Program Manager

Concept Plus is a mission-focused technology solutions provider that transforms IT concepts into impactful solutions for federal agencies. Headquartered in Fairfax, VA, we bring the agility, responsiveness, and customer intimacy of a small business combined with the quality and infrastructure of a larger firm.

Recognized as an award-winning Oracle partner, we have delivered innovative solutions across Defense, Intelligence, Civilian, Health IT, and Tribal sectors. Our highly certified experts build systems that drive efficiency, accelerate modernization, and ensure mission outcomes with certainty.

We offer competitive pay, comprehensive health, dental, and vision insurance, paid life insurance, paid time off, 11 paid holidays, performance bonuses, tuition reimbursement, unlimited training, and the opportunity to thrive in a collaborative, flexible, and innovative environment.

For more information, visit www.conceptplus.com.

About the role

Concept Plus is seeking an experienced, mission-focused Program Manager (PM) to lead delivery of an Oracle eBusiness, OCI hosted common services program. The program's purpose is to build, integrate, and sustain Oracle eBusiness applications hosted on Oracle Cloud Infrastructure (OCI) platforms, enhancing a standardized, shared-services model. The PM serves as the single point of accountability for all aspects of program delivery across a workforce of 80+ FTEs, spanning engineering, DevSecOps, cloud operations, cybersecurity, data management, and AI/ML disciplines. The PM plans, initiates, and manages all IT project activities; leads and guides the work of technical staff; serves as the liaison between business and technical aspects of the program; plans project stages and assesses business implications for each stage; and monitors progress to assure deadlines, standards, and cost targets are met.

What you'll do

Program Governance & Delivery

- Serve as the single point of accountability for program governance, delivery, and performance across all contract task areas.
- Act as the primary interface with key stakeholders.
- Own and maintain the Program Management Plan (PMP) and Integrated Master Schedule (IMS).
- Ensure all tasks are logically sequenced, properly resourced, and traceable to contract requirements across all option years.

Workforce Management

- Field and sustain a workforce of 80+ FTEs.
- Ensure all cleared and certified personnel are onboarded within 30 days of award.
- Maintain a 90% fill rate at all times.
- Execute a documented remediation strategy to restore staffing to 90% within 30 days of any vacancy.

Risk, Deliverables & Operational Performance

- Own the program risk register and drive mitigation activities.
- Oversee all contract deliverables including transition-in, architecture, staffing, DevSecOps, data migration, security/RMF, DR/COOP, and status reporting.
- Ensure 24/7/365 operational availability through follow-the-sun staffing models, near real-time Production-to-DR/COOP replication, and rapid incident response for global stakeholders.

Agile Execution & Service Management

- Ensure contractor alignment to Integrated Team Structures that support Government's agile strategy.
- Foster a culture of shared ownership and continuous improvement.
- Maintain DESMF-aligned service management across patching, capacity management, backup/restore, and incident management.

Financial & Compliance Oversight

- Oversee program financial performance including labor cost tracking, BOE maintenance, and variance management.
- Ensure adherence to all security and compliance requirements, including RMF/ATO processes, DoD 8570/8140 compliance, and SOC 1 Type 2 audit readiness.

Teaming & Subcontractor Management

- Manage teaming and subcontractor relationships to ensure specialized capabilities (AI/ML, OCI, ERP modules).
- Ensure subcontracting strategy supports fill-rate commitments and small business requirements.

Technology Modernization

- Drive execution of the program's technology modernization agenda.
- Ensure DevSecOps, AI/ML integration, and comprehensive test automation are embedded throughout the service lifecycle in alignment with Government objectives.

Required Qualifications

- US Citizen
- Bachelor's degree in IT, Computer Science, Engineering, Business Administration, or a related field.
- Minimum of 10 years of progressive IT program management experience.
- At least 5 years managing large-scale DoD IT programs in a prime contractor role.
- Project Management Professional (PMP) certification required.
- Working knowledge of Cloud hosting environments and ERP platforms.
- Understanding of DevSecOps principles.
- Familiarity with DoD RMF and ATO processes.
- Knowledge of DESMF and Agile execution within Government acquisition environments.
- Experience managing CDRL deliverables, FAR/DFARS compliance, and EVMS or equivalent performance tracking.

- Active Secret clearance required at time of hire with ability to obtain and maintain a Top Secret clearance if required.

Preferred Qualifications

- Active Top Secret (TS) security clearance; candidates holding an active TS clearance will be given strong preference as the program's operational scope and data sensitivity may require TS access
- A Master's degree in a relevant field is preferred.
- ITIL Foundation certification or higher is strongly preferred
- Additional certifications in Oracle Cloud, DoD 8570/8140 (IAT/IAM Level II or higher), or Agile/SAFe are a plus.
- Candidates possessing working knowledge of Oracle Cloud Infrastructure (OCI) and Oracle ERP platforms is strongly preferred.
- Prior experience supporting Air Force programs is strongly preferred, as is familiarity with the DoD Enterprise Services Management Framework (DESMF)
- Experience managing programs on Cloud One or comparable FedRAMP-authorized cloud platforms.

Concept Plus is an Equal Opportunity Employer. As such, we will give your application full consideration without regard to your race, color, religion, sex, age, national origin, disability, veteran status, sexual orientation, gender identity, or any other classification protected by federal, state, or local law.