

KERN COMMUNITY COLLEGE DISTRICT

CLASS TITLE: IDENTITY AND ACCESS MANAGEMENT ENGINEER

BASIC FUNCTION:

Under the direction of an assigned supervisor, serve as the technical expert responsible for the design, architecture, implementation and maintenance of identity and access management, enterprise authentication and account provisioning solutions across the organization.

REPRESENTATIVE DUTIES:

Design, implement and support the architecture for authentication, authorization, account provisioning and enterprise application integrations. *E*

Responsible for the development, maintenance and support of account provisioning and management services. *E*

Manage, design, develop, implement, and support identity and access management components. *E*

Provides architecture recommendations based on long-term identity management, enterprise authentication and account provisioning strategies. *E*

Implement IT security measures and solutions related to single sign-on access. *E*

Support in-house single sign-on and account provisioning and management systems while transitioning to commercial of the shelf solutions. *E*

Collaborate with the Infrastructure, Database Administration, Web Development and ERP teams on systems design, layout and implementation as it relates to authentication, authorization, account provisioning and single-sign-on. *E*

Keep current with the latest developments in identity and access management technologies. *E*

Perform related duties as assigned.

KNOWLEDGE AND ABILITIES:

KNOWLEDGE OF:

- Identity management strategies and implementation planning for authentication, authorization, account provisioning, password change and single-sign-on architectures.
- Technical architecture related to integrating and managing identity and access management systems such as Microsoft Forefront Identity Manager into enterprise-wide infrastructure and applications
- Understanding of implications to identity and access management and security/audit compliance
- Identity Management products, Web Technologies, development languages such as VB.NET, ASP.NET, C#, JAVA/J2EE, XML, JavaScript, LDAP, SQL and database principles
- Federated identity and web services, security and authentication concepts such as SAML, Shibboleth, ID-WSF, WS-Federation and WS-Security.
- In depth knowledge of Microsoft Active Directory as it relates to authentication, authorization, account provisioning, password change and single-sign-on
- Windows and UNIX server environments
- Experience with relational databases such as Oracle or Microsoft SQL Server
- Enterprise applications using windows forms, windows services, console applications, class library (API), web application and web services.
- In depth experience developing and supporting applications that integrate with enterprise directory services.
- Installing and debugging issues with Active Directory enabled custom or third party applications.

ABILITY TO:

- Analyze, design, configure, install and maintain complex identity and access management solutions
- Develop in-depth knowledge and understanding of systems capabilities, end-user's information needs and underlying business practices
- Debug and solve complex problems
- Manage multiple priorities, follow project plans and meet project deliverables
- To grasp issues quickly and make educated, critical judgment in the absence of complete information.
- Successfully practice activities such as develop vision and business cases, plan project phases and iterations, identify and assess risks, develop quality assurance plans, manage change requests, manage quality control, develop proof-of-concept, develop use-cases

Knowledge and Abilities (continued)

and software requirements, design architecture, develop test cases, unit testing and performance testing.

- Learn new skills and adapt to changes in technology
- Continuously update personal knowledge of industry-leading technology
- Communicate effectively both orally and in writing
- Establish and maintain cooperative and effective working relationships with other

EDUCATION AND EXPERIENCE:

Any Combination Equivalent To:

Bachelor's degree AND two years of experience developing and integrating identity and access management, single sign-on and account provisioning and management solutions.

OR

An Associate's degree AND 4 years of work experience such as described in the representative duties section of the specification.

OR

High school diploma, GED or equivalent certificate of competency AND 6 years of work experience such as described in the representative duties section of the specification.

WORKING CONDITIONS:

ENVIRONMENT:

Office environment.

PHYSICAL DEMANDS:

Incorporated within one or more of the previously mentioned essential functions of this job described are essential physical requirements. The chart below indicates the percentage of time spent on each of the following essential physical requirements.

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|----|-------------------------------|----|--------------------------------------|
| 1. | Seldom = Less than 25 percent | 3. | Often = 51 – 75 percent |
| 2. | Occasional = 25 – 50 percent | 4. | Very Frequent = 76 percent and above |
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|---|----|---|
| 4 | a. | Ability to work at a desk, conference table or in meetings of various configurations. |
| 1 | b. | Ability to stand for extended periods of time. |
| 4 | c. | Ability to sit for extended periods of time. |
| 4 | d. | Ability to see for purposes of reading printed matter. |
| 4 | e. | Ability to hear and understand speech at normal levels. |

Physical Demands (continued)

- 4 f. Ability to communicate so others will be able to clearly understand a normal conversation.
- 1 g. Ability to bend, twist, stoop and kneel.
- 1 h. Ability to lift 10 lbs.
- 1 i. Ability to carry 10 lbs.
- 4 j. Ability to operate equipment.
- 1 k. Ability to reach in all directions.

This job description is intended to describe the general nature and level of work being performed. It is not intended to be constructed as an exhaustive list of all responsibilities, duties and skills required of individuals so classified.