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Commercial Price List

Cybersecurity Support Services

October 1, 2025 – September 30, 2026



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Optima II Commercial Price List 10/01/25 – 09/30/26			
Line Item #	JV Member	Labor Category	Commercial Hourly Rate
CS-1	Veterans First Initiative	Cyber Security Program Manager	\$285.00
CS-2	Veterans First Initiative	Cyber Security Project Manager	\$267.00
CS-3	Veterans First Initiative	Cyber Security Architect	\$260.00
CS-4	Veterans First Initiative	Cybersecurity SME I	\$241.81
CS-5	Veterans First Initiative	Cybersecurity SME II	\$249.61
CS-6	Veterans First Initiative	Cybersecurity SME III	\$267.78
CS-7	Veterans First Initiative	Cybersecurity Engineer I	\$174.97
CS-8	Veterans First Initiative	Cybersecurity Engineer II	\$189.48
CS-9	Veterans First Initiative	Cybersecurity Engineer III	\$201.60
CS-10	Veterans First Initiative	Cybersecurity Network Technician I	\$87.63
CS-11	Veterans First Initiative	Cybersecurity Network Technician II	\$97.79
CS-12	Veterans First Initiative	Cybersecurity Network Technician III	\$105.09

Optima II Commercial Price List 10/01/25 – 09/30/26			
Line Item #	JV Member	Labor Category	Commercial Hourly Rate
CS-13	Veterans First Initiative	Cybersecurity Integrator I	\$117.04
CS-14	Veterans First Initiative	Cybersecurity Integrator II	\$125.88
CS-15	Veterans First Initiative	Cybersecurity Integrator III	\$206.05
CS-16	Veterans First Initiative	Cybersecurity Help Desk Specialist I	\$111.76
CS-17	Veterans First Initiative	Cybersecurity Help Desk Specialist II	\$119.30
CS-18	Veterans First Initiative	Cybersecurity Help Desk Specialist III	\$128.27
CS-19	Veterans First Initiative	Cybersecurity Analyst I	\$121.59
CS-20	Veterans First Initiative	Cybersecurity Analyst II	\$138.55
CS-21	Veterans First Initiative	Cybersecurity Analyst III	\$163.33
CS-22	Veterans First Initiative	Cybersecurity Analyst IV	\$174.94
CS-23	Veterans First Initiative	Cybersecurity Test Engineer I	\$119.11
CS-24	Veterans First Initiative	Cybersecurity Test Engineer II	\$142.22

Optima II Commercial Price List 10/01/25 – 09/30/26			
Line Item #	JV Member	Labor Category	Commercial Hourly Rate
CS-25	Veterans First Initiative	Cybersecurity Test Engineer III	\$156.21
CS-26	Tyto Athene	Information Assurance Analyst I	\$146.30
CS-27	Tyto Athene	Information Assurance Analyst II	\$159.76
CS-28	Tyto Athene	Information Assurance Analyst III	\$172.34
CS-29	Tyto Athene	Information Assurance Analyst IV	\$183.63
CS-30	Tyto Athene	Information Assurance Analyst V	\$201.70
CS-31	Tyto Athene	Information Assurance Analyst SME II	\$212.40
CS-32	Tyto Athene	IT Security Engineer I	\$178.16
CS-33	Tyto Athene	IT Security Engineer II	\$192.13
CS-34	Tyto Athene	IT Security Engineer III	\$205.04
CS-35	Tyto Athene	IT Security Engineer IV	\$216.15
CS-36	Tyto Athene	IT Security Engineer V	\$226.20
CS-37	Tyto Athene	IT Security Engineer SME	\$234.98
CS-38	Tyto Athene	IT Security Engineer SME II	\$246.27
CS-39	Tyto Athene	IT Security Operations Analyst I	\$157.36
CS-40	Tyto Athene	IT Security Operations Analyst II	\$169.23
CS-41	Tyto Athene	IT Security Operations Analyst III	\$180.47

Optima II Commercial Price List 10/01/25 – 09/30/26			
Line Item #	JV Member	Labor Category	Commercial Hourly Rate
CS-42	Tyto Athene	IT Security Operations Analyst IV	\$190.82
CS-43	Tyto Athene	IT Security Operations Analyst V	\$200.03
CS-44	Tyto Athene	IT Security Operations Analyst SME	\$207.95
CS-45	Tyto Athene	IT Security Operations Analyst SME II	\$218.15
CS-46	Tyto Athene	Penetration Testing Analyst I	\$154.75
CS-47	Tyto Athene	Penetration Testing Analyst II	\$169.98
CS-48	Tyto Athene	Penetration Testing Analyst III	\$184.08
CS-49	Tyto Athene	Penetration Testing Analyst IV	\$196.49
CS-50	Tyto Athene	Penetration Testing Analyst V	\$206.79
CS-51	Tyto Athene	Penetration Testing Analyst SME	\$219.01
CS-52	Tyto Athene	Cyber Threat Intelligence Specialist II	\$170.24
CS-53	Tyto Athene	Cyber Threat Intelligence Specialist IV	\$179.93
CS-54	Tyto Athene	Cyber Threat Intelligence Specialist V	\$188.49
CS-55	Tyto Athene	Cyber Threat Intelligence Specialist VI	\$195.80
CS-56	Tyto Athene	Cyber Threat Intelligence Specialist VII	\$205.09
CS-57	Tyto Athene	Risk and Vulnerability Analyst I	\$155.41
CS-58	Tyto Athene	Risk and Vulnerability Analyst II	\$169.63

Optima II Commercial Price List 10/01/25 – 09/30/26			
Line Item #	JV Member	Labor Category	Commercial Hourly Rate
CS-59	Tyto Athene	Risk and Vulnerability Analyst III	\$183.14
CS-60	Tyto Athene	Risk and Vulnerability Analyst IV	\$195.60
CS-61	Tyto Athene	Risk and Vulnerability Analyst V	\$206.66
CS-62	Tyto Athene	Risk and Vulnerability Analyst VI	\$216.00
CS-63	Tyto Athene	Risk and Vulnerability Analyst VII	\$228.70
CS-64	Tyto Athene	Security Control Analyst I	\$188.23
CS-65	Tyto Athene	Security Control Analyst V	\$197.09
CS-66	Tyto Athene	Security Control Analyst VI	\$204.64
CS-67	Tyto Athene	Security Control Analyst VII	\$213.97

Labor Category Descriptions				
Labor Category/Job Title	JV Member	Labor Category/Service Description	Min. Education	Min. Years Experience
Cyber Security Program Manager	Veterans First Initiative	Helps determine both technical and business goals with top management and makes detailed plans or the accomplishment of these goals. Responsible for formulating and enforcing work standards, assigning contractor schedules, reviewing work discrepancies, supervising Contractor personnel and communicating policies, purposes, and goals of the organization to subordinates. Responsible for the overall contract. Responsible for the personnel and technical management of all tasks. Provides frequent periodic reports on the status of the contractor staffing. Provides management oversight of all contract personnel and ensures high quality and acceptable task completion and deliverables from contract personnel in compliance with the SOW. Performs day-to-day management of the program and develops long term and strategic objectives to ensure that end user requirements will be satisfied in future years of the contract. Ensures technical solutions and schedules are implemented in a timely manner. Provides supervision, training, and direction to contract staff. Accountable for meeting contractual performance criteria and due dates during service delivery, and successful overall project completion. Coordinates activities in support of program managers and teams that support the provisioning, design, installation, maintenance, and billing of services. Prepares deliverables (e.g. status reports,	Bachelor's	12

Labor Category Descriptions				
Labor Category/Job Title	JV Member	Labor Category/Service Description	Min. Education	Min. Years Experience
		order information, open issues). Works in a team environment.		
Cyber Security Project Manager	Veterans First Initiative	Monitors each task and keeps the Program Manager abreast of all problems and accomplishments. Anticipates problems and works to mitigate the anticipated problems. Provides technical direction to the team for the complete project lifecycle. May serve as a technical authority for a design area. Resolves unique and unyielding problems and complete tasks within estimated time frames and budget constraints. Schedules and assigns duties to subordinates. Interacts with government management personnel. Has a high understanding of the IT project being managed, able to provide strategic and IT specific assistance and support where necessary.	Bachelor's	10
Cyber Security Architect	Veterans First Initiative	Senior scientist who independently performs a variety of infrastructure design and engineering tasks supporting software, hardware and complex application design and development. Supervises teams consisting of engineers and SMEs through project lifecycle.	Bachelor's	10

Labor Category Descriptions				
Labor Category/Job Title	JV Member	Labor Category/Service Description	Min. Education	Min. Years Experience
Cybersecurity SME I	Veterans First Initiative	Expert in single or multiple technical disciplines. Provides Expert guidance and insight into specific technologies and their application and independently performs a variety of system design and integration tasks	Bachelor's	6
Cybersecurity SME II	Veterans First Initiative	Expert in single or multiple technical disciplines. Provides Expert guidance and insight into specific technologies and their application and independently performs a variety of system design and integration tasks. Assist clients to interpret policies and standards related to information and cybersecurity. Develop strategies for implementing all aspects of Cybersecurity programs.	Bachelor's	10
Cybersecurity SME III	Veterans First Initiative	Expert in single or multiple technical disciplines. Provides Expert guidance and insight into specific technologies and their application and independently performs a variety of system design and integration tasks Assists CIOs, CISOs and Program Managers to assess, develop, implement and maintain enterprise information/cybersecurity programs. Assist clients to interpret policies and standards related to information and cybersecurity. Develop strategies for implementing all aspects of Cybersecurity programs.	Bachelor's	14
Cybersecurity Engineer I	Veterans First Initiative	Provides direct support and assistance with systems engineering activities within a project. These activities may consist of systems planning,	Bachelor's	6

Labor Category Descriptions				
Labor Category/Job Title	JV Member	Labor Category/Service Description	Min. Education	Min. Years Experience
		performance management, capacity planning, testing and validation, benchmarking, information engineering, and development and staffing of a systems engineering management plan. Be able to monitor and test application performance for potential bottlenecks, identify possible solutions, and work with developers and other team members to implement identified fixes		
Cybersecurity Engineer II	Veterans First Initiative	Provides direct support and assists in defining and executing systems engineering activities within a project. These activities may consist of systems planning, performance management, capacity planning, testing and validation, benchmarking, information engineering, and development and staffing of a systems engineering management plan. Be able to monitor and test application performance for potential bottlenecks, identify possible solutions, and work with developers and other team members to implement identified fixes	Bachelor's	10
Cybersecurity Engineer III	Veterans First Initiative	Acts as a lead and defines and executes systems engineering activities within a project. These activities may consist of systems planning, performance management, capacity planning, testing and validation, benchmarking, information engineering, and development and staffing of a systems engineering management plan. Be able to monitor and test application performance for potential bottlenecks, identify possible solutions, and work with developers and other team members to	Bachelor's	14

Labor Category Descriptions				
Labor Category/Job Title	JV Member	Labor Category/Service Description	Min. Education	Min. Years Experience
		implement identified fixes. Responsibility may span network and system security engineering; design of technical solutions for network boundary protection, endpoint security, access control, auditing, log management, event management and correlation, and network monitoring; network and system vulnerability assessment;		
Cybersecurity Network Technician I	Veterans First Initiative	Perform a variety of system maintenance tasks, including hardware, software and support facilities and/or equipment and provide Original Equipment Manufacturer (OEM) maintenance services for the required systems. Participates in network and systems installations and site surveys. Often works as supporting team member of a system maintenance team. Assists in documenting configuration changes. Able to install, remove, troubleshoot and repair systems and equipment. May provide telecommunications service coverage including Telephone Instruments, cable plant (copper/fiber), battery backup system, VS and Telephone Room (TR) environmental alarms and all interfaced ancillary systems, i.e., Voice Mail (VMS), Automated Attendant (AA), and Telecommunications Management System (TMS)	Bachelor's	4
Cybersecurity Network Technician II	Veterans First Initiative	Perform a variety of system maintenance tasks, including hardware, software and support facilities and/or equipment and provide Original Equipment Manufacturer (OEM) maintenance services for the required systems. Participates in network and systems	Bachelor's	6

Labor Category Descriptions				
Labor Category/Job Title	JV Member	Labor Category/Service Description	Min. Education	Min. Years Experience
		installations and site surveys. Often works as part of a system maintenance team. Assists in documenting configuration changes. May assists in designing and optimizing networks. Able to installs, removes, troubleshoots and repairs systems and equipment. May provide telecommunications service coverage including Telephone Instruments, cable plant (copper/fiber), battery backup system, VS and Telephone Room (TR) environmental alarms and all interfaced ancillary systems, i.e., Voice Mail (VMS), Automated Attendant (AA), and Telecommunications Management System (TMS)		
Cybersecurity Network Technician III	Veterans First Initiative	Acts as a lead and defines and executes activities within a project. Perform a variety of system maintenance tasks, including hardware, software and support facilities and/or equipment and provide Original Equipment Manufacturer (OEM) maintenance services for the required systems. Participates in network and systems installations and site surveys. Often works as part of a system maintenance team. Assists in documenting configuration changes. May assists in designing and optimizing networks. Able to installs, removes, troubleshoots and repairs systems and equipment. May provide telecommunications service coverage including Telephone Instruments, cable plant (copper/fiber), battery backup system, VS and Telephone Room (TR) environmental alarms and all interfaced ancillary systems, i.e., Voice Mail (VMS),	Bachelor’s	8

Labor Category Descriptions				
Labor Category/Job Title	JV Member	Labor Category/Service Description	Min. Education	Min. Years Experience
		Automated Attendant (AA), and Telecommunications Management System (TMS)		
Cybersecurity Integrator I	Veterans First Initiative	Responsible for maintaining integrity of cyber systems by defining requirements consistent with the interfaces. Implements, tests, documents, and maintains solutions to cyber systems or subsystems using internally created and/or commercial products. Provides a cyber systems perspective including a technical understanding of relationships, dependencies and requirements of hardware and software components. Coordinates with other team members and ensures problem solution, appropriate risk reduction, and user satisfaction. Contributes to the recommendations on test and evaluation strategies for major systems' installations.	Bachelor's	4
Cybersecurity Integrator II	Veterans First Initiative	Responsible for maintaining integrity of cyber systems by defining requirements consistent with the interfaces. Plans, implements, tests, documents, and maintains solutions to cyber systems or subsystems using internally created and/or commercial products. Provides a cyber systems perspective including a technical understanding of relationships, dependencies and requirements of hardware and software components. Coordinates with other team members and ensures problem solution, appropriate risk reduction, and user satisfaction. Makes recommendations on test and evaluation strategies for major systems' installations.	Bachelor's	6

Labor Category Descriptions				
Labor Category/Job Title	JV Member	Labor Category/Service Description	Min. Education	Min. Years Experience
Cybersecurity Integrator III	Veterans First Initiative	Acts as a lead and defines and executes activities within a project. Responsible for maintaining integrity of cyber systems by defining requirements consistent with the interfaces. Plans, implements, tests, documents, and maintains solutions to cyber systems or subsystems using internally created and/or commercial products. Provides a cyber systems perspective including a technical understanding of relationships, dependencies and requirements of hardware and software components. Coordinates with other team members and ensures problem solution, appropriate risk reduction, and user satisfaction. Makes recommendations on test and evaluation strategies for major systems' installations.	Bachelor's	8
Cybersecurity Help Desk Specialist I	Veterans First Initiative	Troubleshoot issues with computer hardware, peripherals, and software, and providing general IT assistance. Provide support services to employees within the company and/or customers, either over the phone, in person, or online via trouble tickets. Work directly with customers through a help desk hotline, talking them through step-by-step solutions to problems they encounter.	Bachelor's	4

Labor Category Descriptions				
Labor Category/Job Title	JV Member	Labor Category/Service Description	Min. Education	Min. Years Experience
Cybersecurity Help Desk Specialist II	Veterans First Initiative	Troubleshoot advanced issues with computer hardware, peripherals, and software, and providing general IT assistance. Provide support services to employees within the company and/or customers, either over the phone, in person, or online via trouble tickets. Work directly with customers through a help desk hotline, talking them through step-by-step solutions to problems they encounter.	Bachelor's	6
Cybersecurity Help Desk Specialist III	Veterans First Initiative	Provides a single point of contact for all issues relating to IT. Troubleshoot advanced issues with computer hardware, peripherals, and software, and provide general IT assistance. Provide support services to employees within the company and/or customers, either over the phone, in person, or online via trouble tickets. Work directly with customers through a help desk hotline, talking them through step-by-step solutions to problems they encounter. Maintains a service perspective including an understanding of relationships, dependencies and requirements of hardware and software components and the organizations that support them.	Bachelor's	8
Cybersecurity Analyst I	Veterans First Initiative	Review, isolate, analyze programs that are vulnerable or malicious code in order to determine and understand the specific nature of the threat. Assist with documenting the specific attack capabilities of the specimen (code, virus, etc.) Analyze common	Bachelor's	2

Labor Category Descriptions				
Labor Category/Job Title	JV Member	Labor Category/Service Description	Min. Education	Min. Years Experience
		network services and software applications in order to discover new and potential vulnerabilities.		
Cybersecurity Analyst II	Veterans First Initiative	Review, isolate, analyze and then reverse-engineer programs that are vulnerable or malicious code in order to determine and understand the specific nature of the threat. Document the specific attack capabilities of the specimen (code, virus, etc.) Analyze common network services and software applications in order to discover new and potential vulnerabilities.	Bachelor's	4
Cybersecurity Analyst III	Veterans First Initiative	Review, isolate, analyze and then reverse-engineer programs that are vulnerable or malicious code in order to determine and understand the specific nature of the threat. Document the specific attack capabilities of the specimen (code, virus, etc.) and understand the concept of exploitation scenario. Analyze common network services and software applications in order to discover new and potential vulnerabilities.	Bachelor's	6

Labor Category Descriptions				
Labor Category/Job Title	JV Member	Labor Category/Service Description	Min. Education	Min. Years Experience
Cybersecurity Analyst IV	Veterans First Initiative	Review, isolate, analyze and reverse-engineer programs that are vulnerable or malicious code in order to determine and understand the specific nature of the threat. Document the specific attack capabilities of the specimen (code, virus, etc.) and understand the concept of exploitation scenario. Create a detailed technical report concerning the threat. Provide detection guidance to customers or other team members. Stay on top of the "vulnerability landscape" and be up to date on current attacks or potential attacks and prepare countermeasures (if possible) to thwart those attacks or at least be prepared for them. Analyze common network services and software applications in order to discover new and potential vulnerabilities.	Bachelor's	8
Cybersecurity Test Engineer I	Veterans First Initiative	Provides direct support and assistance with testing engineering activities within a project. Executes test procedures for all SP software and hardware systems. Directs and exercises control over operational, functional, and performance phases of tests. Confers with engineering, and technical personnel to resolve testing problems. Supports the System Engineers in the development of test procedures. Analyzes and interprets test data and prepares technical reports for use by engineering and management personnel. Deliverables include artifacts describing test plans, procedures, and results.	Bachelor's	6

Labor Category Descriptions				
Labor Category/Job Title	JV Member	Labor Category/Service Description	Min. Education	Min. Years Experience
Cybersecurity Test Engineer II	Veterans First Initiative	The Cybersecurity Test Engineer II provides direct support and assistance in defining and documenting testing engineering activities and objectives within a project. Executes test procedures for all SP software and hardware systems. Directs and exercises control over operational, functional, and performance phases of tests. Confers with engineering, and technical personnel to resolve testing problems. Supports the System Engineers in the development of test procedure. Analyzes and interprets test data and prepares technical reports for use by engineering and management personnel. Deliverables include artifacts describing test plans, procedures, and results.	Bachelor's	8
Cybersecurity Test Engineer III	Veterans First Initiative	The Cybersecurity Test Engineer III acts as the single point of contact for all testing related engineering and acts as a lead and defines and executes systems engineering activities within a project. Execute test procedures for all SP software and hardware systems. Directs and exercises control over operational, functional, and performance phases of tests. Confers with engineering, and technical personnel to resolve testing problems. Supports the System Engineers in the development of test procedure(s). Analyzes and interprets test data and prepares technical reports for use by engineering and management personnel. Deliverables include artifacts describing test plans, procedures, and results.	Bachelor's	10

Labor Category Descriptions				
Labor Category/Job Title	JV Member	Labor Category/Service Description	Min. Education	Min. Years Experience
Information Assurance Analyst I	Tyto Athene	The Information Assurance Analyst I may perform any or all of the following: Oversees and manages day-to-day configuration and operation of Information Systems. Optimize system operation and resource utilization and performs system capacity planning/analysis while maintaining the security posture. Perform system security analyses on client networks and automated information systems (AIS); provide guidance, training, research, and recommendations on client networks and AIS; perform security audits, evaluations, and risk assessments of complex operational data processing communications systems and facilities and provide recommendations for countering detected vulnerabilities; conduct security and internal control reviews of sensitive applications software; conduct specific technical reviews to support non-standard operational requirements and systems; design, develop, and maintain unique security tools and techniques for conducting computer and communications security evaluations and risk assessments; provide advanced technical computer and communications security assistance; provide expert assistance and recommendations in the field of trusted computer systems and networks; conduct security tests, certifications, and evaluations of applications and systems processing sensitive or classified information; develop requirements and specifications for reviewing and approving	High School Diploma	1

Labor Category Descriptions				
Labor Category/Job Title	JV Member	Labor Category/Service Description	Min. Education	Min. Years Experience
		procurement requests, major systems development activities, telecommunications and teleprocessing hardware and software, and hardware and software encryption techniques on the basis of security concerns; and assess technology to ensure that security vulnerabilities are identified and countered. Works on tasks under direct supervision, and receives mentoring from senior staff.		
Information Assurance Analyst II	Tyto Athene	The Information Assurance Analyst II may perform any or all of the following: Oversees and manages day-to-day configuration and operation of Information Systems. Optimize system operation and resource utilization and performs system capacity planning/analysis while maintaining the security posture. Perform system security analyses on client networks and automated information systems (AIS); provide guidance, training, research, and recommendations on client networks and AIS; perform security audits, evaluations, and risk assessments of complex operational data processing communications systems and facilities and provide recommendations for countering detected vulnerabilities; conduct security and internal control reviews of sensitive applications software; conduct specific technical reviews to support non-standard operational requirements and systems; design, develop, and maintain unique security tools and techniques for conducting computer and communications security evaluations and risk	Bachelor's	2

Labor Category Descriptions				
Labor Category/Job Title	JV Member	Labor Category/Service Description	Min. Education	Min. Years Experience
		assessments; provide advanced technical computer and communications security assistance; provide expert assistance and recommendations in the field of trusted computer systems and networks; conduct security tests, certifications, and evaluations of applications and systems processing sensitive or classified information; develop requirements and specifications for reviewing and approving procurement requests, major systems development activities, telecommunications and teleprocessing hardware and software, and hardware and software encryption techniques on the basis of security concerns; and assess technology to ensure that security vulnerabilities are identified and countered. Works on tasks with some direct supervision.		
Information Assurance Analyst III	Tyto Athene	The Information Assurance Analyst may perform any or all of the following: Oversees and manages day-to-day configuration and operation of Information Systems. Optimize system operation and resource utilization and performs system capacity planning/analysis while maintaining the security posture. Perform system security analyses on client networks and automated information systems (AIS); provide guidance, training, research, and recommendations on client networks and AIS; perform security audits, evaluations, and risk assessments of complex operational data processing communications systems and facilities and provide recommendations for countering detected	Bachelor's	4

Labor Category Descriptions				
Labor Category/Job Title	JV Member	Labor Category/Service Description	Min. Education	Min. Years Experience
		vulnerabilities; conduct security and internal control reviews of sensitive applications software; conduct specific technical reviews to support non-standard operational requirements and systems; design, develop, and maintain unique security tools and techniques for conducting computer and communications security evaluations and risk assessments; provide advanced technical computer and communications security assistance; provide expert assistance and recommendations in the field of trusted computer systems and networks; conduct security tests, certifications, and evaluations of applications and systems processing sensitive or classified information; develop requirements and specifications for reviewing and approving procurement requests, major systems development activities, telecommunications and teleprocessing hardware and software, and hardware and software encryption techniques on the basis of security concerns; and assess technology to ensure that security vulnerabilities are identified and countered. Works on tasks independently.		
Information Assurance Analyst IV	Tyto Athene	The Information Assurance Analyst may perform any or all of the following: Oversees and manages day-to-day configuration and operation of Information Systems. Optimize system operation and resource utilization and performs system capacity planning/analysis while maintaining the security posture. Perform system security analyses on client	Bachelor's	6

Labor Category Descriptions				
Labor Category/Job Title	JV Member	Labor Category/Service Description	Min. Education	Min. Years Experience
		<p>networks and automated information systems (AIS); provide guidance, training, research, and recommendations on client networks and AIS; perform security audits, evaluations, and risk assessments of complex operational data processing communications systems and facilities and provide recommendations for countering detected vulnerabilities; conduct security and internal control reviews of sensitive applications software; conduct specific technical reviews to support non-standard operational requirements and systems; design, develop, and maintain unique security tools and techniques for conducting computer and communications security evaluations and risk assessments; provide advanced technical computer and communications security assistance; provide expert assistance and recommendations in the field of trusted computer systems and networks; conduct security tests, certifications, and evaluations of applications and systems processing sensitive or classified information; develop requirements and specifications for reviewing and approving procurement requests, major systems development activities, telecommunications and teleprocessing hardware and software, and hardware and software encryption techniques on the basis of security concerns; and assess technology to ensure that security vulnerabilities are identified and countered. Works on tasks independently</p>		

Labor Category Descriptions				
Labor Category/Job Title	JV Member	Labor Category/Service Description	Min. Education	Min. Years Experience
		and may lead teams.		
Information Assurance Analyst V	Tyto Athene	The Information Assurance Analyst may perform any or all of the following: Oversees and manages day-to-day configuration and operation of Information Systems. Optimize system operation and resource utilization and performs system capacity planning/analysis while maintaining the security posture. Perform system security analyses on client networks and automated information systems (AIS); provide guidance, training, research, and recommendations on client networks and AIS; perform security audits, evaluations, and risk assessments of complex operational data processing communications systems and facilities and provide recommendations for countering detected vulnerabilities; conduct security and internal control reviews of sensitive applications software; conduct specific technical reviews to support non-standard operational requirements and systems; design, develop, and maintain unique security tools and techniques for conducting computer and communications security evaluations and risk assessments; provide advanced technical computer and communications security assistance; provide expert assistance and recommendations in the field of trusted computer systems and networks; conduct	Bachelor's	8

Labor Category Descriptions				
Labor Category/Job Title	JV Member	Labor Category/Service Description	Min. Education	Min. Years Experience
		security tests, certifications, and evaluations of applications and systems processing sensitive or classified information; develop requirements and specifications for reviewing and approving procurement requests, major systems development activities, telecommunications and teleprocessing hardware and software, and hardware and software encryption techniques on the basis of security concerns; and assess technology to ensure that security vulnerabilities are identified and countered. Leads the coordination of teams including developing and maintaining plans.		
Information Assurance Analyst SME II	Tyto Athene	The Information Assurance Analyst SME II may perform any or all of the following: Oversees and manages day-to-day configuration and operation of Information Systems. Optimize system operation and resource utilization and performs system capacity planning/analysis while maintaining the security posture. Perform system security analyses on client networks and automated information systems (AIS); provide guidance, training, research, and recommendations on client networks and AIS; perform security audits, evaluations, and risk assessments of complex operational data processing communications systems and facilities and provide recommendations for countering detected vulnerabilities; conduct security and internal control reviews of sensitive applications software; conduct specific technical reviews to support non-standard	Bachelor's	12

Labor Category Descriptions				
Labor Category/Job Title	JV Member	Labor Category/Service Description	Min. Education	Min. Years Experience
		operational requirements and systems; design, develop, and maintain unique security tools and techniques for conducting computer and communications security evaluations and risk assessments; provide advanced technical computer and communications security assistance; provide expert assistance and recommendations in the field of trusted computer systems and networks; conduct security tests, certifications, and evaluations of applications and systems processing sensitive or classified information; develop requirements and specifications for reviewing and approving procurement requests, major systems development activities, telecommunications and teleprocessing hardware and software, and hardware and software encryption techniques on the basis of security concerns; and assess technology to ensure that security vulnerabilities are identified and countered. Considered an expert in their field, and will have presented material to a group or written documents for publishing.		
IT Security Engineer I	Tyto Athene	The IT Security Engineer may perform any or all of the following: Develops and applies advanced methods, theories and research techniques to define engineering requirements, guidance and direction for analysis, investigation, implementation and testing of complex and advanced information systems requiring expert application of advanced knowledge. Provides leadership and vision for system engineering of large-	High School Diploma	1

Labor Category Descriptions				
Labor Category/Job Title	JV Member	Labor Category/Service Description	Min. Education	Min. Years Experience
		<p>scale systems, major system elements, and/or interfacing systems. Develops strategic and implementation plans for large-scale information systems. Applies reverse engineering and reengineering and disciplines to complex complexity. Reviews, evaluates, and analyzes design interfaces. Prepares, reviews and evaluates interface documentation, specifications, test plans and procedures. Conducts analysis to define, analysis of system requirements and components and performs system audits to ensure intended system functionality, operation and performance requirements are achieved. Analyzes, designs, codes and documents applications of software programs. Codes assigned programs, scripts and segments using appropriate languages. Evaluates, installs, configures, tests, and updates networking hardware and software. Analyses complex systems requirements and resolves network performance issues. May plan, conduct, and technically direct projects or major phases of significant projects, coordinating the efforts of engineers and technical staff in the performance of assigned projects. Works on tasks under direct supervision, and receives mentoring from senior staff.</p>		
IT Security Engineer II	Tyto Athene	The IT Security Engineer may perform any or all of the following: Develops and applies advanced methods, theories and research techniques to define engineering requirements, guidance and direction for	Bachelor’s	2

Labor Category Descriptions				
Labor Category/Job Title	JV Member	Labor Category/Service Description	Min. Education	Min. Years Experience
		<p>analysis, investigation, implementation and testing of complex and advanced information systems requiring expert application of advanced knowledge. Provides leadership and vision for system engineering of large-scale systems, major system elements, and/or interfacing systems. Develops strategic and implementations plans for large-scale information systems. Applies reverse engineering and reengineering and disciplines to complex complexity. Reviews, evaluates, and analyzes design interfaces. Prepares, reviews and evaluates interface documentation, specifications, test plans and procedures.</p> <p>Conducts analysis to define, analysis of system requirements and components and performs system audits to ensure intended system functionality, operation and performance requirements are achieved. Analyzes, designs, codes and documents applications of software programs. Codes assigned programs, scripts and segments using appropriate languages. Evaluates, installs, configures, tests, and updates networking hardware and software.</p> <p>Analyses complex systems requirements and resolves network performance issues. May plan, conduct, and technically direct projects or major phases of significant projects, coordinating the efforts of engineers and technical staff in the performance of assigned projects. Works on tasks independently.</p>		

Labor Category Descriptions				
Labor Category/Job Title	JV Member	Labor Category/Service Description	Min. Education	Min. Years Experience
IT Security Engineer III	Tyto Athene	<p>The IT Security Engineer may perform any or all of the following: Develops and applies advanced methods, theories and research techniques to define engineering requirements, guidance and direction for analysis, investigation, implementation and testing of complex and advanced information systems requiring expert application of advanced knowledge. Provides leadership and vision for system engineering of large-scale systems, major system elements, and/or interfacing systems. Develops strategic and implementations plans for large-scale information systems. Applies reverse engineering and reengineering and disciplines to complex complexity. Reviews, evaluates, and analyzes design interfaces. Prepares, reviews and evaluates interface documentation, specifications, test plans and procedures.</p> <p>Conducts analysis to define, analysis of system requirements and components and performs system audits to ensure intended system functionality, operation and performance requirements are achieved. Analyzes, designs, codes and documents applications of software programs. Codes assigned programs, scripts and segments using appropriate languages. Evaluates, installs, configures, tests, and updates networking hardware and software.</p> <p>Analyses complex systems requirements and resolves network performance issues. May plan, conduct, and technically direct projects or major phases of</p>	Bachelor's	4

Labor Category Descriptions				
Labor Category/Job Title	JV Member	Labor Category/Service Description	Min. Education	Min. Years Experience
		significant projects, coordinating the efforts of engineers and technical staff in the performance of assigned projects. Works on tasks independently.		
IT Security Engineer IV	Tyto Athene	The IT Security Engineer may perform any or all of the following: Develops and applies advanced methods, theories and research techniques to define engineering requirements, guidance and direction for analysis, investigation, implementation and testing of complex and advanced information systems requiring expert application of advanced knowledge. Provides leadership and vision for system engineering of large-scale systems, major system elements, and/or interfacing systems. Develops strategic and implementation plans for large-scale information systems. Applies reverse engineering and reengineering and disciplines to complex complexity. Reviews, evaluates, and analyzes design interfaces. Prepares, reviews and evaluates interface documentation, specifications, test plans and procedures. Conducts analysis to define, analysis of system requirements and components and performs system audits to ensure intended system functionality, operation and performance requirements are achieved. Analyzes, designs, codes and documents applications of software programs. Codes assigned programs, scripts and segments using appropriate languages. Evaluates, installs, configures, tests, and updates networking hardware and software.	Bachelor's	6

Labor Category Descriptions				
Labor Category/Job Title	JV Member	Labor Category/Service Description	Min. Education	Min. Years Experience
		Analyses complex systems requirements and resolves network performance issues. May plan, conduct, and technically direct projects or major phases of significant projects, coordinating the efforts of engineers and technical staff in the performance of assigned projects. Works on tasks independently and may lead teams.		
IT Security Engineer V	Tyto Athene	The IT Security Engineer may perform any or all of the following: Develops and applies advanced methods, theories and research techniques to define engineering requirements, guidance and direction for analysis, investigation, implementation and testing of complex and advanced information systems requiring expert application of advanced knowledge. Provides leadership and vision for system engineering of large-scale systems, major system elements, and/or interfacing systems. Develops strategic and implementation plans for large-scale information systems. Applies reverse engineering and reengineering and disciplines to complex complexity. Reviews, evaluates, and analyzes design interfaces. Prepares, reviews and evaluates interface documentation, specifications, test plans and procedures. Conducts analysis to define, analysis of system requirements and components and performs system audits to ensure intended system functionality, operation and performance requirements are	Bachelor's	8

Labor Category Descriptions				
Labor Category/Job Title	JV Member	Labor Category/Service Description	Min. Education	Min. Years Experience
		<p>achieved. Analyzes, designs, codes and documents applications of software programs. Codes assigned programs, scripts and segments using appropriate languages. Evaluates, installs, configures, tests, and updates networking hardware and software.</p> <p>Analyses complex systems requirements and resolves network performance issues. May plan, conduct, and technically direct projects or major phases of significant projects, coordinating the efforts of engineers and technical staff in the performance of assigned projects. Leads the coordination of teams including developing and maintaining plans.</p>		

Labor Category Descriptions				
Labor Category/Job Title	JV Member	Labor Category/Service Description	Min. Education	Min. Years Experience
IT Security Engineer SME	Tyto Athene	<p>The IT Security Engineer SME I may perform any or all of the following: Develops and applies advanced methods, theories and research techniques to define engineering requirements, guidance and direction for analysis, investigation, implementation and testing of complex and advanced information systems requiring expert application of advanced knowledge. Provides leadership and vision for system engineering of large-scale systems, major system elements, and/or interfacing systems. Develops strategic and implementations plans for large-scale information systems. Applies reverse engineering and reengineering and disciplines to complex complexity. Reviews, evaluates, and analyzes design interfaces. Prepares, reviews and evaluates interface documentation, specifications, test plans and procedures.</p> <p>Conducts analysis to define, analysis of system requirements and components and performs system audits to ensure intended system functionality, operation and performance requirements are achieved. Analyzes, designs, codes and documents applications of software programs. Codes assigned programs, scripts and segments using appropriate languages. Evaluates, installs, configures, tests, and updates networking hardware and software.</p> <p>Analyses complex systems requirements and resolves network performance issues. May plan, conduct, and technically direct projects or major phases of</p>	Bachelor's	10

Labor Category Descriptions				
Labor Category/Job Title	JV Member	Labor Category/Service Description	Min. Education	Min. Years Experience
		significant projects, coordinating the efforts of engineers and technical staff in the performance of assigned projects. Considered an expert in their field, and may have presented material to a group or written documents for publishing.		

Labor Category Descriptions				
Labor Category/Job Title	JV Member	Labor Category/Service Description	Min. Education	Min. Years Experience
IT Security Engineer SME II	Tyto Athene	<p>The IT Security Engineer may perform any or all of the following: Develops and applies advanced methods, theories and research techniques to define engineering requirements, guidance and direction for analysis, investigation, implementation and testing of complex and advanced information systems requiring expert application of advanced knowledge. Provides leadership and vision for system engineering of large-scale systems, major system elements, and/or interfacing systems. Develops strategic and implementations plans for large-scale information systems. Applies reverse engineering and reengineering and disciplines to complex complexity. Reviews, evaluates, and analyzes design interfaces. Prepares, reviews and evaluates interface documentation, specifications, test plans and procedures.</p> <p>Conducts analysis to define, analysis of system requirements and components and performs system audits to ensure intended system functionality, operation and performance requirements are achieved. Analyzes, designs, codes and documents applications of software programs. Codes assigned programs, scripts and segments using appropriate languages. Evaluates, installs, configures, tests, and updates networking hardware and software.</p> <p>Analyses complex systems requirements and resolves network performance issues. May plan, conduct, and technically direct projects or major phases of</p>	Bachelor’s	12

Labor Category Descriptions				
Labor Category/Job Title	JV Member	Labor Category/Service Description	Min. Education	Min. Years Experience
		significant projects, coordinating the efforts of engineers and technical staff in the performance of assigned projects. Considered an expert in their field, and will have presented material to a group or written documents for publishing.		

Labor Category Descriptions				
Labor Category/Job Title	JV Member	Labor Category/Service Description	Min. Education	Min. Years Experience
IT Security Operations Analyst I	Tyto Athene	The IT Security Operation Analyst may perform any or all of the following: Provides support for complex computer network exploitation and defense techniques to include deterring, identifying and investigating computer and network intrusions; providing incident response and remediation support; performing comprehensive computer surveillance/monitoring, identifying vulnerabilities; developing secure network designs and protection strategies, and audits of information security infrastructure. Provides technical support for continuous monitoring, computer exploitation and reconnaissance; target mapping and profiling; and network decoy and deception operations in support of computer intrusion defense operations. Provides technical support for forensics services to include evidence seizure, computer forensic analysis and data recovery, in support of computer crime investigation. Researches and maintains proficiency in open and closed source computer exploitation tools, attack techniques, procedures and trends. Performs research into emerging threat sources and develops threat profiles. Provides technical support for a comprehensive risk management program identifying mission critical processes and systems; current and projected threats; and system vulnerabilities. Works on tasks under direct supervision and receives mentoring from senior staff.	High School Diploma	1

Labor Category Descriptions				
Labor Category/Job Title	JV Member	Labor Category/Service Description	Min. Education	Min. Years Experience
IT Security Operations Analyst II	Tyto Athene	The IT Security Operation Analyst may perform any or all of the following: Provides support for complex computer network exploitation and defense techniques to include deterring, identifying and investigating computer and network intrusions; providing incident response and remediation support; performing comprehensive computer surveillance/monitoring, identifying vulnerabilities; developing secure network designs and protection strategies, and audits of information security infrastructure. Provides technical support for continuous monitoring, computer exploitation and reconnaissance; target mapping and profiling; and network decoy and deception operations in support of computer intrusion defense operations. Provides technical support for forensics services to include evidence seizure, computer forensic analysis and data recovery, in support of computer crime investigation. Researches and maintains proficiency in open and closed source computer exploitation tools, attack techniques, procedures and trends. Performs research into emerging threat sources and develops threat profiles. Provides technical support for a comprehensive risk management program identifying mission critical processes and systems; current and projected threats; and system vulnerabilities. Works on tasks with some direct supervision.	Bachelor's	2

Labor Category Descriptions				
Labor Category/Job Title	JV Member	Labor Category/Service Description	Min. Education	Min. Years Experience
IT Security Operations Analyst III	Tyto Athene	The IT Security Operation Analyst III may perform any or all of the following: Provides support for complex computer network exploitation and defense techniques to include deterring, identifying and investigating computer and network intrusions; providing incident response and remediation support; performing comprehensive computer surveillance/monitoring, identifying vulnerabilities; developing secure network designs and protection strategies, and audits of information security infrastructure. Provides technical support for continuous monitoring, computer exploitation and reconnaissance; target mapping and profiling; and network decoy and deception operations in support of computer intrusion defense operations. Provides technical support for forensics services to include evidence seizure, computer forensic analysis and data recovery, in support of computer crime investigation. Researches and maintains proficiency in open and closed source computer exploitation tools, attack techniques, procedures and trends. Performs research into emerging threat sources and develops threat profiles. Provides technical support for a comprehensive risk management program identifying mission critical processes and systems; current and projected threats; and system vulnerabilities. Works on tasks independently.	Bachelor's	4

Labor Category Descriptions				
Labor Category/Job Title	JV Member	Labor Category/Service Description	Min. Education	Min. Years Experience
IT Security Operations Analyst IV	Tyto Athene	The IT Security Operation Analyst IV may perform any or all of the following: Provides support for complex computer network exploitation and defense techniques to include deterring, identifying and investigating computer and network intrusions; providing incident response and remediation support; performing comprehensive computer surveillance/monitoring, identifying vulnerabilities; developing secure network designs and protection strategies, and audits of information security infrastructure. Provides technical support for continuous monitoring, computer exploitation and reconnaissance; target mapping and profiling; and network decoy and deception operations in support of computer intrusion defense operations. Provides technical support for forensics services to include evidence seizure, computer forensic analysis and data recovery, in support of computer crime investigation. Researches and maintains proficiency in open and closed source computer exploitation tools, attack techniques, procedures and trends. Performs research into emerging threat sources and develops threat profiles. Provides technical support for a comprehensive risk management program identifying mission critical processes and systems; current and projected threats; and system vulnerabilities. Works on tasks independently and may lead teams.	Bachelor's	6

Labor Category Descriptions				
Labor Category/Job Title	JV Member	Labor Category/Service Description	Min. Education	Min. Years Experience
IT Security Operations Analyst V	Tyto Athene	The IT Security Operation Analyst V may perform any or all of the following: Provides support for complex computer network exploitation and defense techniques to include deterring, identifying and investigating computer and network intrusions; providing incident response and remediation support; performing comprehensive computer surveillance/monitoring, identifying vulnerabilities; developing secure network designs and protection strategies, and audits of information security infrastructure. Provides technical support for continuous monitoring, computer exploitation and reconnaissance; target mapping and profiling; and network decoy and deception operations in support of computer intrusion defense operations. Provides technical support for forensics services to include evidence seizure, computer forensic analysis and data recovery, in support of computer crime investigation. Researches and maintains proficiency in open and closed source computer exploitation tools, attack techniques, procedures and trends. Performs research into emerging threat sources and develops threat profiles. Provides technical support for a comprehensive risk management program identifying mission critical processes and systems; current and projected threats; and system vulnerabilities. Leads the coordination of teams including developing and maintaining plans.	Bachelor's	8

Labor Category Descriptions				
Labor Category/Job Title	JV Member	Labor Category/Service Description	Min. Education	Min. Years Experience
IT Security Operations Analyst SME	Tyto Athene	The IT Security Operation Analyst SME may perform any or all of the following: Provides support for complex computer network exploitation and defense techniques to include deterring, identifying and investigating computer and network intrusions; providing incident response and remediation support; performing comprehensive computer surveillance/monitoring, identifying vulnerabilities; developing secure network designs and protection strategies, and audits of information security infrastructure. Provides technical support for continuous monitoring, computer exploitation and reconnaissance; target mapping and profiling; and, network decoy and deception operations in support of computer intrusion defense operations. Provides technical support for forensics services to include evidence seizure, computer forensic analysis and data recovery, in support of computer crime investigation. Researches and maintains proficiency in open and closed source computer exploitation tools, attack techniques, procedures and trends. Performs research into emerging threat sources and develops threat profiles. Provides technical support for a comprehensive risk management program identifying mission critical processes and systems; current and projected threats; and system vulnerabilities. Considered an expert in their field, and may have presented material to a group or written documents for publishing.	Bachelor's	10

Labor Category Descriptions				
Labor Category/Job Title	JV Member	Labor Category/Service Description	Min. Education	Min. Years Experience
IT Security Operations Analyst SME II	Tyto Athene	The IT Security Operation Analyst SME II may perform any or all of the following: Provides support for complex computer network exploitation and defense techniques to include deterring, identifying and investigating computer and network intrusions; providing incident response and remediation support; performing comprehensive computer surveillance/monitoring, identifying vulnerabilities; developing secure network designs and protection strategies, and audits of information security infrastructure. Provides technical support for continuous monitoring, computer exploitation and reconnaissance; target mapping and profiling; and, network decoy and deception operations in support of computer intrusion defense operations. Provides technical support for forensics services to include evidence seizure, computer forensic analysis and data recovery, in support of computer crime investigation. Researches and maintains proficiency in open and closed source computer exploitation tools, attack techniques, procedures and trends. Performs research into emerging threat sources and develops threat profiles. Provides technical support for a comprehensive risk management program identifying mission critical processes and systems; current and projected threats; and system vulnerabilities.	Bachelor's	12

Labor Category Descriptions				
Labor Category/Job Title	JV Member	Labor Category/Service Description	Min. Education	Min. Years Experience
Penetration Testing Analyst I	Tyto Athene	The Penetration Testing Analyst I may perform any or all of the following: conducts vulnerability assessments; carries out penetration tests, performs social engineering tests; analyzes technical security weaknesses; performs risk analyses; and develops exploits. Researches and maintains proficiency in tools, techniques, countermeasures, and trends in computer and network vulnerabilities, data hiding and encryption. Develop tools, techniques, training and countermeasures for computer and network vulnerabilities, data hiding and encryption. Works on tasks under direct supervision, and receives mentoring from senior staff.	High School Diploma	1
Penetration Testing Analyst II	Tyto Athene	The Penetration Testing Analyst II may perform any or all of the following: conducts vulnerability assessments; carries out penetration tests, performs social engineering tests; analyzes technical security weaknesses; performs risk analyses; and develops exploits. Researches and maintains proficiency in tools, techniques, countermeasures, and trends in computer and network vulnerabilities, data hiding and encryption. Develop tools, techniques, training and countermeasures for computer and network vulnerabilities, data hiding and encryption. Works on tasks with some direct supervision.	Bachelor's	2

Labor Category Descriptions				
Labor Category/Job Title	JV Member	Labor Category/Service Description	Min. Education	Min. Years Experience
Penetration Testing Analyst III	Tyto Athene	The Penetration Testing Analyst III may perform any or all of the following: conducts vulnerability assessments; carries out penetration tests, performs social engineering tests; analyzes technical security weaknesses; performs risk analyses; and develops exploits. Researches and maintains proficiency in tools, techniques, countermeasures, and trends in computer and network vulnerabilities, data hiding and encryption. Develop tools, techniques, training and countermeasures for computer and network vulnerabilities, data hiding and encryption. Works on tasks independently.	Bachelor's	4
Penetration Testing Analyst IV	Tyto Athene	The Penetration Testing Analyst IV may perform any or all of the following: conducts vulnerability assessments; carries out penetration tests, performs social engineering tests; analyzes technical security weaknesses; performs risk analyses; and develops exploits. Researches and maintains proficiency in tools, techniques, countermeasures, and trends in computer and network vulnerabilities, data hiding and encryption. Develop tools, techniques, training and countermeasures for computer and network vulnerabilities, data hiding and encryption. Works on tasks independently and may lead teams.	Bachelor's	6
Penetration Testing Analyst V	Tyto Athene	The Penetration Testing Analyst V may perform any or all of the following: conducts vulnerability assessments; carries out penetration tests, performs social engineering tests; analyzes technical security weaknesses; performs risk analyses; and develops	Bachelor's	8

Labor Category Descriptions				
Labor Category/Job Title	JV Member	Labor Category/Service Description	Min. Education	Min. Years Experience
		exploits. Researches and maintains proficiency in tools, techniques, countermeasures, and trends in computer and network vulnerabilities, data hiding and encryption. Develop tools, techniques, training and countermeasures for computer and network vulnerabilities, data hiding and encryption. Leads the coordination of teams including developing and maintaining plans.		
Penetration Testing Analyst SME	Tyto Athene	The Penetration Testing Analyst (PTA) may perform any or all of the following: conducts vulnerability assessments; carries out penetration tests, performs social engineering tests; analyzes technical security weaknesses; performs risk analyses; and develops exploits. Researches and maintains proficiency in tools, techniques, countermeasures, and trends in computer and network vulnerabilities, data hiding and encryption. Develop tools, techniques, training and countermeasures for computer and network vulnerabilities, data hiding and encryption. Considered an expert in their field and may have presented material to a group or written documents for publishing.	Bachelor's	10
Cyber Threat Intelligence Specialist II	Tyto Athene	Responsible for reviewing and implementing the cyber threat intelligence necessary to identify and assess the capabilities and activities of cybersecurity criminals or foreign intelligence entities. Analyzes threat information from multiple sources, disciplines, and agencies across the Intelligence Community. Determines how targets communicate, move, operate	Bachelor's	2

Labor Category Descriptions				
Labor Category/Job Title	JV Member	Labor Category/Service Description	Min. Education	Min. Years Experience
		and live based on knowledge of target technologies, digital networks, and the applications on them. Synthesizes and places intelligence information in context; draws insights about the possible implications. Reviews cyber indicators to maintain awareness of the status of the highly dynamic operating environment. Collects, processes, analyzes, and disseminates cyber threat/warning assessments. Works under direct supervision with some work completed independently.		
Cyber Threat Intelligence Specialist IV	Tyto Athene	Manages the collection of cyber threat intelligence necessary to identify and assess the capabilities and activities of cybersecurity criminals or foreign intelligence entities. Conducts advanced analysis of collection and open-source data to ensure target continuity; to profile targets and their activities; and develop techniques to gain more target information. Determines how targets communicate, move, operate and live based on knowledge of target technologies, digital networks, and the applications on them. Synthesizes and places intelligence information in context; draws insights about the possible implications. Applies current knowledge of one or more regions, countries, non-state entities, and/or technologies. Develops cyber indicators to maintain awareness of the status of the highly dynamic operating environment. Collects, processes, analyzes, and disseminates cyber threat/warning assessments. Works independently, may assist with leadership or	Bachelor's	6

Labor Category Descriptions				
Labor Category/Job Title	JV Member	Labor Category/Service Description	Min. Education	Min. Years Experience
		management responsibilities, and may supervise employees with less or equal experience.		
Cyber Threat Intelligence Specialist V	Tyto Athene	Plans and manages the collection of cyber threat intelligence necessary to identify and assess the capabilities and activities of cybersecurity criminals or foreign intelligence entities. Analyzes threat information from multiple sources, disciplines, and agencies across the Intelligence Community. Conducts advanced analysis of collection and open-source data to ensure target continuity; to profile targets and their activities; and develop techniques to gain more target information. Determines how targets communicate, move, operate and live based on knowledge of target technologies, digital networks, and the applications on them. Synthesizes and places intelligence information in context; draws insights about the possible implications. Applies current knowledge of one or more regions, countries, non-state entities, and/or technologies. Develops cyber indicators to maintain awareness of the status of the highly dynamic operating environment. Collects, processes, analyzes, and disseminates cyber threat/warning assessments. Works independently, assist with leadership and management responsibilities, supervises employees with less or equal experience, and supports in program/project planning.	Master's	8

Labor Category Descriptions				
Labor Category/Job Title	JV Member	Labor Category/Service Description	Min. Education	Min. Years Experience
Cyber Threat Intelligence Specialist VI	Tyto Athene	Identifies and plans cyber threat intelligence necessary to identify and assess the capabilities and activities of cybersecurity criminals or foreign intelligence entities. Analyzes threat information from multiple sources, disciplines, and agencies across the Intelligence Community. Conducts advanced analysis of collection and open-source data to ensure target continuity; to profile targets and their activities; and develop techniques to gain more target information. Determines how targets communicate, move, operate and live based on knowledge of target technologies, digital networks, and the applications on them. Synthesizes and places intelligence information in context; draws insights about the possible implications. Applies current knowledge of one or more regions, countries, non-state entities, and/or technologies. Develops cyber indicators to maintain awareness of the status of the highly dynamic operating environment. Collects, processes, analyzes, and disseminates cyber threat/warning assessments. Works as an expert in their field, likely contributing to publications or presentations. Works independently, assisting with formal and informal leadership tasks, program/project planning, and developing organizational process assets.	Master's	10
Cyber Threat Intelligence Specialist VII	Tyto Athene	Develops documentation of cyber threat intelligence necessary to identify and assess the capabilities and activities of cybersecurity criminals or foreign intelligence entities. Monitors collection and open-	Master's	12

Labor Category Descriptions				
Labor Category/Job Title	JV Member	Labor Category/Service Description	Min. Education	Min. Years Experience
		source data to ensure target continuity; to profile targets and their activities; and develop techniques to gain more target information. Creates policies around how targets communicate, move, operate and live based on knowledge of target technologies, digital networks, and the applications on them. Synthesizes and places intelligence information in context; draws insights about the possible implications. Applies current knowledge of one or more regions, countries, non-state entities, and/or technologies. Develops cyber indicators to maintain awareness of the status of the highly dynamic operating environment. Collects, processes, analyzes, and disseminates cyber threat/warning assessments. Works as an expert in their field, will have contributed to several publications and/or presentations. Works independently, assisting with formal leadership tasks, program/project planning, and enriching organizational process assets.		
Risk and Vulnerability Analyst I	Tyto Athene	Performs assessments of systems and networks within the network environment or enclave and identifies where those systems/networks deviate from acceptable configurations, enclave policy, or local policy. Measures effectiveness of defense-in-depth architecture against known vulnerabilities. Works only under direct supervision.	Associate's	1

Labor Category Descriptions				
Labor Category/Job Title	JV Member	Labor Category/Service Description	Min. Education	Min. Years Experience
Risk and Vulnerability Analyst II	Tyto Athene	Performs assessments of systems and networks within the network environment or enclave and identifies where those systems/networks deviate from acceptable configurations, enclave policy, or local policy. Measures effectiveness of defense-in-depth architecture against known vulnerabilities. Works under direct supervision with some work completed independently.	Associate's	2
Risk and Vulnerability Analyst III	Tyto Athene	Performs and supervises assessments of systems and networks within the network environment or enclave and identifies where those systems/networks deviate from acceptable configurations, enclave policy, or local policy. Measures effectiveness of architecture against known vulnerabilities and documents as required. Works independently to complete most tasks, using senior guidance as needed.	Bachelor's	4
Risk and Vulnerability Analyst IV	Tyto Athene	Performs assessments of systems and networks within the network environment or enclave and identifies where those systems/networks deviate from acceptable configurations, enclave policy, or local policy. Measures effectiveness of defense-in-depth architecture against known vulnerabilities. Works independently, may assist with leadership or management responsibilities, and may supervise employees with less or equal experience.	Bachelor's	6

Labor Category Descriptions				
Labor Category/Job Title	JV Member	Labor Category/Service Description	Min. Education	Min. Years Experience
Risk and Vulnerability Analyst V	Tyto Athene	Supervises organizational assessments of systems and networks within the network environment or enclave and identifies issues and solutions where those systems/networks deviate from acceptable configurations, enclave policy, or local policy. Monitors effectiveness of defense-in-depth architecture against known vulnerabilities. Works independently, assist with leadership and management responsibilities, supervises employees with less or equal experience, and supports in program/project planning.	Bachelor's	8
Risk and Vulnerability Analyst VI	Tyto Athene	Performs assessments of systems and networks within the network environment or enclave and identifies where those systems/networks deviate from acceptable configurations, enclave policy, or local policy. Measures effectiveness of defense-in-depth architecture against known vulnerabilities. Works as an expert in their field, likely contributing to publications or presentations. Works independently, assisting with formal and informal leadership tasks, program/project planning, and developing organizational process assets.	Bachelor's	10
Risk and Vulnerability Analyst VII	Tyto Athene	Supervises, supports, executes & documents assessments of systems and networks within the network environment or enclave and manages issues and solutions where those systems/networks deviate from acceptable configurations, enclave policy, or local policy. Monitors effectiveness of defense-in-depth architecture against known vulnerabilities.	Bachelor's	12

Labor Category Descriptions				
Labor Category/Job Title	JV Member	Labor Category/Service Description	Min. Education	Min. Years Experience
		Works independently as a subject matter expert, working with leadership and management to develop organizational assets. Primarily operates in a leadership capacity, supporting other analysts.		
Security Control Analyst I	Tyto Athene	Assesses management, operational, and technical security controls to determine their overall effectiveness. Evaluates and supports the assessment and authorization processes necessary to assure that existing and new information technology (IT) systems meet the organization's cybersecurity and risk requirements. Ensures appropriate treatment of risk, compliance, and assurance from internal and external perspectives. Works only under direct supervision.	Associate's	1
Security Control Analyst V	Tyto Athene	Conducts comprehensive, independent assessment of management, operational, and technical security controls to determine their overall effectiveness. Oversees and supports the validation, assessment, and authorization processes necessary to assure that existing and new information technology (IT) systems meet the organization's cybersecurity and risk requirements. Ensures appropriate treatment of risk, compliance, and assurance from internal and external perspectives. Works independently, assist with leadership and management responsibilities,	Bachelor's	8

Labor Category Descriptions				
Labor Category/Job Title	JV Member	Labor Category/Service Description	Min. Education	Min. Years Experience
		supervises employees with less or equal experience, and supports in program/project planning.		
Security Control Analyst VI	Tyto Athene	Conducts comprehensive, independent assessment of management, operational, and technical security controls to determine their overall effectiveness. Oversees, evaluates, and supports the documentation, validation, assessment, and authorization processes necessary to assure that existing and new information technology (IT) systems meet the organization's cybersecurity and risk requirements. Ensures appropriate treatment of risk, compliance, and assurance from internal and external perspectives. Conducts independent comprehensive assessments of the management, operational, and technical security controls and control enhancements employed within or inherited by an information technology (IT) system to determine the overall effectiveness of the controls (as defined in NIST SP 800-37). Works as an expert in their field, having contributed to publications or presentations in the area of technical expertise. Works independently, with minimal to no supervision- either as an independent contributor or leader.	Bachelor's	10

Labor Category Descriptions				
Labor Category/Job Title	JV Member	Labor Category/Service Description	Min. Education	Min. Years Experience
Security Control Analyst VII	Tyto Athene	<p>Conducts comprehensive, independent assessment of management, operational, and technical security controls to determine their overall effectiveness. Oversees, evaluates, and supports the documentation, validation, assessment, and authorization processes necessary to assure that existing and new information technology (IT) systems meet the organization's cybersecurity and risk requirements. Ensures appropriate treatment of risk, compliance, and assurance from internal and external perspectives. Conducts independent comprehensive assessments of the management, operational, and technical security controls and control enhancements employed within or inherited by an information technology (IT) system to determine the overall effectiveness of the controls (as defined in NIST SP 800-37). Works as a subject matter expert having contributed to multiple publications or presentations in the area of technical expertise. Works independently, either as an independent contributor or leader to a larger team. Can assist with project planning, developing organizational process assets, mentoring junior analysts, or in support of the project/program manager.</p>	Bachelor's	12