JOB DESCRIPTION
Identity Management Engineer

DIVISION: Office of Performance & Information Technology (PIT)	**GRADE:** IT3
DEPARTMENT: IT Infrastructure & Production Services	**WORK DAYS:** Annual
REPORTS TO: Director (IT Security and Network Services)	**FLSA STATUS:** Exempt
CLASSIFICATION: At-Will	**DATE:** 6/8/2021

Our Mission: Through a caring culture of equity, trust, and collaboration, every student will graduate ready for college, career, and life.

Our Vision: A high-performing school district where students love to learn, educators inspire, families engage, and the community trusts the system.

Our Guiding Principles: Equity in our approach to decision making, **Ethics** to demonstrate our integrity, **Engagement** with our school community, and **Excellence** in everything we do.

POSITION SUMMARY

The Identity Management (IDM) Engineer has broad and deep technology background to support Identity and Access Management (IAM) solutions for the District. Responsible for the standards, design, and implementation of APS' Active Directory and related environments. Provides expertise in all aspects of the following technologies: Microsoft technologies Active Directory (AD), Active Directory Lightweight Directory Services (ADLDS), Active Directory Federated Services (ADFS), Forefront Identity Manager (FIM) and Public Key Infrastructure (PKI) are included as key technologies. This is a hands-on role that will require the direct involvement in all related technical and process related decisions specific to these and related technologies.

MINIMUM REQUIREMENTS

EDUCATION:
• Bachelor's degree in Engineering, Information Technology, Computer Science, or related discipline required.

CERTIFICATION/LICENSE:
• Microsoft Certified IT Professional (Enterprise Administrator) preferred.
• CISSP certification is a plus.
• Microsoft technical certifications are preferred.

WORK EXPERIENCE:
• 5 years of experience as a senior level IDM engineer preferred.

KNOWLEDGE, SKILLS & ABILITIES

• Strong customer service skills.
• Knowledge of best practice security standards and techniques.

- Must have clean criminal record with the ability to pass fingerprint background check.
- Must be authorized to work in the Unites States.
- Expert knowledge in administering Active Directory (AD), ADFS (Active Directory Federation Services), and GPO's.
- Experience with ADFS/FIM, MS Azure in a cloud Office 365 environment.
- Experience with multi factor authentication technology.
- Ability to translate technical issues into understandable business language for end users.
- Develops, documents, and enforces the standards, security procedures, and controls for access to ensure integrity of the Windows Systems, Active Directory, and related the database system.
- Understands Active Directory architecture and system integration problems.
- Knowledgeable of Active Directory components and related infrastructure.
- Knowledgeable of Reporting and Auditing Capabilities for Active Directory.
- Experience with managing Public Key Infrastructure (PKI).
- Analyze and resolve problems related to access control, user administration, and operating level system security.
- Experience working with PowerShell, VBscript.
- SQL management and querying.
- Experience with Office 365 DirSync, RADIUS is a plus.
- Experience with infrastructure and server theories, principles and concepts; application infrastructure and standards; networking fundamentals; Windows; Clustering ; Physical Server architecture; Virtualization Technologies (e.g. VMware, Hyper-V, VDI) and LAN/WAN/Firewall/VPN network technologies.

ESSENTIAL DUTIES

- Analyzes the design of the Active Directory environment and recommend and implement changes as required including migration of users, computers, mailboxes, and applications.
- Develops processes and procedures for ongoing management and maintenance of the Active Directory environment.
- Provides third tier support for client/server infrastructure and application support.
- Pro-actively monitors the stability and performance of Active Directory and related environments.
- Provides Microsoft Forefront Identity Manager (FIM) 2010 R2 support.
- Researches and recommends new IDM and related technologies as they become available.
- Produces AD metrics on a regular basis.
- Provides backup to the Exchange Administrator as needed.
- Conducts DR testing and backup validation.
- Required to have prompt, regular attendance in-person and be available to work on-site, in-person during regular business hours and as needed.
- Performs other duties as assigned by an appropriate administrator or their representative.

PHYSICAL ABILITIES AND WORKING CONDITIONS

The physical abilities, working conditions and other conditions of employment listed in this document are representative of, but are not intended to provide an exhaustive list of the requirements for positions in this classification. In the event of an emergency or situation requiring guidance from Federal, State, or local or school district authorities, the requirements of this position may change temporarily or for the school year to best serve the needs of our students.

Vision: Ability to read small print and view a computer screen for prolonged periods.
Hearing: Ability to tolerate exposure to noisy conditions.

Speech: Ability to be understood in face-to-face communications, to speak with a level of proficiency and volume to be understood over a telephone or computer.

Upper Body Mobility: Ability to use hands to grasp, and manipulate small objects; manipulate fingers, twist and bend at wrist and elbow; extend arms to reach outward and upward; use hands and arms to lift objects; turn, raise, and lower head.

Strength: Ability to lift, push, pull and/or carry objects which weigh as much as 5 or more pounds on a frequent basis. Incumbent may be required to physically restrain parties involved in a conflict.

Environmental Requirements: Ability to encounter constant work interruptions; work cooperatively with others; work independently; work indoors.

Mental Requirements: Ability to read, write, understand, interpret and apply information at a moderately complex level essential for successful job performance; math skills at a high school proficiency level; judgement and the ability to process information quickly; learn quickly and follow verbal procedures and standards; give verbal instruction; rank tasks in order of importance; copy, compare, compile and coordinate information and records. Understand how to manage stress.

Remote Work Requirements:

Additional Work Conditions & Physical Abilities: Ability to be flexible and adapt as needed between various in-person working environments.