

**Attachment A**  
**Strategic Management Consulting Services**  
**Minimum Requirements for Personnel Classifications**

Personnel Classification	Minimum Qualifications
Organizational Development Consultant	A college degree in a relevant field of study and at least 10 years of experience in organizational development and/or (Industry) administration, or Human Resources
Principal Consultant	A college degree in a relevant field of study and at least 10 years of experience in project management and/or management consulting; strong business administration and management experience
Lead Consultant	A college degree in a relevant field of study and at least 10 years of experience in project management and/or management consulting; strong business administration and management experience
Subject Matter Expert	A college degree in a relevant field of study and at least 10 years of experience in any, or a combination of the following areas: facilities management, construction, facilities, technology
Program Manager	A college degree in a relevant field of study and at least 7 years of experience in advanced management and organizational principles and practices, a comprehensive knowledge of planning, programming, and budgeting regulations, guidelines and processes.
Performance Management Officer	A college degree in a relevant field of study and 6 years of specialized experience performing duties related to the work of this position, including program management, financial modeling and complex analytical studies
Sr. Performance Management Specialist	A college degree in a relevant field of study and at least 7 years of experience in performance management and employee recognition programs
Management Analyst	A college degree in a relevant field of study; expert knowledge of system analysis concepts and techniques, structured analysis principles, life cycle management, cost-benefit analysis, and project management; knowledge of basic budgetary and financial management

**NOTE: An advanced degree may substitute for 2 years of experience**