

Sehmi Enterprise, Inc. d/b/a



Federal Supply Service

Authorized Federal Supply Schedule Price List

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order are available through GSA *Advantage!*®, a menu-driven database system. The INTERNET address GSA *Advantage!*® is: GSAAdvantage.gov.

Multiple Award Schedule

Contract number: 47QTCA20D008N

For more information on ordering from Federal Supply Schedules, click on the FSS Schedules button at fss.gsa.gov.

Contract period: April 7, 2020 – April 6, 2025

Audley Consulting Group

375 Derwood Circle, Rockville MD 20850

Telephone: 301-366-3368

www.TheAudleyGroup.com

Contract Administration Point of Contact

Jatinder Sehmi

Email: JSehmi@theaudleygroup.com

Business size: Small

Price list current as of Award April 7, 2020

CUSTOMER INFORMATION

1a. Table of awarded special item number(s) with appropriate cross-reference to item descriptions and awarded price(s).

SIN	Description	Large Category	Subcategory
54151S	Information Technology Professional Services	Information Technology	IT Services

1b. Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract. This price is the Government price based on a unit of one, exclusive of any quantity/dollar volume, prompt payment, or any other concession affecting price. Those contracts that have unit prices based on the geographic location of the customer, should show the range of the lowest price, and cite the areas to which the prices apply. **N/A**

1c. If the Contractor is proposing hourly rates, a description of all corresponding commercial job titles, experience, functional responsibility and education for those types of employees or subcontractors who will perform services shall be provided. If hourly rates are not applicable, indicate “Not applicable” for this item. **See Attachment A for Labor Category Descriptions**

2. Maximum order: \$500,000.00

3. Minimum order: \$100

4. Geographic coverage (delivery area). Domestic V - 48 States, DC

5. Point(s) of production (city, county, and State or foreign country). Same as company address

6. Discount from list prices or statement of net price. 5-27% off of commercial list price

7. Quantity discounts. 1% discount for orders over \$1,000,000

8. Prompt payment terms. Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.

Discount: 1 % if Payment is made within 10 days
Standard Net 30 Days

9a. Government purchase cards are accepted at or below the micro-purchase threshold.

9b. Government purchase cards are not accepted above the micro-purchase threshold.

10. Foreign items (list items by country of origin). Not Applicable

11a. Time of delivery. To be determined at the Task Order level

11b. Expedited Delivery. Items available for expedited delivery are noted in this price list. Contact Contractor

11c. Overnight and 2-day delivery. Contact Contractor

11d. Urgent Requirements. Contact Contractor

12. F.O.B. point(s). Destination

13a. Ordering address(es):

Audley Consulting Group
375 Derwood Circle, Rockville MD 20850
Telephone: 301-366-3368

13b. Ordering procedures: For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's) are found in Federal Acquisition Regulation (FAR) 8.405-3.

14. Payment address(es):

Audley Consulting Group
375 Derwood Circle, Rockville MD 20850
Telephone: 301-366-3368

15. Warranty provision. Standard Commercial Warranty Terms & Conditions

16. Export packing charges, if applicable. Not Applicable

17. Terms and conditions of Government purchase card acceptance (any thresholds above the micro-purchase level). None

18. Terms and conditions of rental, maintenance, and repair (if applicable). Not Applicable

19. Terms and conditions of installation (if applicable). Not Applicable

20. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable). Not Applicable

20a. Terms and conditions for any other services (if applicable). Not Applicable

21. List of service and distribution points (if applicable). Not Applicable

22. List of participating dealers (if applicable). Not Applicable

23. Preventive maintenance (if applicable). Not Applicable

24a. Special attributes such as environmental attributes (e.g., recycled content, energy efficiency, and/or reduced pollutants). Not Applicable

24b. If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g. contractor's website or other location.) The EIT standards can be found at: www.Section508.gov/.

www.TheAudleyGroup.com

25. Data Universal Number System (DUNS) number. 625214049

26. Notification regarding registration in System for Award Management (SAM) database. Contractor registered and active in SAM

Service Contract Labor Standards: The Service Contract Labor Standards (SCLS), formerly known as the Service Contract Act (SCA), is applicable to this contract as it applies to the entire Multiple Award Schedule (MAS) and all services provided. While no specific labor categories have been identified as being subject to SCLS/SCA due to exemptions for professional employees (FAR 22.1101, 22.1102 and 29 CRF 541.300), this contract still maintains the provisions and protections for SCLS/SCA eligible labor categories. If and / or when the contractor adds SCLS/SCA labor categories to the contract through the modification process, the contractor must inform the Contracting Officer and establish a SCLS/SCA matrix identifying the GSA labor category titles, the occupational code, SCLS/SCA labor category titles and the applicable WD number. Failure to do so may result in cancellation of the contract.

Authorized GSA Rates

The rates shown below include the Industrial Funding Fee (IFF) of 0.75%.

	Base	1st Year	2nd Year	3rd Year	4th Year	5th Year
Business/Requirements Analyst I	\$53.04	\$54.21	\$55.40	\$56.62	\$57.86	
Business/Requirements Analyst II	\$62.79	\$64.17	\$65.59	\$67.03	\$68.50	
Business/Requirements Analyst III	\$86.56	\$88.46	\$90.41	\$92.40	\$94.43	
Business/Requirements Analyst IV	\$129.62	\$132.47	\$135.39	\$138.37	\$141.41	
Enterprise Solutions Specialist I	\$121.36	\$124.03	\$126.76	\$129.55	\$132.40	
Enterprise Solutions Specialist II	\$146.80	\$150.03	\$153.33	\$156.70	\$160.15	
Enterprise Solutions Specialist III	\$177.08	\$180.97	\$184.96	\$189.02	\$193.18	
Digital Transformation Specialist I	\$156.65	\$160.10	\$163.62	\$167.22	\$170.90	
Digital Transformation Specialist II	\$166.79	\$170.46	\$174.21	\$178.04	\$181.96	
Digital Transformation Specialist III	\$177.08	\$180.97	\$184.96	\$189.02	\$193.18	
Project Manager I	\$84.71	\$86.58	\$88.48	\$90.43	\$92.42	
Project Manager II	\$123.51	\$126.23	\$129.00	\$131.84	\$134.74	
Program Manager	\$153.58	\$156.96	\$160.41	\$163.94	\$167.55	
Subject Matter Expert I	\$147.57	\$150.82	\$154.14	\$157.53	\$160.99	
Subject Matter Expert II	\$168.58	\$172.29	\$176.08	\$179.96	\$183.92	
Subject Matter Expert III	\$177.08	\$180.97	\$184.96	\$189.02	\$193.18	
Web Programmer III	\$129.22	\$132.06	\$134.97	\$137.94	\$140.97	

Attachment A

Labor Category Descriptions and Qualifications

Business/Requirements Analyst I

Minimum Education/Certification Level:

Bachelor's Degree in Computer Science, Engineering, Mathematics, Information Systems, Business or a customer domain-related technical or management discipline. A year of college education is the equivalent of two years of relevant work experience.

Minimum Years of Experience:

Four (4) years of experience, of which at least two (2) must be specialized. Specialized experience includes: developing functional requirements, conducting business analysis, or demonstrated problem-solving for complex business systems or environments. Competent to work in most phases of business analysis. Must demonstrate the ability to work independently or under only general direction.

Description:

Analyze user needs to determine business, functional and cross-functional requirements. Performs functional allocation to identify required tasks and their interrelationships. Identifies resources required for each task.

Business/Requirements Analyst II

Minimum Education/Certification Level:

Bachelor's Degree in Computer Science, Engineering, Mathematics, Information Systems, Business or a customer domain-related technical or management discipline. A year of college education is the equivalent of two years of relevant work experience.

Minimum Years of Experience:

Six (6) years of experience, of which at least three (3) must be specialized. Specialized experience includes: developing functional requirements, conducting business analysis, or demonstrated problem-solving for complex business systems or environments. Competent to work in most phases of business analysis with some experience as a team lead. Must demonstrate the ability to work independently or under only general direction.

Description:

Analyze user needs to determine business, functional and cross-functional requirements. Performs functional allocation to identify required tasks and their interrelationships. Identifies resources required for each task.

Business/Requirements Analyst III

Minimum Education/Certification Level:

Bachelor's Degree in Computer Science, Engineering, Mathematics, Information Systems, Business or a customer domain-related technical or management discipline. A year of college education is the equivalent of two years of relevant work experience.

Minimum Years of Experience:

Eight (8) years of experience, of which at least three (3) must be specialized. Specialized experience includes: developing functional requirements, conducting business analysis, or demonstrated problem-solving for complex business systems or environments. Competent to work in most phases of business analysis with some experience as a team lead. Must demonstrate the ability to work independently or under only general direction.

Description:

Analyze user needs to determine business, functional and cross-functional requirements. Performs functional allocation to identify required tasks and their interrelationships. May work in a lead capacity on a project. Identifies resources required for each task. Technical experience required.

Business/Requirements Analyst IV

Minimum Education/Certification Level:

Bachelor's Degree in Computer Science, Engineering, Mathematics, Information Systems, Business or a customer domain-related technical or management discipline. A year of college education is the equivalent of two years of relevant work experience.

Minimum Years of Experience:

Ten (10) years of experience, of which at least five (5) must be specialized. Specialized experience includes: developing functional requirements, conducting business analysis, or demonstrated problem-solving for complex business systems or environments. Competent to work in most phases of business analysis with some experience as a team lead. Must demonstrate the ability to work independently or under only general direction.

Description:

Supports team efforts to develop and modify complex systems and subsystems to enhance an overall operational system. Exercises analytical techniques when gathering information from users, defining work problems, designing a system of computer programs and developing procedures to resolve the problems. Develops complete specifications to enable computer programmers to prepare required programs. Analyzes methods of approach. Reviews task proposal requirements, gathers information, analyzes data, prepares project synopses, compares alternatives, prepares specifications for programs, resolves processing problems, coordinates work with programmers and orients users to new system.

Enterprise Solutions Specialist I

Minimum Education/Certification Level:

Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or a related field or equivalent experience in a technical or business discipline.

Minimum Years of Experience:

Four (4) years of technical or functional experience in three (3) or more advanced or emerging Enterprise technologies in areas such as ERP, Oracle, Microsoft, Mobility, CRM, Records Management, and Networks. Possesses definitive expertise and knowledge of specific methodologies, tools, middleware, process designs, or data management techniques that are deployed enterprise-wide.

Description:

Under general direction, uses project- related experience to provide guidance and direction for specific sub-tasks of a project. Specific expertise in one or more of the service areas and knowledgeable in at least one other. Interfaces with the client on a day-to-day basis. Supports the completion of project specific tasks within estimated time frames and budget constraints.

Enterprise Solutions Specialist II

Minimum Education/Certification Level:

Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or a related field or equivalent experience in a technical or business discipline. Possesses a relevant industry certification. A year of college education is the equivalent of two years of relevant work experience.

Minimum Years of Experience:

Six (6) years of technical or functional experience in three (3) or more advanced or emerging Enterprise technologies in areas such as ERP, Oracle, Microsoft, Mobility, CRM, Records Management, and Networks. Possesses definitive expertise and knowledge of specific methodologies, tools, middleware, process designs, or data management techniques that are deployed enterprise-wide.

Description:

Under general direction, uses project- related experience to provide guidance and direction for specific sub-tasks of a project. Specific expertise in one or more of the service areas and knowledgeable in at least one other. Interfaces with the client on a day-to-day basis. Supports the completion of project specific tasks within estimated time frames and budget constraints. Is capable of identifying best-practices, and creating and assessing performance measures relating to enterprise solutions. Provides group facilitation, interviewing, training, and other forms of knowledge transfer. Must demonstrate the ability to work independently or under only general direction.

Enterprise Solutions Specialist III

Minimum Education/Certification Level:

Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or a related field or equivalent experience in a technical or business discipline. Possesses a relevant industry certification. A year of college education is the equivalent of two years of relevant work experience.

Minimum Years of Experience:

Eight (8) years of technical or functional experience in three (3) or more advanced or emerging Enterprise technologies in areas such as ERP, Oracle, Microsoft, Mobility, CRM, Records Management, and Networks. Possesses definitive expertise and knowledge of specific methodologies, tools, middleware, process designs, or data management techniques that are deployed enterprise-wide.

Description:

In a lead or leadership capacity, uses project- related experience to provide guidance and direction for specific sub-tasks of a project. Specific expertise in one or more of the service areas and knowledgeable in at least one other. Interfaces with the client on a day-to-day basis. Supports the completion of project specific tasks within estimated time frames and budget constraints. Is capable of identifying best-practices, and creating and assessing performance measures relating to enterprise solutions. Provides leadership and thought sharing to senior executives, group facilitation, interviewing, training, and other forms of knowledge transfer. Must demonstrate the ability to work independently or under only general direction.

Digital Transformation Specialist I

Minimum Education/Certification Level:

Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or a related field or equivalent experience in a technical or business discipline. A year of college education is the equivalent of two years of relevant work experience.

Minimum Years of Experience:

Eight (6) years of technical experience, of which four (4) must be specialized in the IT methodology development and evaluation, process reengineering across all phases, identifying best-practices, change management, business management techniques, organizational development, activity and data modeling, or developing and architecting new systems.

Description:

Applies process improvement and reengineering methodologies and principles to conduct IT modernization/transformation projects.. Duties include activity and data modeling, gap analysis, identifying best-practices, and creating and assessing performance measures, development and implementation. Experience with DevOps, AI/ML, Blockchain and/or any of the next gen technologies.

Digital Transformation Specialist II

Minimum Education/Certification Level:

Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or a related field or equivalent experience in a technical or business discipline.

Minimum Years of Experience:

Eight (8) years of technical experience, of which four (4) must be specialized in IT methodology development and evaluation, process reengineering across all phases, identifying best-practices, change management, business management techniques, organizational development, activity and data modeling, or developing and architecting new systems.

Description:

Applies process improvement and reengineering methodologies and principles to conduct IT modernization/transformation projects.. Duties include activity and data modeling, gap analysis, identifying best-practices, and creating and assessing performance measures, development and implementation. Experience with DevOps, AI/ML, Blockchain and/or any of the next gen technologies. Acts as a team lead.

Digital Transformation Specialist III

Minimum Education/Certification Level:

Bachelor's degree in Computer Science or Information Systems, Engineering, Business, or a related field or equivalent experience in a technical or business discipline. A year of college education is the equivalent of two years of relevant work experience.

Minimum Years of Experience:

Ten (10) years of technical experience, of which four (4) must be specialized in IT methodology development and evaluation, process reengineering across all phases, identifying best-practices, change management, business management techniques, organizational development, activity and data modeling, or developing and architecting new systems.

Description:

Applies process improvement and reengineering methodologies and principles to conduct IT modernization/transformation projects.. Duties include activity and data modeling, gap analysis, identifying best-practices, and creating and assessing performance measures, development and implementation. Experience with DevOps, AI/ML, Blockchain and/or any of the next gen technologies. Architect level, building enterprise solutions.

Project Manager I

Minimum Education/Certification Level:

Bachelor's degree in Computer Science or a related field, or in the project's functional area. A year of college education is the equivalent of two years of relevant work experience.

Minimum Years of Experience:

Combination of five (5) years information technology experience, including three (3) years of experience in a management or supervisory capacity, plus three (3) years of experience in the functional area of the project to be managed.

Description:

Under broad supervision, provides management and technical direction to one or multiple IT-based projects from complex system engineering, software development, system support, analytics applications, complex databases and/or technology infrastructure projects. Responsible for the coordination, and completion of information technology projects. Leads the project or multiple tasks and retains overall responsibility for performance including cost, schedule, deliverables and contractual compliance. Provides the interface to the customer and other project leaders. May work under a Program Manager for multiple projects. Identifies, acquires, and utilizes company resources to achieve project technical objectives. Establishes priorities, task assignment and completion. Ensures quality and productivity standards are maintained while meeting project/client deadlines and budget constraints. Serves as the client liaison on all project matters. Performs a quality assurance role and ensures timely delivery of all specified deliverables. Identifies all task responsibilities and reports any changes or suggestions accordingly to a senior Project Manager or Program Manager. Supervises the training of new personnel under the project to assure compliance with government regulations, codes, and Company policy and procedures. Participates in contract negotiations.

Project Manager II

Minimum Education/Certification Level:

Bachelor's degree in Computer Science or a related field, or in the project's functional area. A year of college education is the equivalent of two years of relevant work experience.

Minimum Years of Experience:

Combination of eight (8) years information technology experience, including three (5) years of experience in a management or supervisory capacity, plus three (3) years of experience in the functional area of the project to be managed.

Description:

Under broad supervision, provides management and technical direction to one or multiple IT-based projects from complex system engineering, software development, system support, analytics applications, complex databases and/or technology infrastructure projects. Responsible for the coordination, and completion of information technology projects. Leads the project or multiple tasks and retains overall responsibility for performance including cost, schedule, deliverables and contractual compliance. Provides the interface to the

customer and other project leaders. May work under a Program Manager for multiple projects. Identifies, acquires, and utilizes company resources to achieve project technical objectives. Establishes priorities, task assignment and completion. Ensures quality and productivity standards are maintained while meeting project/client deadlines and budget constraints. Serves as the client liaison on all project matters. Performs a quality assurance role and ensures timely delivery of all specified deliverables. Identifies all task responsibilities and reports any changes or suggestions accordingly to a senior Project Manager or Program Manager. Supervises the training of new personnel under the project to assure compliance with government regulations, codes, and Company policy and procedures. Participates in contract negotiations.

Program Manager

Minimum Education/Certification Level:

Bachelor's degree in Computer Science or a related field, or in the project's functional area. A year of college education is the equivalent of two years of relevant work experience.

Minimum Years of Experience:

Minimum of twelve (12) years experience is required, of which eight (8) years must be specialized. Specialized experience required includes: complete program development from inception to deployment, demonstrated ability to provide guidance and direction in multiple tasks across several functional areas and including the use of different technologies.

Description:

Proven expertise in the management and control of funds and resources, demonstrated capability in managing complex multi-task contracts. Supervisory or oversight of IT related programs and/or projects and technical work experience, such as engineering or information processing. Performs day-to-day management of overall contract support operations, possibly involving multiple projects and groups of personnel at multiple locations. Organizes, directs, and coordinates the planning and production of all contract support activities. Demonstrates written and oral communication skills. Oversee the development of or develops work breakdown structures, charts, tables, graphs, major milestones calendars and diagrams to assist in analyzing problems and making recommendations. At least eight (8) years of direct supervision of IT software development, integration, maintenance projects, and/or telecommunications systems. Must be capable of leading projects that involve the successful management of teams composed of data processing and other information management professionals who have been involved in analysis, design, integration, testing, documenting, converting, extending, and implementing automated information and/or telecommunications systems.

Subject Matter Expert I

Minimum Education/Certification Level:

Bachelor's degree in Computer Science, Engineering, or a related field. A year of college education is the equivalent of two years of relevant work experience.

Minimum Years of Experience:

Minimum of eight years (8) of experience in an area of specialization associated with the requirement. Experience with Government or industry standards, processes, procedures, methodologies, or tools that support analysis as relative to the requirement.

Description:

Provides minimally supervised support for difficult analysis and evaluation assignments. Has the ability to provide analysis and consulting to management level personnel. Performs analysis and evaluation of existing or proposed processes, applications, systems, or software. Performs, and/or may direct, project planning, scope, control, management, tracking, or review. May perform functional requirements gathering for projects. Performs analysis and evaluation throughout the process, application, system, or software development life-cycle which includes, but is not limited to: planning, requirements, design, acquisition, development, integration, installation/deployment, performance tuning, testing, or training. Performs, or may direct, document development/preparation at various stages of a project life-cycle (e.g., planning through implementation) to detail analysis results and solution recommendations. Facilitates meetings such as joint application development (JAD) sessions to support the analysis process. Serves as a liaison between functional and technical specialists. Assists with testing to support the project life-cycle, as applicable. Uses methodologies, modeling/estimating techniques, tools, applications, systems, software, or databases at advanced levels to perform assigned tasks. Has the ability to perform strategic consulting initiatives as well as cost-benefit analysis and business/technology alignment. Ability to use experience in a certain subject area to provide strategic business consulting. Ensures compliance with, and/or may develop, the standards and organization requirements relative to specific assignments. Provides staff supervision or management. May provide leadership to large teams of functional or technical personnel.

Subject Matter Expert II

Minimum Education/Certification Level:

Bachelor's degree in Computer Science, Engineering, or a related field. A year of college education is the equivalent of two years of relevant work experience.

Minimum Years of Experience:

Minimum of ten years (10) of experience in an area of specialization associated with the requirement. Experience with Government or industry standards, processes, procedures, methodologies, or tools that support analysis as relative to the requirement.

Description:

Provides minimally supervised support for difficult analysis and evaluation assignments. Has the ability to provide analysis and consulting to management level personnel. Performs analysis and evaluation of existing or

proposed processes, applications, systems, or software. Performs, and/or may direct, project planning, scope, control, management, tracking, or review. May perform functional requirements gathering for projects. Performs analysis and evaluation throughout the process, application, system, or software development life-cycle which includes, but is not limited to: planning, requirements, design, acquisition, development, integration, installation/deployment, performance tuning, testing, or training. Performs, or may direct, document development/preparation at various stages of a project life-cycle (e.g., planning through implementation) to detail analysis results and solution recommendations. Facilitates meetings such as joint application development (JAD) sessions to support the analysis process. Serves as a liaison between functional and technical specialists. Assists with testing to support the project life-cycle, as applicable. Uses methodologies, modeling/estimating techniques, tools, applications, systems, software, or databases at advanced levels to perform assigned tasks. Has the ability to perform strategic consulting initiatives as well as cost-benefit analysis and business/technology alignment. Ability to use experience in a certain subject area to provide strategic business consulting. Ensures compliance with, and/or may develop, the standards and organization requirements relative to specific assignments. Provides staff supervision or management.

Subject Matter Expert III

Minimum Education/Certification Level:

Bachelor's degree in Computer Science, Engineering, or a related field. A year of college education is the equivalent of two years of relevant work experience.

Minimum Years of Experience:

Minimum of twelve years (12) of experience in an area of specialization associated with the requirement. Experience with Government or industry standards, processes, procedures, methodologies, or tools that support analysis as relative to the requirement.

Description:

Provides minimally supervised support for difficult analysis and evaluation assignments. Has the ability to provide analysis and consulting to management level personnel. Performs analysis and evaluation of existing or proposed processes, applications, systems, or software. Performs, and/or may direct, project planning, scope, control, management, tracking, or review. May perform functional requirements gathering for projects. Performs analysis and evaluation throughout the process, application, system, or software development life-cycle which includes, but is not limited to: planning, requirements, design, acquisition, development, integration, installation/deployment, performance tuning, testing, or training. Performs, or may direct, document development/preparation at various stages of a project life-cycle (e.g., planning through implementation) to detail analysis results and solution recommendations. Facilitates meetings such as joint application development (JAD) sessions to support the analysis process. Serves as a liaison between functional and technical specialists. Assists with testing to support the project life-cycle, as applicable. Uses methodologies, modeling/estimating techniques, tools, applications, systems, software, or databases at advanced levels to perform assigned tasks. Has the ability to perform strategic consulting initiatives as well as cost-benefit analysis and business/technology alignment. Ability to use experience in a certain subject area to provide strategic business consulting. Ensures compliance with, and/or may develop, the standards and organization

requirements relative to specific assignments. Provides staff supervision or management. May provide leadership to large teams of functional or technical personnel.

Web Programmer III

Minimum Education/Certification Level:

Bachelor's degree in Computer Science, Engineering, or a related field. A year of college education is the equivalent of two years of relevant work experience.

Minimum Years of Experience:

Eight (8) years of progressive experience, of which four (4) must be specialized in programming and systems analysis of Web-based programming languages. Competent to work in all phases of web programming or development.

Description:

Formulates/defines system scope and objectives for assigned projects. Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitation, operating time and form of desired results. Prepares detailed specifications from which programs will be written. Responsible for program design, coding, testing, debugging and documentation. Has full technical knowledge of all phases of web-based applications systems analysis and programming. Has good understanding of the business or function for which applications is designed. Also has duties instructing, directing and checking the work of other systems analysis and programming personnel. Responsible for quality assurance review. Responsible for directing and monitoring the work of team members. May be responsible for project completion and user satisfaction. Must demonstrate the ability to work independently or under only general direction. Able to interface with client management personnel and provide thought leadership or best-practices in web-based programming.