

Attachment J005 - Labor Category and Skill Level Descriptions							
LABOR CATEGORIES							
Category Number	Labor Title/Skill Definition	Position Count	Position Title	Years of Relevant Experience**	Degree Requirements (from an accredited college or university)	Relevant Experience Requirements and Other Information	Substitutions
** Work experience that is not relevant to the labor category definition will not be considered in the "Years of Relevant Experience" calculation							
1	ACQUISTION SPECIALIST						
	Develops Acquisition Plans and other procurement justifications and approval documentation; Source Selection Plans, including development of evaluation criteria; Contract line item structures; Statements of Work; Task statements; Contract modifications; and Contract correspondence.	1	Acquisition Specialist - Level 6	0-2	Bachelor's Degree in any field.		5 years of relevant experience may be substituted for the Bachelor's Degree. Master's Degree or MBA in related field may be substituted for Bachelor's degree and 3 years experience. PhD in related field may be substituted for Bachelor's degree and 7 years experience
		2	Acquisition Specialist - Level 5	2-6			
		3	Acquisition Specialist - Level 4	6-10			
		4	Acquisition Specialist - Level 3	10-15			
		5	Acquisition Specialist - Level 2	15-20			
		6	Acquisition Specialist - Level 1	20+			
2	ADMINISTRATIVE ASSISTANT						
	Provides general office automation, coordination and administrative skills necessary for handling the routine administrative functions of a Government office, excluding the inherently governmental functions. Possesses proficiency with MS Office products.	7	Administrative Assistant - Level 6	0-2	No college degree required.		Bachelor's Degree in a relevant discipline may be substituted for 5 years of experience. Associate's Degree may be substituted for 2 years of experience.
		8	Administrative Assistant - Level 5	2-6			
		9	Administrative Assistant - Level 4	6-10			
		10	Administrative Assistant - Level 3	10-15			
		11	Administrative Assistant - Level 2	15-20			
		12	Administrative Assistant - Level 1	20+			
3	AIR TRAFFIC CONTROL (ATC) SPECIALIST						
	Provides support to various Air Traffic Control Centers, Terminal Radar Approach Control (TRACON) Towers, and Air Traffic Services (ATS) Headquarters and Regional offices. Supports development of site implementation and transition planning for National and Regional, Facilities and Equipment, and Capital Investment Plan projects. Supports and assists in identifying, analyzing, coordinating, resolving, and reporting the resolution of implementation issues generated by such projects.	13	Air Traffic Control (ATC) Specialist - Level 6	0-2	No college degree required.	Candidate must have active, full performance level (FPL) ATC experience in any of the following: Terminal, Enroute, Oceanic, Traffic Flow Management, or Flight Service Station.	Equivalent experience in the U.S. Military or international control environment is acceptable.
		14	Air Traffic Control (ATC) Specialist - Level 5	2-6			
		15	Air Traffic Control (ATC) Specialist - Level 4	6-10			
		16	Air Traffic Control (ATC) Specialist - Level 3	10-15			
		17	Air Traffic Control (ATC) Specialist - Level 2	15-20			
		18	Air Traffic Control (ATC) Specialist - Level 1	20+			
4	AIRWAY FACILITIES (AF) SPECIALIST						
	Provides operational expertise in the operation and maintenance of National Airspace System (NAS) facilities, systems, subsystems, and equipment or equivalent military/industrial facilities.	19	Airway Facilities (AF) Specialist - Level 6	0-2	No college degree required.		
		20	Airway Facilities (AF) Specialist - Level 5	2-6			
		21	Airway Facilities (AF) Specialist - Level 4	6-10			
		22	Airway Facilities (AF) Specialist - Level 3	10-15			
		23	Airway Facilities (AF) Specialist - Level 2	15-20			
		24	Airway Facilities (AF) Specialist - Level 1	20+			
5	AVIONICS/AIRCRAFT ENGINEER						
		25	Avionics/Aircraft Engineer - Level 6	0-2			

Attachment J005 - Labor Category and Skill Level Descriptions							
LABOR CATEGORIES							
Category Number	Labor Title/Skill Definition	Position Count	Position Title	Years of Relevant Experience**	Degree Requirements (from an accredited college or university	Relevant Experience Requirements and Other Information	Substitutions
** Work experience that is not relevant to the labor category definition will not be considered in the "Years of Relevant Experience" calculation							
	Uses critical and analytical thinking skills to create and apply scientific and mathematical concepts to solve commercial and practical problems in aerospace or aeronautical engineering. Develops assessments to design, test, maintain and supervise the making of aircrafts, spacecraft, and avionics instrumentation. Provides analysis for structural design, navigation, avionics instrumentation or communications of aircrafts and spacecraft. Provides expertise in examining different types of aircraft, such as commercial jets, military fighters or helicopters.	26	Avionics/Aircraft Engineer - Level 5	2-6	Bachelor's Degree in engineering (systems, civil, electrical, electronic, chemical, industrial, mechanical, aeronautical, avionics, environmental or computer).		Master's Degree in related field may be substituted for Bachelor's degree and 3 years experience. PhD in related field may be substituted for Bachelor's degree and 7 years experience.
		27	Avionics/Aircraft Engineer - Level 4	6-10			
		28	Avionics/Aircraft Engineer - Level 3	10-15			
		29	Avionics/Aircraft Engineer - Level 2	15-20			
		30	Avionics/Aircraft Engineer - Level 1	20+			
6	BUSINESS ANALYST						
	Analyzes business objectives and develops solutions to solve business issues. Analyzes and defines business processes to recommend improvements and resolve potential gaps. Identifies, analyzes, and documents business requirements and delivers work products throughout the project life cycle. Analyzes the entire business, including data, goals, process, and organization and assists in developing strategic goals. Uses process improvement, reengineering methodologies, and internet-related methodologies and principles to conduct process modernization projects. Responsible for transitioning of existing organizations or project teams in accomplishing the organization's goals or project activities and objectives through improved use of internet and other automated processes. Supports activity and data modeling, development of modern business methods, identification of best practices, and creating and assessing performance measurements. Provides group facilitation, interviewing, training and additional forms of knowledge transfer. Key coordinator between customers and multiple project teams to ensure enterprise-wide integration of reengineering efforts and application of best practice including e-business practices experience.	31	Business Analyst - Level 6	0-2	Bachelor's Degree in accounting, business management, computer science, economics, finance, information systems, information technology, mathematics, statistics, operations research or business administration.	Candidates must have: Ability to analyze and document business processes and requirements and to effectively communicate concepts and proposed solutions.	5 years of relevant experience may be substituted for the Bachelor's Degree. Master's Degree or MBA in related field may be substituted for Bachelor's degree and 3 years experience. PhD in related field may be substituted for Bachelor's degree and 7 years experience
		32	Business Analyst - Level 5	2-6			
		33	Business Analyst - Level 4	6-10			
		34	Business Analyst - Level 3	10-15			
		35	Business Analyst - Level 2	15-20			
		36	Business Analyst - Level 1	20+			
7	COMPUTER OPERATOR/SIMULATION OPERATOR						
	Provides operational expertise in either operating National Airspace System (NAS) facilities, systems, subsystems, and equipment or equivalent military/industrial facilities.-Or- Provides operational expertise in the either operating National Airspace System (NAS) facilities, systems, or equivalent military/industrial facilities in order to emulate either a pilot or an Air Traffic Controller.	37	Computer Operator/Simulation Operator - Level 6	0-2	Bachelor's Degree in any field.		5 years of relevant experience may be substituted for the Bachelor's Degree.
		38	Computer Operator/Simulation Operator - Level 5	2-6			
		39	Computer Operator/Simulation Operator - Level 4	6-10			
		40	Computer Operator/Simulation Operator - Level 3	10-15			
		41	Computer Operator/Simulation Operator - Level 2	15-20			
		42	Computer Operator/Simulation Operator - Level 1	20+			

Attachment J005 - Labor Category and Skill Level Descriptions							
LABOR CATEGORIES							
Category Number	Labor Title/Skill Definition	Position Count	Position Title	Years of Relevant Experience**	Degree Requirements (from an accredited college or university	Relevant Experience Requirements and Other Information	Substitutions
** Work experience that is not relevant to the labor category definition will not be considered in the "Years of Relevant Experience" calculation							
8	COMPUTER PROGRAMMER						
	Provides experience in performing computer systems analysis and programming in broad-based business oriented (non-tactical Automatic Data Processing (ADP) projects including system level analysis, design, development, and implementation. Possesses the knowledge and skills required to program specified computer systems. Requires experience in C, C++, Java, html, SOA and other object-oriented methodologies. In some cases, computer programmers may be required to possess knowledge of legacy languages (e.g., JOVIAL, ALGOL, FORTRAN, BAL, etc.)	43	Computer Programmer - Level 6	0-2	Bachelor's Degree in computer science or related field.		5 years of relevant experience may be substituted for the Bachelor's Degree. Master's Degree or MBA in related field may be substituted for Bachelor's degree and 3 years experience. PhD in related field may be substituted for Bachelor's degree and 7 years experience
		44	Computer Programmer - Level 5	2-6			
		45	Computer Programmer - Level 4	6-10			
		46	Computer Programmer - Level 3	10-15			
		47	Computer Programmer - Level 2	15-20			
		48	Computer Programmer - Level 1	20+			
9	COMPUTER SCIENTIST						
	Provides assessments regarding current, state-of-the-art and industrial trends in the computer field. Designs and implements computer algorithms, and reviews existing legacy code systems considering current "best business" practices of computer science. Must have knowledge of computer languages.	49	Computer Scientist - Level 6	0-2	Bachelor's Degree in computer science or related field.		5 years of relevant experience may be substituted for the Bachelor's Degree. Master's Degree or MBA in related field may be substituted for Bachelor's degree and 3 years experience. PhD in related field may be substituted for Bachelor's degree and 7 years experience
		50	Computer Scientist - Level 5	2-6			
		51	Computer Scientist - Level 4	6-10			
		52	Computer Scientist - Level 3	10-15			
		53	Computer Scientist - Level 2	15-20			
		54	Computer Scientist - Level 1	20+			
10	CONFIGURATION MANAGEMENT SPECIALIST						
	Provides expertise in hardware, software and process Configuration Management (CM) practices in accordance with FAA CM Policy for applicable International Organization for Standardization (ISO) or integrated Capability Maturity Model (iCMM) techniques. Participates in the application of FAA and NAS related CM policies. Evaluates contract data requirements lists, switching center replacement, engineering change proposals, highest previous rate and National Airspace System Change Proposals, which provide specifications for changes to baseline documents or lab and field infrastructure, to ensure appropriate control of NAS and non-NAS system components. Participates in the development of CM change control requirements; conducts CM training and audits; and facilitates national CM board meetings.	55	Configuration Management Specialist - Level 6	0-2	Bachelor's Degree in a technical field.		5 years of relevant experience may be substituted for the Bachelor's Degree. Master's Degree or MBA in related field may be substituted for Bachelor's degree and 3 years experience. PhD in related field may be substituted for Bachelor's degree and 7 years experience
		56	Configuration Management Specialist - Level 5	2-6			
		57	Configuration Management Specialist - Level 4	6-10			
		58	Configuration Management Specialist - Level 3	10-15			
		59	Configuration Management Specialist - Level 2	15-20			
		60	Configuration Management Specialist - Level 1	20+			
11	DATABASE ADMINISTRATOR						
	Coordinates changes to databases, tests and implements the database. Plans, coordinates, and implements security measures to safeguard computer databases. Develops standards and user guidelines to access database. Modifies existing	61	Database Administrator - Level 6	0-2		Higher degrees are desirable.	5 years of relevant experience may be substituted for the Bachelor's Degree.
		62	Database Administrator - Level 5	2-6			

Attachment J005 - Labor Category and Skill Level Descriptions							
LABOR CATEGORIES							
Category Number	Labor Title/Skill Definition	Position Count	Position Title	Years of Relevant Experience**	Degree Requirements (from an accredited college or university	Relevant Experience Requirements and Other Information	Substitutions
** Work experience that is not relevant to the labor category definition will not be considered in the "Years of Relevant Experience" calculation							
	databases and database management systems, Plans, coordinates and implements security measures to safeguard information against accidental or unauthorized damage, modification or disclosure. Schedules, plans, and supervises the installation and testing of new products. Monitors database performance and develops optimum values for database parameters. Specifies users and user access levels. Identifies and evaluates industry trends in database systems.	63	Database Administrator - Level 4	6-10	Bachelor's Degree in Computer Science or Information technology or related field.	In addition, certification programs like Oracle Certification Program and Microsoft Certified Database Administrator are a big plus.	Master's Degree or MBA in related field may be substituted for Bachelor's degree and 3 years experience.
		64	Database Administrator - Level 3	10-15			
		65	Database Administrator - Level 2	15-20			PhD in related field may be substituted for Bachelor's degree and 7 years experience
		66	Database Administrator - Level 1	20+			
12	ECONOMIC ANALYST						
	Conducts quantitative analysis using operations research tools, economics, and other quantitative techniques in the areas of procedural implementations and performance issues. Supports the conduct of the full range of investment analysis activities, including market survey, cost analysis, benefits analysis, risk analysis, economic analysis, requirements definition, schedule development, and tradeoff studies.	67	Economic Analyst - Level 6	0-2	Bachelor's Degree in economics, business administration, or substantially related field (such as accounting, finance, etc.).		5 years of relevant experience may be substituted for the Bachelor's Degree.
		68	Economic Analyst - Level 5	2-6			Master's Degree or MBA in related field may be substituted for Bachelor's degree and 3 years experience.
		69	Economic Analyst - Level 4	6-10			
		70	Economic Analyst - Level 3	10-15			
		71	Economic Analyst - Level 2	15-20			PhD in related field may be substituted for Bachelor's degree and 7 years experience
		72	Economic Analyst - Level 1	20+			
13	ENGINEER						
	Provides expertise in the application of state-of-the-art technology to meet mission requirements.	73	Engineer - Level 6	0-2	Bachelor's Degree in engineering (systems, civil, electrical, electronic, chemical, industrial, mechanical, aeronautical, avionics, environmental or computer).		Master's Degree in related field may be substituted for Bachelor's degree and 3 years experience. PhD in related field may be substituted for Bachelor's degree and 7 years experience.
		74	Engineer - Level 5	2-6			
		75	Engineer - Level 4	6-10			
		76	Engineer - Level 3	10-15			
		77	Engineer - Level 2	15-20			
		78	Engineer - Level 1	20+			
14	ENTERPRISE ARCHITECT						
	Develops enterprise architectures that are scalable, adaptable and in synchronization with the business needs. Applies enterprise architectures principles to drive measurable results, including lowering cost, improving performance and mitigating security risks. Defines and delivers services within the framework of a repeatable process and shared infrastructure. Aligns technology strategy and planning with the current and long-term business goals. Has	79	Enterprise Architect - Level 6	0-2	Bachelor's Degree in Physical Sciences (e.g., mathematics, physics, meteorology, chemistry, etc.), computer science, engineering, statistics, or operations research.	Must be familiar with and experienced in the application of one or more architecture frameworks and any associated architecture development methods, including at least DoDAF.	10 years of relevant experience may be substituted for the Bachelor's Degree.
		80	Enterprise Architect - Level 5	2-6			Master's Degree in related field may be substituted for Bachelor's degree and 3 years experience.
		81	Enterprise Architect - Level 4	6-10			
		82	Enterprise Architect - Level 3	10-15			

Attachment J005 - Labor Category and Skill Level Descriptions							
LABOR CATEGORIES							
Category Number	Labor Title/Skill Definition	Position Count	Position Title	Years of Relevant Experience**	Degree Requirements (from an accredited college or university	Relevant Experience Requirements and Other Information	Substitutions
** Work experience that is not relevant to the labor category definition will not be considered in the "Years of Relevant Experience" calculation							
	experience in business analysis, applications/systems engineering, data/information architectures and technical architectures.	83	Enterprise Architect - Level 2	15-20			PhD in related field may be substituted for Bachelor's degree and 7 years experience.
		84	Enterprise Architect - Level 1	20+			
15	ENVIRONMENTAL ENGINEER/SCIENTIST						
	Analyzes specific plans in order to determine level of environmental reviews and assesses compliance with regulations as well as compatibility with policies. Gather and analyze data then evaluate the impact on the environment and determines necessary mitigation actions. Reviews, analyzes and reports on the environmental and ecological impacts. Interprets and applies related environment regulations to project plans.	85	Environmental Engineer/Scientist- Level 6	0-2	Bachelor's degree in geography, planning, environmental law, environmental studies, life sciences or other related subjects.	Basic knowledge of environmental issues, planning principles, county, state, and federal environmental quality and protection regulations.	Master's Degree in related field may be substituted for Bachelor's degree and 3 years experience.
		86	Environmental Engineer/Scientist- Level 5	2-6			
		87	Environmental Engineer/Scientist- Level 4	6-10			PhD in related field may be substituted for Bachelor's degree and 7 years experience.
		88	Environmental Engineer/Scientist- Level 3	10-15			
		89	Environmental Engineer/Scientist- Level 2	15-20			
		90	Environmental Engineer/Scientist- Level 1	20+			
16	FINANCIAL ANALYST						
	Classifies, monitors and summarizes financial data for the preparation and submission of reports on a recurring basis. Provides cost/benefit studies, financial analysis, analysis of alternatives, return on investment, cost estimation, present value, and other analyses in support of capital planning and investment control. Must possess experience relevant to PWS requirements, for example knowledge of FAA Accounting practices, Government appropriation process, or Office of Management and Budgets 300 development support.	91	Financial Analyst - Level 6	0-2	Bachelor's Degree in a business related subject area such as accounting, finance, or economics.		5 years of relevant experience may be substituted for the Bachelor's Degree.
		92	Financial Analyst - Level 5	2-6			Master's Degree or MBA in related field may be substituted for Bachelor's degree and 3 years experience.
		93	Financial Analyst - Level 4	6-10			
		94	Financial Analyst - Level 3	10-15			PhD in related field may be substituted for Bachelor's degree and 7 years experience
		95	Financial Analyst - Level 2	15-20			
		96	Financial Analyst - Level 1	20+			
17	GEOGRAPHIC INFORMATION SYSTEMS (GIS) SPECIALIST						
	Develops customized maps, views and coverages. Defines and establishes mapping boundaries. Creates linkage of GIS map files/attributes to various system databases. Integrates GIS databases with multiple layers. Maintains and updates databases using GIS computer-aided drafting and other software. Develops and implements new GIS applications, changes, improvements and upgrades. Receives, reviews and processes various forms, reports, correspondence and spatial data from other government entities. Performs quality assurance of GIS data to ensure conformance with agency standards.	97	GIS Specialist - Level 6	0-2	Requires a Bachelor's Degree in GIS, Geography, Computer Science or closely related field.	Familiarity with industry standard GIS related software, such as ArcView, ArcInfo, ArcIMS, etc.	5 years of relevant experience may be substituted for the Bachelor's Degree.
		98	GIS Specialist - Level 5	2-6			Master's Degree in related field may be substituted for Bachelor's degree and 3 years experience.
		99	GIS Specialist - Level 4	6-10			
		100	GIS Specialist - Level 3	10-15			PhD in related field may be substituted for Bachelor's degree and 7 years experience.
		101	GIS Specialist- Level 2	15-20			
		102	GIS Specialist- Level 1	20+			

Attachment J005 - Labor Category and Skill Level Descriptions							
LABOR CATEGORIES							
Category Number	Labor Title/Skill Definition	Position Count	Position Title	Years of Relevant Experience**	Degree Requirements (from an accredited college or university	Relevant Experience Requirements and Other Information	Substitutions
** Work experience that is not relevant to the labor category definition will not be considered in the "Years of Relevant Experience" calculation							
18	HUMAN FACTORS SPECIALIST						
	Performs human factors engineering functions for computer human interface analysis, situational awareness, human-in-the-loop scenarios, ergonomics, and kinematics. Directs human factors studies to promote the introduction and application of concepts, procedures, tests and evaluations, and operational requirements.	103	Human Factors Specialist - Level 6	0-2	Bachelor's Degree in Physical Sciences (e.g., mathematics, physics, meteorology, chemistry, etc.), applied or experimental psychology, human factors, ergonomics, sociology, industrial engineering or related field.		5 years of relevant experience may be substituted for the Bachelor's Degree.
		104	Human Factors Specialist - Level 5	2-6			Master's Degree or MBA in related field may be substituted for Bachelor's degree and 3 years experience.
		105	Human Factors Specialist - Level 4	6-10			PhD in related field may be substituted for Bachelor's degree and 7 years experience
		106	Human Factors Specialist - Level 3	10-15			
		107	Human Factors Specialist - Level 2	15-20			
		108	Human Factors Specialist - Level 1	20+			
19	INFORMATION TECHNOLOGY SPECIALIST						
	Provides information technology support and advisory services in using information technology to meet business objectives in support of the FAA customer, project, or program. Administers, evaluates, installs, maintains and provides overall support for LANs and WANs. Provides Graphical User Interface (GUI) access to many databases, using the latest access tools available such as Java, CORBA, and C++. Designs, tests and implements interface programs, develops security procedures, and regulate usage. Performs planning, cost analysis and all aspects of large-scale projects. Designs, tests, and implements large scale LAN and WAN networks applications and troubleshoots problem areas. Coordinates network policy, procedures, and standards. Assists training of users.	109	Information Technology Specialist - Level 6	0-2	Bachelor's Degree in a related information technology field.		5 years of relevant experience may be substituted for the Bachelor's Degree.
		110	Information Technology Specialist - Level 5	2-6			Master's Degree or MBA in related field may be substituted for Bachelor's degree and 3 years experience.
		111	Information Technology Specialist - Level 4	6-10			
		112	Information Technology Specialist - Level 3	10-15			
		113	Information Technology Specialist - Level 2	15-20			
		114	Information Technology Specialist - Level 1	20+			
20	INFOSEC/CYBERSECURITY SPECIALIST						
	Applies current computer science technologies to the design, development, evaluation, and integration of computer systems and networks to maintain system security and provide information assurance. Provides security engineering and integration support to internal and external customers. Involved in a wide range of security issues including architectures, electronic data traffic, and network access. Uses encryption technology; penetration and vulnerability analysis of various security technologies; and information technology security research.	115	INFOSEC/Cyber Security Specialist - Level 6	0-2	Bachelor's Degree in information assurance, information management, information technology, computer science, or degree in related field.		5 years of relevant experience may be substituted for the Bachelor's Degree.
		116	INFOSEC/Cyber Security Specialist - Level 5	2-6			
		117	INFOSEC/Cyber Security Specialist - Level 4	6-10			Possess any industry recognized certification that is relevant to the required work.
		118	INFOSEC/Cyber Security Specialist - Level 3	10-15	Please see the following for a list of certifications: https://iase.disa.mil/iawip/pages/iabaseline.aspx”		
		119	INFOSEC/Cyber Security Specialist - Level 2	15-20			
		120	INFOSEC/Cyber Security Specialist - Level 1	20+			

Attachment J005 - Labor Category and Skill Level Descriptions							
LABOR CATEGORIES							
Category Number	Labor Title/Skill Definition	Position Count	Position Title	Years of Relevant Experience**	Degree Requirements (from an accredited college or university	Relevant Experience Requirements and Other Information	Substitutions
** Work experience that is not relevant to the labor category definition will not be considered in the "Years of Relevant Experience" calculation							
21	MATHEMATICIAN/STATISTICIAN						
	Provides expertise in various disciplines of mathematics and statistics, as related to the analysis of pertinent data.	121	Mathematician/Statistician - Level 6	0-2	Bachelor's Degree in pure or applied mathematics or statistics.		Master's Degree in related field may be substituted for Bachelor's degree and 3 years experience. PhD in related field may be substituted for Bachelor's degree and 7 years experience.
		122	Mathematician/Statistician - Level 5	2-6			
		123	Mathematician/Statistician - Level 4	6-10			
		124	Mathematician/Statistician - Level 3	10-15			
		125	Mathematician/Statistician - Level 2	15-20			
		126	Mathematician/Statistician - Level 1	20+			
22	OPERATIONS RESEARCH ANALYST/DATA SCIENTIST						
	Conducts quantitative analysis using operations research tools, economics, and other quantitative techniques in the areas of procedural implementations and performance issues. Creates analysis procedures. Assists in the definition of machine learning and data mining strategies. Creates, deploys, maintains and refines decision management models. Specialist in modeling and simulation functions or operations such as, but not limited to exercises, plans, coordination, demonstrations, and instruction in the fields such as, but not limited to health, environmental, transportation, law enforcement, and security for military and civilian agencies.	127	Operations Research Analyst/Data Scientist - Level 6	0-2	Bachelor's Degree in Physical Sciences (e.g., mathematics, physics, meteorology, chemistry, etc.), operations research, economics, computer science, engineering, business, information systems, information technology, management science, or degree in related field.		Master's Degree in related field may be substituted for Bachelor's degree and 3 years experience. PhD in related field may be substituted for Bachelor's degree and 7 years experience.
		128	Operations Research Analyst/Data Scientist - Level 5	2-6			
		129	Operations Research Analyst/Data Scientist - Level 4	6-10			
		130	Operations Research Analyst/Data Scientist - Level 3	10-15			
		131	Operations Research Analyst/Data Scientist - Level 2	15-20			
		132	Operations Research Analyst/Data Scientist - Level 1	20+			
23	PILOT						
	Provides expertise in the operations and characteristics of various types of airframes. The candidate possesses or has possessed a Pilot certificate (with rating) in addition to a minimum of 1,000 hours in the specific category.	133	Pilot - Heavy Aircraft	1,000 hrs.	No college degree required.	Minimum of 1,000 hours in the specified category rating.	
		134	Pilot - Airline Transport (ATP)	1,000 hrs.			
		135	Pilot - Regional/Commuter	1,000 hrs.			
		136	Pilot - Very Light Jet (VLJ)	1,000 hrs.			
		137	Pilot - Rotorcraft	1,000 hrs.			
		138	Pilot - General Aviation	1,000 hrs.			
24	PROGRAM ANALYST						
	Conducts research, evaluations, analyses, and studies, and presents recommendations/solutions related to short and long-term program planning requirements. Specific expertise may be required in configuration management,	139	Program Analyst - Level 6	0-2	Bachelor's Degree in any field.		5 years of relevant experience may be substituted for the Bachelor's Degree. Master's Degree or MBA in related field may be substituted for Bachelor's degree and 3 years
		140	Program Analyst - Level 5	2-6			
		141	Program Analyst - Level 4	6-10			

Attachment J005 - Labor Category and Skill Level Descriptions							
LABOR CATEGORIES							
Category Number	Labor Title/Skill Definition	Position Count	Position Title	Years of Relevant Experience**	Degree Requirements (from an accredited college or university	Relevant Experience Requirements and Other Information	Substitutions
** Work experience that is not relevant to the labor category definition will not be considered in the "Years of Relevant Experience" calculation							
	Earned Value Management, financial management, cost estimation, or risk management.	142	Program Analyst - Level 3	10-15			experience.
		143	Program Analyst - Level 2	15-20			PhD in related field may be substituted for Bachelor's degree and 7 years experience
		144	Program Analyst - Level 1	20+			
25	QUALITY ASSURANCE SPECIALIST						
	Develops and implements quality control methodologies to ensure compliance with quality assurance standards, guidelines and procedures. Develops and defines major and minor characteristics of quality including quality metrics and scoring parameters and determines requisite quality control resources. Establishes and maintains a process for evaluating hardware, software, and associated documentation and/or assists in the evaluation. Conducts or participates in formal and informal reviews at pre-determined points throughout the development life cycle.	145	Quality Assurance Specialist - Level 6	0-2	Bachelor's Degree in Physical Sciences (e.g., mathematics, physics, meteorology, chemistry, etc.), computer science, electrical engineering or information systems or related field.		5 years of relevant experience may be substituted for the Bachelor's Degree.
		146	Quality Assurance Specialist - Level 5	2-6			Master's Degree or MBA in related field may be substituted for Bachelor's degree and 3 years experience.
		147	Quality Assurance Specialist - Level 4	6-10			PhD in related field may be substituted for Bachelor's degree and 7 years experience
		148	Quality Assurance Specialist - Level 3	10-15			
		149	Quality Assurance Specialist - Level 2	15-20			
		150	Quality Assurance Specialist - Level 1	20+			
26	SCHEDULER						
	Supports oversight of cost, schedule and performance progress, and identification of dependencies and relationships. Interface with FAA senior management. Has a strong verbal and written skills necessary to communicate and manage client expectations successfully. Understands schedule interdependencies and Work Breakdown Structure relationship to program management. Knowledge of Earned Value Management Systems, MS Project and Primavera, as required. Knowledge of other tools, such as insight and MPM, are a plus.	151	Scheduler - Level 6	0-2	Bachelor's Degree in any field.		5 years of relevant experience may be substituted for the Bachelor's Degree.
		152	Scheduler - Level 5	2-6			Master's Degree or MBA in related field may be substituted for Bachelor's degree and 3 years experience.
		153	Scheduler - Level 4	6-10			PhD in related field may be substituted for Bachelor's degree and 7 years experience
		154	Scheduler - Level 3	10-15			
		155	Scheduler - Level 2	15-20			
		156	Scheduler - Level 1	20+			
27	SCIENTIST (PHYSICAL)						
	Provides technical expertise in the general areas of operation that pertain to	157	Scientist (Physical) - Level 6	0-2	Bachelor's Degree in Physical Sciences (e.g., mathematics, physics, meteorology, chemistry, etc.), or		Master's Degree in related field may be substituted for Bachelor's degree and 3 years experience.
		158	Scientist (Physical) - Level 5	2-6			
		159	Scientist (Physical) - Level 4	6-10			

Attachment J005 - Labor Category and Skill Level Descriptions							
LABOR CATEGORIES							
Category Number	Labor Title/Skill Definition	Position Count	Position Title	Years of Relevant Experience**	Degree Requirements (from an accredited college or university	Relevant Experience Requirements and Other Information	Substitutions
** Work experience that is not relevant to the labor category definition will not be considered in the "Years of Relevant Experience" calculation							
	specific NAS environments.	160	Scientist (Physical) - Level 3	10-15	Aeronautical Science, Aeronautics, or Air Traffic Management degree.		PhD in related field may be substituted for Bachelor's degree and 7 years experience.
		161	Scientist (Physical) - Level 2	15-20			
		162	Scientist (Physical) - Level 1	20+			
28	SERVICE ORIENTED ARCHITECTURE (SOA DEVELOPER)						
	Knowledge of BPEL, Oracle Service Bus , Business Activity Monitoring, Enterprise Repository and conversant with emerging technologies & tools in SOA. Experience with SOA principles Loose coupling, reusability, synchronicity, high availability, and scalability , SOA design patterns and integration patterns, SOA governance experience, design with common integration patterns, common reusable modules, and standards based business object definition. Reviews technical solutions, Service Component Architecture specifications, BPEL and web services implementation, and XML experience, including schema design/extensions, XML parsing with XSLT, XPath, and XQuery.	163	SOA Developer - Level 6	0-2	Bachelor's Degree in Computer Science, Electrical Engineering or Information Systems or related field.	Familiarity with Restful Web Services, design patterns, SOA concepts, enterprise service bus	5 years of relevant experience may be substituted for the Bachelor's Degree. Master's Degree in related field may be substituted for Bachelor's degree and 3 years experience. PhD in related field may be substituted for Bachelor's degree and 7 years experience.
		164	SOA Developer - Level 5	2-6			
		165	SOA Developer - Level 4	6-10			
		166	SOA Developer - Level 3	10-15			
		167	SOA Developer - Level 2	15-20			
		168	SOA Developer - Level 1	20+			
29	SOFTWARE ENGINEER						
	Responsible for design, development, testing and deployment of the computer software. Provides feasibility analysis, problem definition, requirements development, and solution development. Documents and demonstrates solutions by developing documentation, flowcharts, layouts, diagrams, charts, code comments and clear code. Prepares and installs solutions by determining and designing system specifications, standards, and programming. Improves operations by conducting systems analysis, Recommends changes in policies and procedures. Develops software solutions by studying information needs; conferring with users; studying systems flow, data usage, and work processes by following the software development lifecycle.	169	Software Engineer- Level 6	0-2	Bachelor's Degree in Computer Science, Electrical Engineering or Information Systems or related field.	Familiar with specialized languages relevant to the technologies employed (Java, C++, C#.NET as examples).	5 years of relevant experience may be substituted for the Bachelor's Degree. Master's Degree or MBA in related field may be substituted for Bachelor's degree and 3 years experience. PhD in related field may be substituted for Bachelor's degree and 7 years experience
		170	Software Engineer- Level 5	2-6			
		171	Software Engineer- Level 4	6-10			
		172	Software Engineer- Level 3	10-15			
		173	Software Engineer- Level 2	15-20			
		174	Software Engineer - Level 1	20+			
30	SYSTEMS ENGINEER/INTEGRATOR						
	Conducts comprehensive system-wide review and analysis of all aspects of the National Airspace System (NAS) development life cycle, particularly the Air Traffic Control (ATC) system, including ATC automation, communications, and navigation and surveillance elements of the NAS. Provides expertise in the transition of legacy systems to modernized systems.	175	Systems Engineer/Integrator - Level 6	0-2	Bachelor's Degree in engineering (civil, electrical, electronic, chemical, industrial, mechanical, aeronautical, systems or computer) or Physical Sciences (e.g., mathematics, physics,		10 years of relevant experience may be substituted for the Bachelor's Degree. Master's Degree in related field may be substituted for Bachelor's degree and 3 years experience.
		176	Systems Engineer/Integrator - Level 5	2-6			
		177	Systems Engineer/Integrator - Level 4	6-10			
		178	Systems Engineer/Integrator - Level 3	10-15			
		179	Systems Engineer/Integrator - Level 2	15-20			

Attachment J005 - Labor Category and Skill Level Descriptions							
LABOR CATEGORIES							
Category Number	Labor Title/Skill Definition	Position Count	Position Title	Years of Relevant Experience**	Degree Requirements (from an accredited college or university	Relevant Experience Requirements and Other Information	Substitutions
** Work experience that is not relevant to the labor category definition will not be considered in the "Years of Relevant Experience" calculation							
		180	Systems Engineer/Integrator - Level 1	20+	meteorology, chemistry, etc.).		PhD in related field may be substituted for Bachelor's degree and 7 years experience.
31	TECHNICAL PROJECT MANAGER						
	Serves as Project Manager for a Task Order or a group of Task Orders. Provides technical leadership; strategic and tactical planning; and oversight in the management and administration of the Task Orders. Ensure technical performance of all Work Breakdown Structure (WBS) area products and services within cost and schedule for each Task Order. Has experience managing and supervising the work efforts of subordinate personnel.	181	Technical Project Manager - Level 5	2-6	Bachelor's Degree in a specialty relevant to the task area being managed. Desired but not required: Possesses certification such as Project Management Professional (PMP) for task order requirements.	Candidates must have management experience in projects involving planning, integrating and implementation of complex systems and equipment, preferably aviation-related.	Master's Degree in a specialty relevant to the task area being managed can be substituted for 5 years of relevant management and supervisory experience.
		182	Technical Project Manager - Level 4	6-10			
		183	Technical Project Manager - Level 3	10-15			
		184	Technical Project Manager - Level 2	15-20			
		185	Technical Project Manager - Level 1	20+			
32	TECHNICAL WRITER/EDITOR						
	Provides research and writes professional documents, including program reports and procedures, documentation, and training materials. Compiles diverse policy, technical, statistical, demographic, or financial information and translates for understanding by non-technical personnel or broader uses bases. Edits professional documents for content, format, flow and integrity in conformance with best practices. Determines the suitability of material for target audience. Involved in projects from planning stage. Provides additional or missing materials and edit written copy.	186	Technical Writer/Editor - Level 6	0-2	Bachelor's Degree in English, communications, technical writing or technology management, or in a field related to the task order requirements.	Must have experience using MS Office.	5 years of relevant experience may be substituted for the Bachelor's Degree. Master's Degree or MBA in related field may be substituted for Bachelor's degree and 3 years experience. PhD in related field may be substituted for Bachelor's degree and 7 years experience
		187	Technical Writer/Editor - Level 5	2-6			
		188	Technical Writer/Editor - Level 4	6-10			
		189	Technical Writer/Editor - Level 3	10-15			
		190	Technical Writer/Editor - Level 2	15-20			
		191	Technical Writer/Editor - Level 1	20+			
33	IT SUPPORT TECHNICIAN						
	Address and correct any hardware, LAN/WAN and applications or COTS software, or connection issues to minimize work interruption. Ensuring backup, recovery, and data restoration from workstations during upgrades or when a problem with the system is diagnosed. Support users in the use of computer equipment by providing necessary training and assistance. Assist with setting up new equipment and upgrading existing systems. Provide a high degree of customer	192	IT Support Technician - Entry Level	0-5	No college degree required.	Familiar with managing Windows 7, Windows 8 and Office applications	Associate's Degree may be substituted for 2 years of experience.
		193	IT Support Technician - Junior Level	5-10	Jr. Level: Associate's Degree in relevant field.	Microsoft Certification, CompTIA A+, Network+, or Security+ certification required	15 years of relevant experience may be substituted.

Attachment J005 - Labor Category and Skill Level Descriptions							
LABOR CATEGORIES							
Category Number	Labor Title/Skill Definition	Position Count	Position Title	Years of Relevant Experience**	Degree Requirements (from an accredited college or university)	Relevant Experience Requirements and Other Information	Substitutions
** Work experience that is not relevant to the labor category definition will not be considered in the "Years of Relevant Experience" calculation							
	service and adhere to all service management principles. Configure the systems and updating them with latest software upgrades and security measures. Regularly monitor software, hardware, security and connectivity issues. Perform regular performance and efficiency checks of computers.	194	IT Support Technician - Mid Level	10-15	Mid Level: Associate’s Degree in relevant field.	10 years relevant experience and relevant certification.	15 years of relevant experience may be substituted.
		195	IT Support Technician - Senior Level	15+	Sr. Level: Bachelor’s Degree in relevant field.	15 years relevant experience and relevant certifications	25 years of relevant experience may be substituted.
34	TRAINER						
	Provides training in topics within the scope of this contract vehicle that allows customers to achieve mission goals and maintain currency in applicable state-of-the-art technologies and business paradigms.	196	Trainer Level 6	0-2	Bachelors Degree in engineering, business, finance, administration, or in a field related to the task order requirements.		5 years of relevant experience may be substituted for the Bachelor's Degree.
		197	Trainer Level 5	2-6			
		198	Trainer Level 4	6-10			
		199	Trainer Level 3	10-15			
		200	Trainer Level 2	15-20			
		201	Trainer Level 1	20+			
35	TRAINING DEVELOPER						
	Develops individual and instructors’ training curriculum and course materials. Develops and revises training courses and prepares appropriate catalogues. Develops courses and instructional material to educate technical and non-technical personnel. Prepares instructor materials (course outline, background material, and training aids). Prepares student materials (course manuals, workbooks, handouts, completion certificates and course evaluation forms). Provides second level training support. Provides standards, services and guidance on training programs. Possesses exceptional interpersonal skills and superior oral and written communication skills	202	Training Developer - Level 6	0-2	Bachelor's Degree in any field.		5 years of relevant experience may be substituted for the Bachelor's Degree.
		203	Training Developer - Level 5	2-6			Master's Degree or MBA in related field may be substituted for Bachelor's degree and 3 years experience.
		204	Training Developer - Level 4	6-10			
		205	Training Developer - Level 3	10-15			
		206	Training Developer - Level 2	15-20			PhD in related field may be substituted for Bachelor's degree and 7 years experience
		207	Training Developer - Level 1	20+			
36	UNMANNED AIRCRAFT SYSTEM (UAS) PILOT						
	Provides expertise in the operation of unmanned aircraft. Develop flight test plans and procedures. Develop briefing and training materials to support flight operations. Plans and performs a wide range of in-process and final testing of analog, digital, microwave, optical and mechanical systems and equipment under ambient and environmental conditions. Technical knowledge and experience with UAS operations to facilitate their integration safely and efficiently into the NAS. This effort requires collaboration with a broad spectrum of stakeholders, which includes manufacturers, commercial vendors, industry trade associations, technical standards organizations, academic institutions, research and development centers, governmental agencies, and other regulators. Ultimately, technical knowledge and	208	UAS - Entry Level	0-5	No College Degree Required	Part 107 Remote Pilot Certificate and/or military drone pilot training.	If specific experience can be shown (such as military drone pilots), the certificate requirement may be waived.
		209	UAS - Mid Level	5-10			Additional requirements may be defined at the task order level.

Attachment J005 - Labor Category and Skill Level Descriptions							
LABOR CATEGORIES							
Category Number	Labor Title/Skill Definition	Position Count	Position Title	Years of Relevant Experience**	Degree Requirements (from an accredited college or university)	Relevant Experience Requirements and Other Information	Substitutions
** Work experience that is not relevant to the labor category definition will not be considered in the "Years of Relevant Experience" calculation							
	experience to support UAS integration into the NAS without reducing existing capacity, decreasing safety, negatively impacting current operators, or increasing the risk to airspace users or persons and property on the ground any more than the integration of comparable new and novel technologies.	210	UAS - Senior Level	10+			
37	Verification and Validation (V&V)/Test and Evaluation (T&E) ENGINEER						
	Performs formal system testing activities for a particular project or subset of a larger project under supervision of more experienced personnel. Performs analysis of documented user requirements and directs or assists in the design of test plans in support of user requirements. Participates in all phases of risk management assessment and system development. Responsible for ensuring that the test design and documentation support all applicable clients, agency or industry standards, timelines and budgets. Responsible for ensuring test conclusions and recommendations are fully supported by test results.	211	V&V/T&E Engineer - Level 6	0-2	Bachelors Degree in Physical Sciences (e.g., mathematics, physics, meteorology, chemistry, etc.), computer science, information systems, information technology, engineering, business, finance, administration, or other related/relevant discipline.		5 years of relevant experience may be substituted for the Bachelor's Degree. Master's Degree or MBA in related field may be substituted for Bachelor's degree and 3 years experience. PhD in related field may be substituted for Bachelor's degree and 7 years experience
		212	V&V/T&E Engineer - Level 5	2-6			
		213	V&V/T&E Engineer - Level 4	6-10			
		214	V&V/T&E Engineer - Level 3	10-15			
		215	V&V/T&E Engineer - Level 2	15-20			
		216	V&V/T&E Engineer - Level 1	20+			
38	Web Designer						
	Provides support for developing and providing agency website content. Provides support in the location and pursuit of content and surveying internal customers to gather feedback for site improvement and enhancements. Designs, configures, and maintains websites for internal and external communications, based on FAA's Intranet, Internet, and homepage strategies and goals. Ensure that FAA branding and Internet configuration requirements are applied to all web products. Is proficient in the design and development of websites compliant with Section 508 of the Rehabilitation Act of 1973, with an understanding and familiarity of E-Business practices, SharePoint, Tableau, JAVA, Perl, and FrontPage® extensions. Uses advanced desktop publishing, page layout, or typesetting software to design and develop high quality textual and graphic compositions to communicate complex technical information. Generates, manipulates, and integrates graphic images, animations, sound, text, and video generated with automated tools into consolidated and seamless multimedia programs.	217	Web Designer - Level 6	0-2	Bachelor's Degree in any field.		5 years of relevant experience may be substituted for the Bachelor's Degree. Master's Degree or MBA in related field may be substituted for Bachelor's degree and 3 years experience. PhD in related field may be substituted for Bachelor's degree and 7 years experience
		218	Web Designer - Level 5	2-6			
		219	Web Designer - Level 4	6-10			
		220	Web Designer - Level 3	10-15			
		221	Web Designer - Level 2	15-20			
		222	Web Designer - Level 1	20+			