

**POSITION DESCRIPTION** (Please Read Instructions on the Back)

1. Agency Position No.  
6317

2. Reason for Submission:  Description  New  Hdqtrs  Field  
 3. Service:  Hdqtrs  Field  
 4. Employing Office Location: VISN 19  
 5. Duty Station: VISN 19 Network CCA  
 6. OPM Certification No.

7. Fair Labor Standards Act:  Exempt  Nonexempt  
 8. Financial Statements Required:  Executive Personnel Financial Disclosure  Employment and Financial Interest  
 9. Subject to IA Action:  Yes  No

10. Position Status:  Competitive  Excepted (Specify in Remarks)  SES (Gen.) SES (CR)  
 11. Position Is:  Supervisory  Managerial  Neither  
 12. Sensitivity:  1--Non-Sensitive  3--Critical  2--Noncritical Sensitive  4--Special Sensitive  
 13. Competitive Level Code: X01  
 14. Agency Use

This position is at the performance level.

15. Classified/Graded by	Official Title of Position	Pay Plan	Occupational Code	Grade	Initials	Date
a. Office of Personnel Management						
b. Department, Agency or Establishment						
c. Second Level Review						
d. First Level Review	Contract Specialist	GS	1102	13	LD	11/12/10
e. Recommended by Supervisor or Initiating Office	Contract Specialist	GS	1102	13		

16. Organizational Title of Position (if different from official title)  
 17. Name of Employee (if vacant, specify)

18. Department, Agency, or Establishment: Department of Veterans Affairs  
 a. First Subdivision: Veterans Health Administration  
 b. Second Subdivision: VISN 19  
 c. Third Subdivision: Contracting Office  
 d. Fourth Subdivision  
 e. Fifth Subdivision

19. Employee Review-This is an accurate description of the major duties and responsibilities of my position.

20. **Supervisory Certification.** I certify that this is an accurate statement of the major duties and responsibilities of this position and its organizational relationships, and that the position is necessary to carry out Government functions for which I am responsible. This certification is made with the knowledge that this information is to be used for statutory purposes relating to appointment and payment of public funds, and that false or misleading statements may constitute violations of such statutes or their implementing regulations.

a. Typed Name and Title of Immediate Supervisor: Danny O. Freeman, Network Contract Manager  
 Signature: [Signature] Date: 11/10/2010  
 b. Typed Name and Title of Higher-Level Supervisor or Manager (optional)

21. **Classification/Job Grading Certification.** I certify that this position has been classified/graded as required by Title 5, U.S. Code, in conformance with standards published by the U.S. Office of Personnel Management or, if no published standards apply directly, consistently with the most applicable published standards.  
 Typed Name and Title of Official Taking Action: Lori Donaldson, Human Resources Specialist (Classification)  
 Signature: [Signature] Date: 11/12/10  
 22. Position Classification Standards Used in Classifying/Grading Position: USOPM PCS for - Contracting series, GS-1102 (12/83)

**Information for Employees.** The standards, and information on their application, are available in the personnel office. The classification of the position may be reviewed and corrected by the agency or the U.S. Office of Personnel Management. Information on classification/job grading appeals, and complaints on exemption from FLSA, is available from the personnel office or the U.S. Office of Personnel Management.

23. Position Review	Initials	Date	Initials	Date	Initials	Date	Initials	Date	Initials	Date
a. Employee (optional)										
b. Supervisor										
c. Classifier										

24. Remarks: BUS 1272 This position is at the Full Performance level.

25. Description of Major Duties and Responsibilities (See Attached)

**Veterans Health Administration  
Service Area Office  
Network Contracting Activity  
Contracting Specialist  
GS-1102-13**

### **Introduction**

The purpose of this position is to serve as a Contract Specialist for the US Department of Veterans Affairs with responsibility for performing professional work involving the procurement of supplies and services using procedures outlined in the Federal Acquisition Regulations, VA Acquisition Regulations, Public Laws, and Agency policy. Some examples of equipment, supplies, and services procured include but are not limited to: medical or facility equipment, medical/surgical supplies, nursing home services, readjustment counseling services, medical services, architect-engineer services, construction, information technology (IT) services to include hardware and software. The incumbent will be assigned the most complex and sensitive contracts of the agency which include contracts valued over \$5 million and multi-facility/regional contracts. Other unique requirements include intra/interagency agreements, sharing agreements, contracts under the selling authority, contracts with affiliates, research and development, and real estate leases. The duty station may be one of the following: Martinez, McClellan, Fresno, Palo Alto, San Francisco CA, Reno, NV or Honolulu, HI.

Assists the Acquisition Team Supervisors in coordinating contracting activities, performs contract reviews and provides guidance regarding complex contracts administered by other Contract Specialists, identifies special training needs, and conducts mentoring and contract training. The incumbent will guide, assist, mentor, and train Contract Specialists. The incumbent will be required to possess those requisite skills and experience to effectively deal with an assortment of contract issues at a full performance level.

Incumbent must be Level II FAC-C certified or equivalent. Incumbent must meet all eligibility requirements to receive and maintain a Level III FAC-C certification within 12 months of assignment. Although work leading to contract award can be accomplished without a contracting officer warrant the incumbent will be required to execute their own contract awards and provide signatory authority for staff that lack requisite warrant authority. The incumbent must apply for up to a Level III Contracting Officer Warrant, accept contracting officer warrant, and provide the signatory authority for contracts within their warrant authority. At this grade and warrant level the incumbent must have a 4- year course of study leading to a bachelor's degree, that includes or is supplemented by at least 24 semester hours in any combination of the following fields: accounting, business, finance, law, contracts, purchasing, economics, industrial management, marketing, quantitative methods, or organization and management.

The incumbent may serve as a back up to the Supervisory Contract Specialist.

Performs other duties as assigned.

## Duties and Responsibilities

### Pre-award through Contract Award

The incumbent assists the requiring activities by serving as a member of acquisition planning teams. In this role the incumbent aids requiring activities in performing market research, reviewing specifications and statements of work, and approving acquisition milestone plans. The incumbent will ensure that specifications and statements of work are prepared in a manner which adequately describes the Government's requirements without restricting competition. Advises technical personnel as to inadequate, ambiguous or vague specifications to avoid Government liability. Performs a complete review of recommended sole-source requirements and conducts necessary market analyses to test the noncompetitive assumptions of requisitions. Prepares required findings and sufficiently documents determinations in this regard.

The incumbent is solely responsible for selecting the appropriate method of procurement i.e. simplified acquisition procedures, sealed-bidding, negotiations.

Incumbent is responsible for advertising all applicable requirements and preparing the solicitation document using agency contract writing systems for issuance, insuring regulatory and legal sufficiency, and promoting maximum competition. Coordinates with the appropriate Agency, Service Area Office (SAO), VISN, or Small Business Administration (SBA) Small Business Liaison on matters relevant to all aspects of socio-economic goal requirements.

Conducts public bid openings, reviews bids and determines responsiveness and responsibility of low bidder in accordance with applicable regulatory requirements when using sealed bidding. For negotiated procurements incumbent determines the selected offeror(s) represents the best value (price and other factors considered) and meets regulatory requirements to be considered a responsible contractor.

Resolves protests, mistakes in bids, late bid situations and coordinates with the Small Business Administration for Certificate of Competencies (COC's).

Serves as the Source Selection Authority (SSA) and establishes Technical Evaluation Boards (TEB) to determine acceptability and ranking of technical proposals. Identifies appropriate negotiation team members; formulates pre-negotiation objectives; and facilitates the negotiation as the team leader and chief negotiator.

Eliminates unacceptable proposals and notifies offerors concerning further negotiation or elimination from the competitive range.

Conducts negotiations for competitive and noncompetitive procurements. Conducts cost and/or price analysis of offerors' proposals, reviews auditors' reports for adequacy of analysis and conclusions, and considers all information in developing an overall pricing negotiation strategy.

Prepares detailed price negotiation memoranda, outlining in writing the details of negotiations with contractors in competitive and noncompetitive negotiations.

Provides signatory authority and executes contract awards within warrant authority, as requested by supervisor.

Conducts debriefings with non-successful offerors or bidders as requested.

Incumbent is responsible for generating contract documents using agency contract writing system.

Incumbent will participate in the agency's Integrated Product Teams (IPT) and Integrated Oversight Process (IOP), i.e. peer, one level above the contracting officer, and contract review boards.

#### Post-award/Closeout

Serves as contract administrator on awarded contracts. Conducts post-award conferences with Contractor and Government personnel to provide information and to clarify standard and special contractual provisions of the contract. Negotiates required changes to contract conditions to protect the agency.

Resolves problems of delivery, production, quality, differing site conditions, inspection, and other pertinent matters.

Performs cost/price analysis on change order proposals and analysis of delivery requirements. Negotiates prices and/or additional time required for performance and consideration on behalf of the Government.

Assesses liquidated damages for days of delay and resolves matters relating to excusable delays.

Administers payment provisions of the contract for partial payments, progress payments and final payments using the Department of Veterans Affairs On-line Certification system

Assures compliance with applicable labor laws.

Establishes position of the Government in disputes and issues final decisions of the Contracting Officer.

Prepares required documentation and coordinates with the Office of the General/Regional Counsel during any legal proceeding. Represents the contracting activity for discovery during the claim process and when necessary, provides testimony to the Board of Contract Appeals.

Issues show cause letters and cure notices as a prelude to terminations.

Ensures that the Office of General/Regional Counsel is involved in required contract reviews, terminations, show cause orders, modifications.

Determines the Government's position and issues terminations for Convenience or Default, and negotiates any settlements related thereto.

Closes out contract upon completion of the contract, resolution of all conflicts, and final disposition of payment and obtains adequate release of Claims documents to protect the agency. Archive contract records in accordance with agency procedures. Input contractor performance data in appropriate databases.

#### Data Systems

Incumbent shall fully utilize electronic systems for contract writing (i.e. eCMS), contract management, contract reporting (i.e. FPDS), financial management (i.e. IFCAP), in accordance with Agency policies.

Prepares other documentation for award including Federal Procurement Data System (FPDS) reports, solicitation and award synopses, eCMS documents, and administrative correspondence.

Performs other duties as assigned.

#### **Factor 1: Knowledge Required by the Position**

In depth knowledge of Federal Acquisition Regulations, Department of Veterans Affairs Acquisition Regulations, contract law, and procedures applicable to acquisition and contract administration including change orders, supplemental agreements, terminations, claims, and close out of contracts.

In depth knowledge of cost/price analysis techniques used in evaluation of contractor proposals, change order proposals and to conduct negotiations.

In depth knowledge of various types of contracts, including firm-fixed price, firm-fixed price with economic price adjustments, and cost reimbursement; and contract methods to include simplified acquisitions, sealed bidding, negotiations, cost sharing, multiple awards, commercial items and special provisions.

In depth knowledge of negotiation techniques sufficient to negotiate prices, terms and conditions, contract modifications and settlements.

In depth knowledge of program objectives, technical terminology, and uses of equipment, architect-engineering services, or construction services to be procured to plan, negotiate and administer the contract.

In depth Knowledge of commercial and industrial business practices to identify sources, analyze cost and pricing data.

In depth knowledge of the market and sources to include identification of offerors in specific socio-economic categories eligible for set-asides.

In depth knowledge of contract administration principles and practices sufficient to monitor contractor performance and compliance with all terms and conditions of the contract.

Ability to take appropriate action related to issues of noncompliance.

Ability to communicate orally and in writing in a clear and concise manner. Maintains good interpersonal skills when communicating with internal and external customers.

In depth knowledge of Architecture/Engineering contracting methods.

In depth knowledge of the Agency's electronic Contract Writing and Management System (i.e. e-CMS) and ability to fully solicit, award, and administer contracts.

## **Factor 2: Supervisory Controls**

The supervisor assigns work in terms of overall procurement projects. The incumbent develops the deadlines, projects, and the work to be accomplished. The incumbent must exercise initiative and judgment in completing the work. Completed work is considered to be complete and will only be reviewed periodically by the supervisor from an overall standpoint in terms of feasibility, compatibility with other work and to insure that assigned objectives are being met. Ensures that reviews of all required solicitations by one level above the Contracting Specialist are accomplished. When required, meets with supervisor to discuss controversial or sensitive issues. Through independent decision making authority carries out all aspects of the work, coordinating with others and resolving problems that occur. Serves as a mentor to acquisition professionals on all acquisition subjects in the organization.

## **Factor 3: Guidelines**

Guidelines include but are not limited to Federal procurement laws, agency contracting regulations, directives, policies, national, and local procedures. These guidelines typically cannot be applied directly and require a significant degree of interpretation to determine the extent of relevance to each acquisition. The incumbent exercises experienced judgment, initiative and resourcefulness to identify those aspects of broadly stated regulations and laws which do or do not apply to the particular procurement, to devise new contractual provisions or innovative financial arrangements, to develop justifications for adopting a contractual posture, which includes new or modified contractual positions or which appears to be at variance with established guidelines and to develop criteria or justifications to offset Contractor's claims against the Government.

**Factor 4: Complexity**

The incumbent serves as a Contract Specialist for large volume procurements for commodities, supplies, equipment, and services to meet consolidated requirements of several VHA organizations. Complexities typically include: technological changes, urgent government needs that override normal production; great volume of production, technical complexity of commodities or equipment; commodity shortages; lack of competition among vendors; and in-depth price analysis.

The incumbent will be assigned the most complex and sensitive contracts of the agency which include contracts valued over \$5 million and multi-facility/regional contracts. Other unique requirements include intra/interagency agreements, sharing agreements, contracts under the selling authority, contracts with affiliates, research and development, and real estate leases.

Contracts are characterized by high visibility, urgency of need, complexity of materials, repair and maintenance of proprietary items, multiplicity of awards, and extensive administrative problems, e.g. repair and maintenance of all office machines dispersed throughout a geographical region.

Decisions are based on in depth analysis of industry to balance the award and impact of high dollar government contracts on suppliers, on the availability of items to others, on the productive capacity of firms, on small and disadvantaged business, and the timely meeting of agency needs. The work requires careful planning, innovative solicitation development, originating contract clauses; determine government wide needs, and developing new sources.

**Factor 5: Scope and Effect**

The purpose of the work is to serve as Contract Specialist in procuring and administering the complex procurements. This includes acquisition planning, resolution of contract disputes, recommending changes or settlements which legally commit the Government up to \$100 million. Effective and timely procurements enable the serviced organization to carry forth their various missions. The work affects the costs to the Government and the costs and expenses allowed or profit realized by the Contractor.

**Factor 6: Personal Contacts**

Contacts are with the general public, representatives of local and state organizations, personnel from other Government agencies, and other VA organizations (e.g., Office of the Inspector General, Office of General/Regional Counsel). Contacts occur generally in a moderately unstructured situation with the roles and authorities of the parties varying and the purpose and extent of each contact being defined at the time.

**Factor 7: Purpose of Contacts**

The purpose of the contacts external to the employee's organization are to conduct pre-award and post-award conferences, administer the contract to resolve a variety of contractual issues,

negotiate contracts and contract modifications, and to defend procurement actions to higher level Government organizations. Frequently, these contacts have conflicting objectives between industry and the employee's organization, such as obtaining maximum profit versus a fair and reasonable price. Within the employee's organization, contacts are to exchange information and justify or defend proper contractual approaches to technical experts and managers.

#### **Factor 8: Physical Demands**

The subject position is primarily of an administrative nature in an office setting, however where travel to work sites is required there may be light physical work required, such as walking over uneven surfaces, or assisting technical personnel in taking measurements or elevations. Government travel for training, meetings, or customer interactions will be required in this position.

#### **Factor 9: Work Environment**

Work is normally performed in an office setting with periodic visits to the field offices. Occasionally the incumbent may be exposed to hazardous working area/conditions when visiting contractor's facilities or construction sites.

#### **Other Significant Facts**

##### **Customer Service**

Meets the needs of customers while supporting VA missions. Consistently communicates and treats customers (veterans, their representatives, visitors, and all VA staff) in a courteous, tactful, and respectful manner. Provides the customer with consistent information according to established policies and procedures. Handles conflict and problems in dealing with the customer constructively and appropriately.

##### **ADP Security**

Protects printed and electronic files containing sensitive data in accordance with the provisions of the Privacy Act of 1974 and other applicable laws, federal regulations, VA statutes and policy, and VHA policy. Protects the data from unauthorized release or from loss, alteration, or unauthorized deletion. Follows applicable regulations and instructions regarding access to computerized files, release of access codes, etc., as set out in the computer access agreement that the employee signs.



POSITION EVALUATION STATEMENT FACTOR EVALUATION SYSTEM		NATURE OF PROPOSED ACTION New	POSITION NO. 10699-A		
CLASSIFICATION TITLE Contract Specialist		SCHED. GS	SERIES 1102	GRADE 13	
ORGANIZATIONAL TITLE Senior Contract Specialist		NO. POSITIONS			
ORGANIZATION Service Area Office/West		SUBDIVISION VISN 21 Consolidated Contract Act		LOCATION Various within VISN 21	
EVALUATION FACTORS	POINTS ASSIGNED	STANDARD USED (Give Benchmark No., Factor Level No., Etc.)		COMMENTS	
1. KNOWLEDGE REQUIRED BY THE POSITION	1550	FL 1-8		Knowledge and skill necessary to negotiate very complex contracts and to develop unique contract types required to accommodate changing business climates, new technology, dynamic market conditions, and economic uncertainties.	
2. SUPERVISORY CONTROLS	450	FL 2-4		The supervisor assigns work in terms of overall procurement projects. The incumbent develops the deadlines, projects, and the work to be accomplished. The incumbent must exercise initiative and judgment in completing the work.	
3. GUIDELINES	450	FL 3-4		Guidelines typically cannot be applied directly and require a significant degree of interpretation to determine the extent of relevance to each acquisition.	
4. COMPLEXITY	325	FL 4-5		Contracts are characterized by high visibility, urgency of need, complexity of materials, repair and maintenance of proprietary items, multiplicity of awards, and extensive administrative problems.	
5. SCOPE AND EFFECT	225	FL 5-4		The purpose of the work is to plan, establish, negotiate, administer, and evaluate criteria for a wide range of contracts to formulate approaches to problems arising throughout the procurement process when the problems require extensive analysis of a variety of unusual conditions.	
6. PERSONAL CONTACTS	60	FL 6-3		Contacts are with the general public, representatives of local and state organizations, personnel from other Government agencies, and other VA organizations	
7. PURPOSE OF CONTACTS	120	FL 7-3		Contacts have conflicting objectives between industry and the employee's organization, such as obtaining maximum profit versus a fair and reasonable price.	
8. PHYSICAL DEMANDS	5	FL 8-1		No special physical demands.	
9. WORK ENVIRONMENT	5	FL 9-1		Office setting.	
SUMMARY	TOTAL POINTS	3190			
	GRADE CONVERSION	GS-13			
REMARKS (As appropriate, desk audit findings or other considerations not previously documented which affect final grade.)					
Reference: PCS for Contracting Series, GS-1102					
Series and Title Determination: The incumbent of subject position must have knowledge of professional work involving the procurement of supplies, services, construction, or research and development using format advertising or negotiation procedures; the evaluation of contract price proposals; and the administration or termination and close out of contracts to serve as one of the Consolidated Contracting Activities Senior Contract Specialists. The work requires knowledge of the legislation, regulations, and methods used in contracting; and knowledge of business and industry practices, sources of supply, cost factors, and requirements characteristics.					
Grade Determination: The duties and responsibilities of this position are evaluated by using the above referenced standards. The factor points equal 3190. The range for GS-13 is 3155 to 3600. Therefore, upon conversion, the subject position is appropriately graded at the GS-13 level.					
Classification Determination: Contract Specialist, GS-1102-13.					
FLSA Determination: This position meets the criteria for exemption as defined in 5CFR, Part 551 and subsequent guidance and is therefore determined to be FLSA exempt.					
EVALUATED BY <i>Lori Donelson</i>		DATE <i>11/12/10</i>			
TITLE AND/OR ORGANIZATIONAL LOCATION HR Specialist (Classification)					

# Position Designation of National Security and Public Trust Positions

<i>Position Designation Record</i>	
<b>Agency</b>	Veterans Affairs
<b>Position Title</b>	Contract Specialist
<b>Series and Grade/Pay Band</b>	GS-1102-13
<b>Position Description Number</b>	6317

Duties	Degree of Potential for Compromise or Damage
<i>Protection of government funds</i>	<p><b>Moderate impact</b> One or more of the following:</p> <ul style="list-style-type: none"> <li>• Obligates, expends, collects or controls funds or items with monetary value of over \$1 million, but under \$2 million, annually, where no controls or oversight are in place to limit potential impact; or \$2 million to \$10 million annually</li> <li>• Audits or analyzes budgets or other financial records, with potential for moderate impact on government programs or operations</li> <li>• Procures (or secures funding for) goods and/or services with monetary value exceeding \$2 million, but less than \$10 million, annually, the compromise of which could cause moderate impact on government programs or operations</li> </ul>
<i>Protection of personal, private, sensitive, but unclassified/controlled unclassified, or proprietary information (including PA and FOIA, etc.)</i>	<p><b>Moderate impact</b> Access to personal, private, proprietary, or sensitive but unclassified/controlled unclassified information, the unauthorized disclosure of which could cause moderate damage to individuals, business entities, or government programs or operations</p>
<i>Government service delivery, including customer service and public liaison</i>	<p><b>Moderate impact</b> Duties involve customer service responsibilities and/or public liaison that could cause moderate damage to individuals, business entities, or government programs or operations</p>

Adjustment for program designation and level of supervision	
<i>Adjustment for Scope of Program and Correlation to Extent of Impact (see definitions)</i>	Agency impact
<i>Adjustment for level of supervision or other controls</i>	Periodic, ongoing review - ability to act independently a lot of the time

Designation	Suitability
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Level	Investigation	Form Required
Tier 2	MBI	SF 85P

Total Points Designation	
<i>Total Initial Position Designation Points from Step 2</i>	45
<i>Adjusted Position Designation Points from Step 3</i>	35

Signature: *Lori Donaldson* Date: 11/12/2010

Name: Lori Donaldson, Human Resources Specialist (Classification)

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