

Attachment J-03

Standard Labor Categories

A set of proposed Standard Labor Categories (SLC) applicable to this contract are provided to facilitate a consistent evaluation among Offerors. Table J-03-01 addresses the appropriate qualifications and experience levels of the SLC that are to be used for proposal purposes. SLCs are intended to broadly group proposed labor into a manageable number of categories. These guidelines may not address all the possible specific skills, or requirements that any one occupation or profession may require. It is the Offeror’s responsibility to acquire an understanding of the complexities of the work required to successfully meet requirements. When describing the proposed labor necessary to accomplish the SOW, the SLCs provided in Table J-03-01 shall be used in the basis of the estimates. Offerors may include other additional labor categories that cannot be easily or logically mapped to those provided in Table J-03-01. Job descriptions similar to the ones listed in Table J-03-1 shall be provided for the additional categories.

Table J-03-1: Standard Labor Categories (SLCs) for this effort

<u>Standard Labor Category</u>	<u>Job Description Guidelines</u>
Program Manager	<p>This position serves as the contractor’s primary contract manager, and shall be the contractor’s authorized interface with the Government Contracting Officer (CO), the Contracting Officer Representative (COR), government management personnel and customer agency representatives. Responsible for the overall Contract Performance including subcontractors, which includes formulating and enforcing work standards, supervising contractor personnel and communicating policies, purposes and goals of the organization to subordinates. Relies on technical experience and judgment to accomplish goals.</p> <p>Experience level: > 15 years in a related technical field</p>
Business Specialist	<p>This position serves as the contractor’s primary contract specialist. Performs contract administrative/compliance activities, financial reporting, and milestone monitoring. Assignments may include creating and maintaining multiple project reports, maintaining project information and organizational charts, monthly reporting requirements, and other general office duties.</p>

<p>Engineer Assistant</p>	<p>This position is considered an engineer in training position. Responsibilities may include assisting engineers in design, development, test, analysis, or technical configuration management of hardware and software in the various engineering disciplines. Requires a minimum 3-year education in science, technology, engineering, or mathematics related areas from a secondary level program.</p> <p>Experience level: none required</p>
<p>Junior Engineer</p>	<p>This position is considered a junior level engineering position. Responsibilities may include assisting in design, development, test, analysis, or technical configuration management of hardware and software in the various engineering disciplines. Requires a bachelor's degree in engineering or in a related area.* Engineering disciplines that may map into this SLC include mechanical, electrical, aerospace, computer, and systems.</p> <p>Experience level: 0-2years</p>
<p>Intermediate Engineer 1</p>	<p>This position is considered a journeyman level engineering position. Responsibilities may include design, development, test, analysis, or technical configuration management of hardware and software in the various engineering disciplines. Required to supervise less experienced engineers. Requires a bachelor's degree in engineering or in a related area.* Engineering disciplines that may map into this SLC include mechanical, electrical, aerospace, computer, and systems.</p> <p>Experience level: 3-4 years</p>
<p>Intermediate Engineer 2</p>	<p>This position is considered a journeyman level engineering position. Responsibilities may include design, development, test, analysis, or technical configuration management of hardware and software in the various engineering disciplines. Required to supervise less experienced engineers. Requires a bachelor's degree in engineering or in a related area.* Engineering disciplines that may map into this SLC include mechanical, electrical, aerospace, computer, and systems.</p> <p>Experience level: 5-7 years</p>

<p>Intermediate Engineer 3</p>	<p>This position is considered a journeyman level engineering position. Responsibilities may include design, development, test, analysis, or technical configuration management of hardware and software in the various engineering disciplines. Required to supervise less experienced engineers.* Requires a bachelor's degree in engineering or in a related area. Engineering disciplines that may map into this SLC include mechanical, electrical, aerospace, computer, and systems.</p> <p>Experience level: 8-10 years</p>
<p>Senior Engineer 1</p>	<p>This position is considered a senior level engineering position. Responsible for more complex issues including systems engineering. Responsibilities may include design, development, test, analysis, or technical configuration management of hardware and software in the various engineering disciplines. Required to supervise less experienced engineers. Requires a bachelor's degree in engineering or in a related area.* Engineering disciplines that may map into this SLC include mechanical, electrical, aerospace, computer, and systems.</p> <p>Experience level: >10 years</p>
<p>Senior Engineer 2</p>	<p>This position is considered a senior level engineering position. Responsible for more complex issues including systems engineering. Responsibilities may include design, development, test, analysis, or technical configuration management of hardware and software in the various engineering disciplines. Required to supervise less experienced engineers. Requires a bachelor's degree in engineering or in a related area.* Engineering disciplines that may map into this SLC include mechanical, electrical, aerospace, computer, and systems.</p> <p>Experience level: >15 years</p>
<p>Staff Engineer 1</p>	<p>This position is considered a senior level engineering position. Responsibilities may include conceptual thinking, design, development, test, analysis, or technical configuration management of hardware and software in the various engineering disciplines. Required to supervise less experienced engineers. A minimum of a bachelor's degree in engineering or in a related field is required.* Engineering disciplines that may map into this SLC include mechanical, electrical, aerospace, computer, and systems.</p> <p>Experience level: > 20 years</p>

<p>Staff Engineer 2</p>	<p>This position is considered a senior level engineering position. Responsibilities may include conceptual thinking, design, development, test, analysis, or technical configuration management of hardware and software in the various engineering disciplines. Required to supervise less experienced engineers. A minimum of a master's degree in engineering or in a related field is required. Engineering disciplines that may map into this SLC include mechanical, electrical, aerospace, computer, and systems.</p> <p>Experience level: > 15 years</p>
<p>Technical Expert 1</p>	<p>This position is considered a technical expert in the area of robotics, GN&C, physics, graphics, or flight software/avionics. A minimum of a bachelor's degree in engineering or a related field is required.*</p> <p>Capable of formulating and leading complex technical tasks, including those that require significant innovation. Performs the functions of the job in highly skilled and timely manner with minimal to no supervision. Typically either serves as, or reports to, a project lead or program manager.</p> <p>Experience level: BS and 15 years, MS and 10 years</p>
<p>Technical Expert 2</p>	<p>This position is considered a technical expert in the area of robotics, GN&C, physics, graphics, or flight software/avionics. A minimum of a PhD in engineering or a related field is required.</p> <p>Capable of formulating and leading complex technical tasks, including those that require significant innovation. Performs the functions of the job in highly skilled and timely manner with minimal to no supervision. Typically either serves as, or reports to, a project lead or program manager.</p> <p>Experience level: PhD and 5 years</p>

*Relevant experience with exceptional performance may be considered in lieu of BS degree