provide recommended remediation strategies/solutions; • Perform technical (evaluation of technology) and nontechnical (evaluation of people and operations) risk and vulnerability assessments of relevant technology focus areas (e.g., local computing environment, network and infrastructure, enclave boundary, supporting infrastructure, and applications); • Make recommendations regarding the selection of cost-effective security controls to mitigate risk (e.g., protection of information, systems, and processes); <ul style="list-style-type: none"> • Ensure data accuracy and availability to support organizational score carding activities; and • Work with security engineers to ensure full spectrum vulnerability scanning capabilities across a large geographically dispersed enterprise consisting of SCADA, traditional information technology, and virtualized and cloud technologies. 	Associate's Degree	10	\$123.18
43	DB001	Database Administrator Senior	Uses specialized software to store and organize data, which may include capacity planning, installation, configuration, database design, migration, performance monitoring, security and troubleshooting, as well as backup and data recovery.	Bachelor's Degree	5	\$86.31
44	DB002	Database Administrator Expert	Uses specialized software to store and organize data, which may include capacity planning, installation, configuration, database design, migration, performance monitoring, security and troubleshooting, as well as backup and data recovery.	Bachelor's Degree	7	\$103.57
45	DB003	Database Management Specialist (Junior)	Must be capable of providing highly technical expertise and support in the use of DBMS. Must be able to evaluate and recommend available DBMS products to support validated user requirements. Defines file organization, indexing methods, and security procedures for specific user applications. Develops, implements, and maintains database back-up and recovery procedures for the processing environments, and ensures that data integrity, security, and recoverability are built into the DBMS applications.	Bachelor's Degree	3	\$178.50
46	DB004	Database Management Specialist (Senior)	Must be capable of providing highly technical expertise and support in the use of DBMS. Must be able to evaluate and recommend available DBMS products to support validated user requirements. Defines file organization, indexing methods, and security procedures for specific user applications. Develops, implements, and maintains database back-up and recovery procedures for the processing environments, and ensures that data integrity, security, and recoverability are built into the DBMS applications.	Bachelor's Degree	6	\$187.43
47	DB005	Security, Data Specialist	Responsible for the planning, design, implementation and monitoring of security measures, policies, methods and procedures which safeguard the integrity of and access to enterprise systems, files and data elements. Responsible for acting on security violations. Maintains knowledge of changing technologies, and provides recommendations for adaptation of new technologies or policies. Recognizes and identifies potential areas where existing data security policies and procedures require change, or where new ones need to be developed, especially regarding future business expansion. Provides management with risk assessments and security briefings to advise them of critical issues that may affect customer, or corporate security objectives.	Bachelor's Degree	4	\$178.50
48	DB006	Database Manager	Must be capable of managing the development of database projects. Must be able to plan and budget staff and data resources. Supports application developers in planning preparation, load analysis, and backup and recovery of data. When necessary, reallocates resources to maximize benefits. Must be able to prepare and deliver presentations on DBMS concepts. Provides daily supervision and direction to support staff. Monitors performance and evaluates areas to improve efficiency.	Bachelor's Degree	7	\$196.35
49	DOC001	Documentation Specialist	Gathers, analyzes, and composes technical information. Conducts research and ensures the use of proper technical terminology. Translates technical information into clear, readable documents to be used by technical and non-technical personnel. For applications built to run in a Windows environment, uses the standard help compiler to prepare all on-line documentation.	Associate's Degree	4	\$106.25
50	DSKT001	Desktop Support Specialist	<p>The Desktop Support Specialist supports in-house teams and responds in person to helpdesk tickets.</p> <ul style="list-style-type: none"> • Respond to help desk tickets. • Work with vendor support contacts to resolve technical problems with desktop computing equipment and software. • Ensure desktop computers interconnect seamlessly with diverse systems including associated validation systems, file servers, email servers, computer conferencing systems, application servers and administrative systems. • Build and configure new user workstation equipment set (PC, desktop image, phone, peripherals, software, user accounts). • Troubleshoot basic network, software, and printing problems. 	Associate's Degree	5	\$38.67

51	ERP001	ERP Specialist	<ul style="list-style-type: none"> • ERP Consultants will use integrated applications that automate many functions related to technology, services, and human resources, thus freeing up company manpower. • Provides support related to the function, developing and integrating the relevant ideas and assisting in resource-planning decisions. • Ensures the ERP software runs as smoothly and efficiently as possible and develop and oversee solutions for any shortcomings. • Assesses the business requirements and software needs for many areas, including employee training, business processes, and employee communication, and ensure that any new solutions devised are time-and-cost-effective. <ul style="list-style-type: none"> • Responsible for ensuring that all levels of the company are informed and collaborating effectively on the implementation of the process. • General duties will include software analysis, working with technical teams, developing design specifications for programs and present plans of action to management. 	Bachelor's Degree	10	\$158.97
52	FA001	Functional Architect	<p>The Functional Architect is the functional expert for an application, a defined set of applications or a portfolio of related applications. The Functional Architect is also responsible for bringing an understanding of the enterprise, business system and industry to the team(s) supporting or interfacing with the application. The primary responsibility of a Functional Architect is to provide expertise in the business process supported by the application, to prepare and review designs, to recommend improvements, and to provide guidance during the testing process. The Functional Architect helps the Programmers establish a clear understanding of the business functional requirements and either creates the functional designs to meet the requirements or reviews and approves the designs written by the Programmers. The Functional Architect must understand all aspects of their specific application(s), and the underlying business process. The more experienced Functional Architect plans, analyzes, and defines high-level software strategies and solutions. Contained in the experienced role is the task of coordinating with other Functional Architects to define technical requirements and long-range plans for meeting customer requirements.</p> <ul style="list-style-type: none"> • Analyzes, determines, and documents functional requirements. • Provides definition on how the applications will support business requirements. • Conducts impact analyses of business requirements on the system. • Works with Technical Architecture Specialist in defining software/ hardware requirements. • Gathers and interprets user requirements into design specifications. 	Bachelor's Degree	7	\$111.71
53	GIS001	Geographic Information System (GIS) Consultant	<p>The GIS Consultant is responsible for providing direct support of various GIS software and hardware systems. The GIS Consultant will perform hardware and software installations, relocations, testing and routine maintenance.</p> <ul style="list-style-type: none"> • Plan, coordinate, execute supervise projects and operations to support GIS Database, Applications, and Services. <ul style="list-style-type: none"> • Determine, create, and deploy appropriate GIS applications. • Support strategic analysis and planning for existing and planned GIS initiatives. • Support planning, administration, design, development, implementation, or operation. • Apply GIS to specific end-user problems, needs, or processes. • Analyze business problem/ process analysis, spatial solutions identification and assessment, requirements analysis, GIS project management, GIS data analysis, quality • control and quality assurance (QA/QC), display, and output. <ul style="list-style-type: none"> • Define, develop, assess, implement, and document GIS standards, policies, and procedures. <ul style="list-style-type: none"> • Support GIS interface and application integration. • Assess new technology and implement as needed. • Provide GIS technical and user support. • Provide GIS training and design/ creation of training materials. • Assist users in solving GIS systems and analytical problems. 	Bachelor's Degree	7	\$65.08
54	GRC001	Governance, Risk and Compliance System Administrator (Product Support Manager) Level 4	<ul style="list-style-type: none"> • Administer the Governance, Risk, and Compliance (GRC) tool used by MTA to implement the NIST Risk Management Framework; manage the package of support functions required to field and maintain the readiness and operational capability of GRC systems and components; and implement cybersecurity staff user access to the GRC tool and serve as the Tier 1 customer support for resolving technical issues; • Develop methods to monitor and measure risk, compliance, and assurance efforts; • Perform needs analysis to determine opportunities for new and improved business process solutions; <ul style="list-style-type: none"> • Provide advice on project costs, design concepts, or design changes; • Provide input to implementation plans and standard operating procedures; • Provide ongoing optimization and problem-solving support; • Provide recommendations for possible improvements and upgrades; • Act as a primary stakeholder in the underlying information technology (IT) operational processes and functions that support the service, providing direction and monitoring all significant activities so the service is delivered successfully; • Coordinate and manage the overall service provided to a customer end-to-end; • Gather feedback on customer satisfaction and internal service performance to foster continual improvement; • Review service performance reports identifying any significant issues and variances, initiating, where necessary, corrective actions and ensuring follow up on all outstanding issues; • Work with other service managers and product owners to balance and prioritize services to meet overall customer requirements, constraints, and objectives; <ul style="list-style-type: none"> • Conduct import/export reviews for acquiring systems and software; • Develop supply chain, system, network, performance, and cybersecurity requirements; and • Apply cybersecurity functions (e.g., encryption, access control, and identity management) to reduce exploitation opportunities. 	Associate's Degree	10	\$123.18
55	HDM001	Help Desk Manager	<p>Provides daily supervision and direction to staff that are responsible for phone and in-person support to users in the areas of e-mail, directories, standard Windows desktop applications, and other network services. Manages personnel who serve as the first point of contact for troubleshooting hardware and software PC and printer problems.</p>	Bachelor's Degree	10	\$80.75

56	HDS001	Help Desk Specialist (Junior)	Provides telephone and in-person support to users in the areas of directories, standard Windows desktop applications, and applications developed under this Contract or predecessors. Serves as the initial point of contact for troubleshooting hardware/software PC and printer problems.	Bachelor's Degree	5	\$53.55
57	HDS002	Help Desk Specialist (Senior)	Provides telephone and in-person support to users in the areas of directories, standard Windows desktop applications, and applications developed under this Contract or predecessors. Serves as the initial point of contact for troubleshooting hardware/software PC and printer problems.	Bachelor's Degree	7	\$71.40
58	ID001	Internet/ Intranet Site Developer (Junior)	Must be able to translate applications requirements into the design of complex web sites, including integrating web pages and applications. Must be able to apply new and emerging technologies to the development process.	Bachelor's Degree	1	\$133.88
59	ID002	Internet/ Intranet Site Developer (Senior)	Must be able to translate applications requirements into the design of complex web sites, including integrating web pages and applications. Must be able to apply new and emerging technologies to the development process.	Bachelor's Degree	5	\$160.65
60	IE001	Engineer, Information	Must be capable of applying a business wide set of disciplines for planning, analysis, design, construction, and maintenance of information systems on a business-wide basis or across a major sector of the business. Must be capable of performing business strategic systems planning, information planning, and analysis. Performs process and data modeling in support of the planning and analysis efforts using both manual and automated tools, such as I-CASE tools. Must be able to apply reverse engineering and reengineering disciplines to develop migration strategic and planning documents. Provides technical guidance in software engineering techniques and automated support tools.	Bachelor's Degree	5	\$133.88
61	IE002	Engineer, Information (Senior)	Develops analytical and computational techniques and methodology for problem solutions. Performs process and data modeling in support of the planning and analysis efforts using manual and automated tools; such as Integrated Computer-Aided Software Engineering (I-CASE) tools. Must be able to apply reverse engineering and reengineering disciplines to develop migration strategic and planning documents. Provides technical guidance in software engineering techniques and automated support tools. Must be capable of applying business process improvement practices to modernization projects. Applies, as appropriate, activity and data modeling transaction flow analysis; internal control and risk analysis; modern business methods; and performance measurement techniques. Assists in establishing standards for information systems procedures. Develops and applies organization wide information models for use in designing and building integrated, shared software and DBMS.	Bachelor's Degree	8	\$160.65
62	IE003	Engineer, Interdisciplinary	Must be capable of translating mission requirements and information problems into solutions employing current state-of-the-art information system equipment and software. Must be able to define interaction and interface among different categories of requirements, and develop appropriate design to support the requirements while employing IT methodologies. Must be able to serve as a liaison to interpret and translate various disciplines represented on the task team, and serve as a point of contact for evaluation of problems arising from the interdisciplinary nature of the task.	Bachelor's Degree	5	\$178.50
63	IE004	Engineer, Interdisciplinary (Senior)	Must have demonstrated ability to perform senior level engineering and/or IT tasks in the disparate areas of software, electronics telecommunications, or networking. Must be capable of translating mission requirements and information problems into solutions employing current state-of-the-art information system equipment and software. Must be able to define interaction with and/or interface between these different categories of requirements and to develop the appropriate design to support these requirements while employing methodologies from any of the above disciplines as required. Must be able to serve as a liaison to interpret and translate among the various disciplines represented on the task team, and serve as a point of contact for evaluation of problems arising from the interdisciplinary nature of the task.	Bachelor's Degree	8	\$196.35
64	ISE001	Engineer, Information Security	Analyzes and defines security requirements for information protection. Defines and develops security policies. Analyzes the sensitivity of information, performs vulnerability and risk assessments on the basis of defined sensitivity and information flow.	Bachelor's Degree	8	\$178.50
65	ITA001	Auditor, IT (Senior)	Identifies information processing and technology risks. Evaluates controls and makes recommendations. Identifies problems and recommends solutions. Reviews the installation and security related controls for a wide variety of computing platforms, including operating systems, sub-systems, databases and software products used to support the processing environment. Prepares and performs audit tests and evaluates results. Provides documentation of audit tests to facilitate efficient and effective reviews.	Bachelor's Degree	10	\$89.25
66	ITAR001	Architect, Information Technology (Senior)	Provides expertise in the most current principles and practices of architecture data management systems and experience in large system designs, and with data modeling in the information management arena. Provides expertise in modeling and organizing information to facilitate support of projects or information architectures. Provides guidance on how and what to data and process model. Primarily deals with transition planning from legacy to modern systems by concentrating on information flows, data exchange, and data translation standardization services.	Bachelor's Degree	10	\$178.50
67	ITP001	IT Professional (Senior)	Identifies strategic issues for the Information Management Department and advises IT Senior Management of the risks and/or opportunities created by these issues. Issues will be centered on IT measurements and IT project management. IT measurements will encompass the refining or creating of measures related to value creation of IT products and services. Project Management will include presenting recommendations on ways of managing projects more effectively (including, but not limited to: appropriate methodology and quality reviews) Accountabilities include coordinating input from various IT departments to develop recommendations, conducting analyses of issues and ensuring adequate communication of the endorsed positions and recommendations to stakeholders.	Bachelor's Degree	8	\$223.13
68	ITPL001	Planner, Information Technology (Senior)	Provides planning services for a wide range of programs and projects including design, development, implementation, post-implementation and maintenance of the systems. Provides SWOT analyses, critical success factor analyses, strategic business planning, strategic information systems planning, value chain analyses, e-business assessments, and other techniques used to establish strategic plans. Provides expertise in conducting research, evaluations, and studies required to develop both short term and long-term plans. Provides plans, designs, concepts, and develops both general and specific program and project strategies for linking proposed investments in IT to business results. Provides planning, scheduling, networking and coordination assistance among State organizations involved in implementation and integration efforts. Identifies problems and recommends solutions.	Bachelor's Degree	10	\$93.71

69	IWA001	Architect, Internet/Web	Responsible for analyzing assigned specifications, planning, designing and developing solutions, utilizing appropriate Internet/Intranet/Extranet architecture processes supporting a wide range of business process. Provides appropriate documentation for object design decisions, estimating assumptions, applets and performance metrics – as required by organization architecture process standards, or as assigned. Responsible for minimizing the issues between the client and the server applications and for the overall setup and design of the Internet and web server architecture. Impact and complexity of this job increases if organization is utilizing Internet solutions (vs. only Intranet), especially those with significant business impact (e.g., e-business).	Bachelor's Degree	5	\$178.50
70	NT001	Network Technician (Senior)	Adds or exchanges externally connected PC accessories and data communications equipment. Troubleshoots LANs/WANs and provides problem resolution for PC and data communications hardware. Adds or replaces boards, batteries, disks drives, and other PC components. Installs cabling for networks such as LANs and WANs. Attaches, detaches, or exchanges LAN cabling to workstations, servers, network devices, telecommunications and data communications equipment. Works independently, may provide supervision and guidance to two (2) or more network technicians.	Associate's Degree	7	\$93.71
71	NT002	Engineer, Network (Senior)	Responsible for the design and implementation of large data communications or telecommunications networks. Plans and monitors the installation of communications circuits. Manage and monitor local area networks and associated equipment (e.g., bridges, routers, modem pools, and gateways) Conducts short and long-term plan to meet c communications requirements. Responsible for the design and implementation of LANs/ WANs using hub switching and router technology. Performs hardware/ software analyses to provide comparative data of performance characteristics and suitability within the existing systems environment. Prepares tradeoff studies and evaluations for vendor equipment. Generates network monitoring/ performance report, for LAN/ WAN utilization studies. Recommends network design changes/ enhancements for improved system availability and performance.	Bachelor's Degree	9	\$133.88
72	NT003	Network Administrator	Performs a variety of network management functions related to the operation, performance or availability of data communications networks. Experience with cable/LAN meters, protocol analyzers, SNMF and RMON based software products. Knowledge of Ethernet, FDDI and high speed WANs and routers. Analyze client LANs/WANs, isolate source of problems, and recommend reconfiguration and implementation of new network hardware to increase performance. Advanced knowledge of network operating systems. Modifies command language programs, network start up files, assigns/reassigns network device logicals, and participates in load balancing efforts throughout the network to achieve optimum device utilization and performance. Establishes new user accounts on the network granting access to required network files and programs. Manages network Email functions. Establishes mailboxes and monitors mail performance on the network. Troubleshoots network/user problems, presents resolutions for implementation. Prepares a variety of network resource reports.	Associate's Degree	2	\$133.88
73	NT004	Network Manager	Performs a variety of network management functions in support of MIS services related to the operation, performance, or availability of data communications networks. Modifies command language programs, network start up files, assigns/re-assigns network device logical, analyzes network performance and recommends adjustments to wide variety of complex network management functions with responsibility for overall performance and availability of networks. LAN/WAN consultant skilled in network analysis, integration and tuning. Experience with cable/LAN meters, protocol analyzers, Simple Network Management Protocol (SNMP) and Remote Monitoring (RMON) based software products. Knowledge of Ethernet, FDDI and high speed WANs, routers, bridges, and switches. Analyze client LANs/WANs, isolate source of problems, and recommend reconfiguration and implementation of new network hardware to increase performance. Working knowledge of network operating systems. Conducts load balancing efforts to achieve optimum device utilization and network performance. Manages network Email functions. Establishes mailboxes and monitors mail performance on the network. Coordinates with communications engineering to resolve hardware problems. Works with customer and operations staff in scheduling preventative and emergency maintenance activities.	Bachelor's Degree	7	\$178.50
74	NT005	Engineer, Network Security	Designs, develops, engineers, and implements solutions for projects such as biometrics, smart cards, Secure remote access, VPN, Intrusion detection, port scanning, web security and vulnerability assessments and remediation.	Bachelor's Degree	8	\$178.50
75	OM002	Operations Manager Expert	Maintains the operational integrity of the technologies and services provided. Keeps hardware and software functioning. Uses monitoring applications to track performance. Responds to support the needs of business users when outages occur or are imminent.	Bachelor's Degree	7	\$83.44
76	PA001	Programmer Senior	Creates computer software. May specialize in one area of computer software or may write code for many kinds of software.	Bachelor's Degree	5	\$73.00

77	PA002	Programmer Analyst	<p>The Programmer 1 is responsible for analysis, design, coding, component, and assembly testing of all application code owned by the Application Team. Programmers typically are involved in maintenance (including production support), enhancement and development work. Programmers have a range of skills and knowledge of the technologies used and applications supported by the Application Team. The Programmer works with the Functional Architect on an as needed basis to ensure that design and code meets customer requirements.</p> <ul style="list-style-type: none"> • Code enhancement and development programs and/or required fixes to production problems using the functional and technical programming standards. <ul style="list-style-type: none"> • Test enhancement and development programs. • Participate in structured code reviews/ walkthroughs. <ul style="list-style-type: none"> • Execute all required process steps. • Create and provide content for operational documentation to Technical Writers. • Utilize configuration management tools, design tools, debugging tools, and any other environment specific tools necessary to create, test, and implement an application. • Research problems before approaching the Team Lead or Functional Architect for assistance. <ul style="list-style-type: none"> • Limited functional knowledge. • Follow quality standards. • Support installation of application releases into production as directed. <ul style="list-style-type: none"> • Communicate accurate and useful status updates. <ul style="list-style-type: none"> • Ability to work in a team environment. • Complete assigned tasks. • Strong communication skills; both written and spoken. 	Bachelor's Degree	5	\$92.40
78	PA003	Program Administration Specialist	Assists in the preparation of management plans and various customer reports. Coordinates schedules to facilitate the completion of TO and change proposals, Contract deliverables, TO reviews, briefings and presentations. Performs analysis, development, and review of program administrative operating plans and procedures.	High School	3	\$160.65
79	PC001	Project Control Specialist	Monitors financial and/or administrative aspects of assigned Contracts and deliverables. Tracks and validates all client financial information, establishes and maintains master Contract files, prepares and monitors status of all deliverables and tracks the value of Contracts. Uses automated systems to track deliverables, financial transactions, and management information.	High School	3	\$133.88
80	PM001	Project Manager	The Project Manager is assigned the management of a specific project and the work performed under assigned Task Orders. Performs day-to-day management of the project, identifies issues and risks and recommends possible issue and risk mitigation strategies associated with the project. Acts as a facilitator between a State agency and IT contractor. Is responsible for ensuring that work performed under TOs is within scope, consistent with requirements, and delivered on time and on budget. Identifies critical paths, tasks, dates, testing, and acceptance criteria. Provides solutions to improve efficiency (e.g., reduce costs while maintaining or improving performance levels). Monitors issues and provides resolutions for up-to-date status reports. Demonstrates excellent writing and oral communications skills.	Bachelor's Degree	5	\$178.93
81	PM002	Program Manager	The Program Manager is the contractor's manager for the Contract, and serves as the single point of contact for the Master Contractor with the State regarding the Contract. Performs overall management for Contract support operations. Organizes, directs, and coordinates the planning and production of all Contract activities, projects and support activities, including those of subcontractors. Oversees the development of or develops work breakdown structures, charts, tables, graphs, major milestone calendars and diagrams to assist in analyzing problems and making recommendations. Demonstrates excellent written and verbal communications skills. Establishes and alters corporate management structure to direct effective and efficient Contract support activities. Must be capable of negotiating and making binding decisions for the Master Contractor.	Bachelor's Degree	12	\$223.13
82	PS004	Project Scheduler	Creates, manages, and maintains project schedules and detailed project plans. Proficient in standard project management scheduling tools, primarily Microsoft Project. Develops dependencies, resource loading, identifies risks and issues, and tracks actual progress against planned progress.	High School	5	\$80.75
83	QA001	Quality Assurance Manager	Must be capable of maintaining and establishing a process for evaluating software and associated documentation. Must be able to determine the resources required for quality control. Must be able to maintain the level of quality throughout the software life cycle. Develops software quality assurance plans. Conducts formal and informal reviews at predetermined points throughout the development life cycle.	Bachelor's Degree	6	\$93.71
84	QA002	Testing Specialist	Must be capable of designing and executing IT software tests and evaluating results to ensure compliance with applicable regulations. Must be able to prepare test scripts and all required test documentation. Must be able to design and prepare all needed test data. Analyzes internal security within systems. Reviews test results and evaluates for conformance to design.	Bachelor's Degree	4	\$133.88
85	QA003	Testing Specialist, Lead	Must be capable of leading a team of Testing Specialists. Will be responsible for directing the work of the testing team as they design and execute IT software tests and evaluating results to ensure compliance with applicable regulations. Must be able to prepare test scripts and all required test documentation. Must be able to design and prepare all needed test data. Analyzes internal security within systems. Reviews test results and evaluates for conformance to design.	Bachelor's Degree	6	\$89.25
86	RA001	Analyst, Research	Analyzes existing and potential product and service information, prospective customers and markets. Collates information into meaningful reports and presentation material. Maintains any technical information in a systems library.	Associate's Degree	1	\$133.88
87	RA002	Risk Assessment Consultant (Senior)	Manages the identification and reporting on risk assessments and updates evaluations in order to determine and forecast operational needs and changes. Provides presentations on reporting and operational enhancements and metrics with special focus on variance analysis. Establish risk management policies and procedures, and guidelines on risk limits. Provides fraud expertise on services to internal and external customers. Develops system enhancements and meaningful reporting and operational management reporting tools and web-based tools and programs to manage, prevent, and mitigate risks. Identifies problems and recommends solutions to risk assessments.	Bachelor's Degree	10	\$133.88

88	SECAD001	IT Security Administrator	<p>The IT Security Administrator is responsible for administration of access controls on mainframe for all users, staff, employees, contractors, and vendors. The IT Security Administrator is also accountable for physical security through proprietary administration and surveillance monitoring. The IT Security Administrator research upgrades and improvements for better flexibility and control and supports agency Information Security Officers with reports and troubleshooting. The IT Security Administrator could also provide 2nd level support to Service Desk as well as support customer agencies with security expertise and problem resolution.</p> <ul style="list-style-type: none"> • Implement and maintain security policies, procedures, standards, and guidelines for facilities/computing systems and for agencies, districts and other entities. • Assist other security personnel in developing and drafting security procedures and forms for administration. • Provide physical security for various work locations including building access, door and video surveillance, inspections, investigations and maintenance. • Prepare security violations logs and deliver regular reports; incident reporting, issue remediation. • Administer personnel/HR packets and clearances for staff, contractors and vendors. 	Bachelor's Degree	5	\$103.11
89	SME001	Subject Matter Expert	<p>Defines the problems and analyzes and develops plans and requirements in the subject matter area for moderately complex-to-complex systems. Coordinates and manages the preparation of analysis, evaluations, and recommendations for proper implementation of programs and systems specifications including, but not limited to: information technology, health care, education, public safety, social services, human resources, transportation, and environment.</p>	Bachelor's Degree	7	\$223.13
90	SME002	Subject Matter Expert (Senior)	<p>The area of expertise may be related to a specific discipline required by the MHBE including, but not limited to: information technology, health care, education, public safety, social services, human resources, transportation, and environment. Requires expertise in the formulation of specifications and in the execution of technical initiatives in vertical areas. Defines requirements, performs analyses, and develops plans and requirements for systems.</p>	Bachelor's Degree	12	\$249.90
91	SYS001	Administrator, Systems	<p>Monitor and coordinate all data system operations, including security procedures, and liaison with end users. Ensure that necessary system backups are performed and storage and rotation of backups is accomplished. Monitor and maintain records of system performance and capacity to arrange vendor services or other actions for reconfiguration and anticipate requirements for system expansion. Assist managers to monitor and comply with State data security requirements. Coordinate software development, user training, network management and minor installation and repair of equipment.</p>	Associate's Degree	2	\$133.88
92	SYS002	Architect, Systems Design	<p>Must be able to lead team in developing application, development, network, and technical architectures for mid-range client/server and mainframe applications. Responsible for gathering and defining the architecture requirements and for ensuring that the architectures are compatible and in compliance with the appropriate IT organization and project standards.</p>	Bachelor's Degree	6	\$178.50
93	SYS003	Engineer, Systems Design	<p>Must be able to perform design of information systems, including the design of the application architecture, database, and interfaces. Responsible for gathering and analyzing user requirements and translating them into system designs.</p>	Bachelor's Degree	6	\$160.65
94	SYS004	Engineer, Systems (Senior)	<p>Must be able to analyze information requirements. Must be able to evaluate problems in workflow, organization, and planning. Develops appropriate corrective action. Provides daily supervision and direction to staff.</p>	Bachelor's Degree	6	\$160.65
95	SYS005	Systems Security Specialist (Senior)	<p>Analyzes and defines security requirements for Multilevel Security (MLS) issues. Designs, develops, engineers, and implements solutions to MLS requirements. Responsible for the implementation and development of the MLS. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing programs in the MLS arena. Perform Risk analysis, which also includes risk assessment. Provides daily supervision and direction to staff.</p>	Bachelor's Degree	8	\$223.13
96	SYS006	System Security Research Analyst	<p>Gathers, analyzes, and composes technical information. Conducts research in one or more security disciplines and ensures the use of proper technical terminology. Translates technical information into clear, readable documents to be used by technical and non-technical personnel.</p>	Bachelor's Degree	2	\$133.88
97	TRD001	Training Developer Expert	<p>Develops and conducts information technology training. Promotes the use of technology and assists staff to make the best use of existing and emerging management tools. Develops and maintains central Intranet web pages.</p>	Bachelor's Degree	7	\$61.65
98	TW001	Technical Writer/Editor	<p>Assists in collecting and organizing information for preparation of user manuals, training materials, installation guides, proposals, and reports. Edits functional descriptions, system specifications, user manuals, special reports, or any other customer deliverables and documents. Conducts research and ensures the use of proper technical terminology. Translates technical information into clear, readable documents to be used by technical and non-technical personnel. For applications built to run in a Windows environment, use the standard help compiler to prepare all on-line documentation. Assists in performing financial and administrative functions. Must demonstrate the ability to work independently or under only general direction.</p>	Bachelor's Degree	5	\$93.50
99	WA001	Web Administrator Expert	<p>Maintains web system performance by performing system monitoring, analysis and performance tuning; troubleshooting system hardware, software, and operating systems; designing and running system load/ stress testing and escalating application problems.</p>	Bachelor's Degree	7	\$90.39
100	WISA001	Systems Analyst, Wireless	<p>Define and develop Key Performance Indicators to measure Quality of Service of wireless voice & data services and end-to-end applications that run on top of wireless data bearers. Design and develop post-processing engines that extract and transform raw low-level performance data into aggregate metrics; automate and parameterize the process for large scale processing in an efficient and timely manner; build-in QC check-points for end-to-end quality verification. Analyze, trouble-shoot, and investigate normal and abnormal use-cases for voice and data services; trace anomalies to corresponding impact on keymetrics.</p>	Bachelor's Degree	4	\$133.88
101	WM001	Web Manager Expert	<p>Develops, implements and maintains the infrastructure, hardware, and software utilized for the organization's website. Monitors web traffic, performance and capacity to identify, prevent and resolve issues. Coordinates with stakeholders to ensure that the site provides content and functionality that meet the business needs of the organization. Maintains appropriate security and troubleshoots any issues.</p>	Bachelor's Degree	7	\$102.97