Resource Type	Hourly Rate

Administrative Services

Content Development	$75
Website Development/Maintenance	$100
<Outsourced> Office Manager	$100
<Outsourced> HR Services	$125
<Outsourced> Financial Services	$125

Project Management

Project Coordinator	$100
Project Manager - I	$125
Project Manager - II	$150
Project Manager - III	$175
Sr. Project Manager	$200
Program Manager	$200
Business Analyst - I	$125
Business Analyst - II	$150
Business Analyst - III	$175
Project Scheduler - I	$125
Project Scheduler - II	$150

Application Development and Support

Service Desk Support - I	$75
Service Desk Support - II	$100
Service Desk Support - II	$125
Software Quality Assurance - I (Tester)	$125
Software Quality Assurance - II (Tester)	$150
Tech Writer	$125
Application Trainer	$125
Software Developer - I	$75
Software Developer - II	$100
Software Engineer	$125

Organizational Change Management (OCM)

Prosci Certified Sr. Consultant	$175
Prosci Certified Consultant	$150

(Lean) Six Sigma Consultant

Master Black Belt	$200
Black Belt	$175
Green Belt	$150

Training guides; process documents; job descriptions; PowerPoint presentations, etc.
Arrowhead develops websites exclusively in WordPress; familiar with all WP plug-ins
Scheduling; documentation; research; vendor management; minor procurement
onboarding; paperwork; compliance; benefits; handbooks; policy guides
forecasting; reporting; budgets; bookkeeping

1-3 years experience; small scale project
3-5 years experience; medium scale project
5-7 years experience; medium to large scale project; likely certified (PMP, ITIL, ISO, 6Sigma)
7-10 years experience; large scale project; likely certified (PMP, ITIL, ISO, 6Sigma)
10+ years experience; large scale project; certified (PMP, ITIL, ISO, 6Sigma)
10+ years experience; multiple large scale projects; certified (PMP, ITIL, ISO, 6Sigma)
3-5 years experience; medium scale project
5-7 years experience; medium to large scale project
7-10 years experience; large scale project
3-5 years experience with mainstream scheduling software
5+ years experience with mainstream scheduling software; strong reporting skills

triage and data entry of product errors/issues
cursory knowledge of the product; can answer about 25% of the questions
solid knowledge of the product; can answer 50+% of the questions
3-5 years experience; solid executor of provided test scripts
5+ years experience; ability to work beyond just the provided scripts
Creator of test plans/scripts; manuals; process documents
Train resources on new product/application; virtually or in person
can code
can code and sometimes test
can code, test and write documentation