Adams12 Five Star Schools

Job Title:	**Identity and Access Management Engineer**	Job Code:	**090540**
Job Family:	**Instructional Technology**	FLSA Status:	**Ex – A**
Pay Program:	**Administrative**	Pay Range:	**L 09**
Typical Work Year:	**12 months**		

SUMMARY: Provide expertise in the design, development, testing, implementation, and integration of Identity and Access Management (IAM) systems and solutions, both on-prem and cloud-based. Integrate IAM systems with in-house applications, third-party applications, and SaaS applications for provisioning, identity authentication, and developing connectors between IAM tools and system resources. Provide operational support and act as a technical resource for the Infrastructure Services team. Conduct access and security audits to identify vulnerabilities within existing systems, and collaborate with the security team to mitigate risks. Review existing IAM processes to ensure they are align with industry best practices.

ESSENTIAL DUTIES AND RESPONSIBILITIES: *To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

Job Tasks Descriptions	Frequency	% of Time
1. Design, develop, test, implement, and integrate Identity and Access Management (IAM) systems and solutions, both on-prem and cloud-based. Identify and deploy internal process and automation improvements.	M	30%
2. Integrate IAM systems with in-house applications, third-party applications, and SaaS applications for provisioning, identity authentication, and developing connectors between IAM tools and system resources.	M	25%
3. Provide operational support and act as a technical resource for the Infrastructure Services team, including incident, change, and problem management.	D	15%
4. Perform access and security audits to identify vulnerabilities within existing systems. Work to ensure tasks, related to audit results, are completed on time and in collaboration with all appropriate parties.	M	10%
5. Maintain awareness and knowledge of current changes within legal, regulatory and technology environments that may affect operations. Ensure that senior IT management and staff are aware of changes and updates in a timely manner. Lead scalability and performance planning for future district IAM needs.	D	5%
6. Participate in the architecture and support of the ongoing automation of directory services. Develop the IAM automation processes that support daily operations across various vendor systems.	D	5%
7. Develop and provide system and/or programming training for users as needed.	Q	5%
8. Perform other duties as assigned.	Ongoing	5%

EDUCATION AND RELATED WORK EXPERIENCE:
● Bachelor's degree in computer science or related major required. Four (4) additional years of similar or relevant experience may be substituted for this requirement.
● Minimum of five (5) to seven (7) years of experience in Identity & Access Management (IAM) and/or active directory technologies.
● IT Certifications are preferred, including MCSE Certification specialization in Identity Management, CISSP, and ITIL v3 Foundation's certifications.

LICENSES, REGISTRATIONS or CERTIFICATIONS:
● Criminal background check required for hire.

TECHNICAL SKILLS, KNOWLEDGE & ABILITIES:
● Knowledge of the configuration of MS Active Directory technologies.
● Technical skills in the Identity Management, including Active Directory, AzureAD, PAM, PIM, SAML, OAuth.
● Knowledge of Active Directory operation and support including Active Directory Infrastructure components (FSMO roles), delegated administration, group policies, OU admin & Site replication, and ADFS.

- Expertise related to Directory Services, Directory services replication/synchronization, Kerberos, Active Directory compliance for Schema Extensions, DEA (Directory Enabled Applications), SMTP Query management, LDAPS, AD integration security, federation services.
- Knowledge of security protocols such as LDAP/LDAPS, SAML, WS-Federation, SCIM, OAuth, and OIDC
- Knowledge of the migration of configuration between Test, Dev and Production environments.
- Knowledge of Google Suite of applications and integration with IAM products.
- Technical skills with scaling and integrating directories (LDAP, AD, Azure AD, etc.)
- Ability to work with various scripting languages with emphasis on Powershell
- Demonstrated organizational skills, attention to detail, and ability to work both independently and as part of a team.
- Good communication, interpersonal skills and documentation skills.
- Ability to maintain confidentiality in all aspects of the job.
- Ability to keep up-to-date technically and apply new knowledge to the job. Includes adapting to and mastering new system applications and processes as implemented by the district or department
- Ability to promote and follow Board of Education policies, District policies, building and department procedures.
- Ability to stay current with district policy, standards and training in the areas of data quality, data privacy, and cyber-security with respect to student and staff data, and related information systems.
- Ability to communicate, interact and work effectively and cooperatively with all people, including those from diverse ethnic and educational backgrounds. Willingness to contribute to cultural diversity for educational enrichment.
- Ability to recognize the importance of safety in the workplace, follow safety rules, practice safe work habits, utilize appropriate safety equipment and report unsafe conditions to the appropriate administrator.

MATERIALS AND EQUIPMENT OPERATING KNOWLEDGE:
- PC and related software applications.
- Operating knowledge of district information technology systems and any other department specific software and equipment required within 2 months after entering position.
- Advanced knowledge of servers, mainframes and networks.
- Familiarity with general office equipment.

REPORTING RELATIONSHIPS & DIRECTION/GUIDANCE:

	POSITION TITLE	JOB CODE
Reports to:	Administrative Data Services Executive Director	090529

	POSITION TITLE	# of EMPLOYEES	JOB CODE
Direct reports:	This job has no supervisory responsibilities.		

BUDGET AND/OR RESOURCE RESPONSIBILITY:
- None

PHYSICAL REQUIREMENTS & WORKING CONDITIONS: *The physical demands, work environment factors and mental functions described below are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

PHYSICAL ACTIVITIES:	Amount of Time			
	None	Under 1/3	1/3 to 2/3	Over 2/3
Stand		X		
Walk		X		
Sit				X
Use hands and fingers, to handle and/or feel				X
Reach with hands and arms	X			
Climb or balance	X			
Stoop, kneel, crouch, or crawl	X			
Talk		X		
Hear		X		
Taste	X			
Smell	X			

WEIGHT and FORCE DEMANDS:	Amount of Time			
	None	Under 1/3	1/3 to 2/3	Over 2/3
Up to 10 pounds		X		
Up to 25 pounds	X			

	None			
Up to 50 pounds	X			
Up to 100 pounds	X			
More than 100 pounds	X			

MENTAL FUNCTIONS:	Amount of Time			
	None	Under 1/3	1/3 to 2/3	Over 2/3
Compare				X
Analyze				X
Communicate			X	
Copy		X		
Coordinate			X	
Instruct		X		
Compute				X
Synthesize				X
Evaluate				X
Interpersonal Skills			X	
Compile			X	
Negotiate		X		

WORK ENVIRONMENT:	Amount of Time			
	None	Under 1/3	1/3 to 2/3	Over 2/3
Wet or humid conditions (non-weather)	X			
Work near moving mechanical parts	X			
Work in high, precarious places	X			
Fumes or airborne particles	X			
Toxic or caustic chemicals	X			
Outdoor weather conditions	X			
Extreme cold (non-weather)	X			
Extreme heat (non-weather)	X			
Risk of electrical shock	X			
Work with explosives	X			
Risk of radiation	X			
Vibration	X			

VISION DEMANDS:	Required
No special vision requirements.	
Close vision (clear vision at 20 inches or less)	X
Distance vision (clear vision at 20 feet or more)	
Color vision (ability to identify and distinguish colors)	
Peripheral vision	
Depth perception	
Ability to adjust focus	X

NOISE LEVEL:	Exposure Level
Very quiet	
Quiet	X
Moderate	
Loud	
Very Loud	