



Job Levels

Labor categories are further subdivided into three levels in accordance with RFP Section B.2.11.2: Junior, Journeyman, and Senior / Subject Matter Expert (SME), based on years of experience and duties/responsibilities as follows:

- JUNIOR: An individual in the junior labor category level has up to 3 years of applicable experience. Such an individual is responsible for assisting more senior positions and/or performing functional duties under the oversight of more senior positions.
- JOURNEYMAN: An individual in the Journeyman labor category level has 3 to 10 years of applicable experience. Such an individual typically performs all functional duties independently.
- SENIOR/SME: An individual in the Senior / Subject Matter Expert (SME) labor category has more than 10 years of applicable experience, or is an individual whose qualifications or expertise are exceptional, or is recognized as an industry leader for a given area of expertise. Such an individual performs all functional duties independently, and may oversee the efforts of less senior staff and/or be responsible for the efforts of all staff assigned to a specific job.