



Lead Engineer, Identity Access Management

Job Description

JOB INFORMATION

<i>Job Code:</i>	166023
<i>Job Title:</i>	Lead Engineer, Identity Access Management
<i>FLSA Status:</i>	Exempt
<i>Supervisory:</i>	Leads one or more employees performing similar work.
<i>Job Family:</i>	IT Security
<i>Job Family Group:</i>	Information Technology
<i>Management Level:</i>	7 Individual Contributor

JOB SUMMARY

This position acts the lead engineer in designing, developing, testing, implementing, and integrating Identity and Access Management systems and solutions. Responsibilities include identification, analysis and resolution of system design weaknesses including troubleshooting and managing the resolution of issues. The IAM Lead Engineer is responsible for guiding and facilitating successful and on-time completion of major projects, and finding solutions to complex issues surrounding access to systems. This position works with IT internal support teams as well as external clients within the university to provide the highest standards of support relative to identity access management practices. Other responsibilities include monitoring and maintenance of IAM systems, training and communication of IAM processes, and advising on IAM solutions and best practices.

JOB QUALIFICATIONS:

Education

<i>Req</i>	<i>Pref</i>	<i>Degree</i>	<i>Field of Study</i>
X		Bachelor's degree	
	X	Bachelor's degree	

Additional Education

Check here if experience may substitute for some of the above education.

X Combined experience/education as substitute for minimum education

Work Experience

<i>Req</i>	<i>Pref</i>	<i>Work Experience</i>	<i>Experience Level</i>
X		7 years	

Additional Work Experience

Check here if education may substitute for some of the above work experience.

Combined experience/education as substitute for minimum work experience

Knowledge, Skills and Abilities

<i>Req</i>	<i>Pref</i>	<i>Functional Skills</i>
X		Hands-on technical experience in systems integration or software engineering of identity and access management (IAM) solutions (e.g., BeyondTrust, CyberArk, Duo, Fischer International, ForgeRock, Grouper, ISIM, OIM, OUD/OVD, Ping Identity, RadiantLogic, SailPoint, Saviynt, Shibboleth, Thycotic).

Knowledge, Skills and Abilities

Req	Pref	Functional Skills
X		Experience with one or more programming languages (e.g., Java, C#, C/C++, Python, JavaScript).
X		Experience with information security concepts (e.g., authentication, access control, cryptography).
X		Experience with Linux/Unix, Windows, scripting (with programming languages such as Bash, PowerShell, Perl, or Bash), SQL, LDAP, and web services.
	X	Expertise in financial services, healthcare, or other regulated industries.

Certifications

Req	Pref	Select Certifications	Enter Additional Certifications
			CISSP certification.

Other Job Factors

JOB ACCOUNTABILITIES

	% Time	Essential	Marginal	N/A
Leads the design, development, testing, implementation, and integration of Identity and Access Management (IAM) systems and solutions. Ensures that solutions protect information resources against unauthorized use, inappropriate degrees of access, disclosure, damage and/or loss.				
Guides and facilitates the successful and on-time completion of major programs and projects. Facilitate the continuous adoption, training, communication, and education of IAM capabilities, functions, and standards.				
Leads the identification, analysis, and resolution of system design weaknesses. Troubleshoots and manages the resolution of issues related identities, systems, access, accounts, authentication, authorization, entitlements, and permissions. Determines and recommends the most appropriate response to identified more complex problems, issues and/or defects by assessing impact and prioritization.				
Serves as an IAM Subject Matter Expert (SME). Drives the alignment of IAM solution requirements and best practices by using appropriate standards, processes, procedures, and tools throughout the system development life cycle.				
Ensures the maintenance, patching, operating, and monitoring of IAM systems. Troubleshoots, supports and resolves system incidents, problems and changes, as required.				
Collaborates with technology, functional, and business partners to improve communication, ensure alignment, and achieve shared objectives. Serves as a point of contact for information security.				
Establishes and implement frameworks, methodologies, and systems to continuously improve the delivery and quality of IAM solutions. Designs reusable strategies, decisions, service components, libraries and frameworks to support enterprise-level IAM services.				
Mentors other team members in systems integration, software engineering, systems administration, IT operations, and information security.				
Maintains awareness and knowledge of current changes within legal, regulatory, and technology environments which may affect operations. Ensures senior management and staff are informed of any changes and updates in a timely manner. Establishes and maintains appropriate network of professional contacts. Maintains membership in appropriate professional organizations and publications. Attends meetings, seminars and conferences and maintains continuity of any required or desirable certifications, if applicable.				

Other Requirements

Essential:	Emergency Response/Recovery	Essential:	Mandated Reporter
	In the event of an emergency, the employee holding this position is required to “report to duty” in accordance with the university’s Emergency Operations Plan and/or the		A mandated reporter who in his or her professional capacity has knowledge of, or reasonably suspects a person who is under the age of 18 years, elderly, or a dependent adult has been the victim of abuse

Other Requirements

<i>Essential:</i>	<i>Emergency Response/Recovery</i>	<i>Essential:</i>	<i>Mandated Reporter</i>
	employee's department's emergency response and/or recovery plans. Familiarity with those plans and regular training to implement those plans is required. During or immediately following an emergency, the employee will be notified to assist in the emergency response efforts, and mobilize other staff members if needed.		or neglect must report the suspected incident. The reporter must contact a designated agency immediately or as soon as practically possible by telephone or in writing within 36 hours. By virtue of the associated job duties, this position qualifies as a mandated reporter as required by state law and USC's policy at: https://policy.usc.edu/mandated-reporters/
<i>Campus Security Authority (CSA)</i>			<i>Essential:</i>
By virtue of the associated job duties, this position qualifies as a Campus Security Authority as required by law and USC's policy at: https://dps.usc.edu/alerts/clery/			No

ACKNOWLEDGMENTS

The above statements reflect the essential and non-essential functions as necessary to describe the principle contents of the job. They are not intended to be a complete statement of all work requirements or duties that may be required of the position. I understand that I may be asked to perform other duties as assigned. USC reserves the right to add or change duties at any time.

The University of Southern California is an Equal Opportunity Employer. USC prohibits discrimination on any basis protected under federal, state, or local law, regulation, or ordinance or university policies. All employment decisions are based on individual qualifications and business need.

I acknowledge receipt of this job description and its associated physical requirements. I have read and understand the job description and job requirements and agree to abide by their contents. I realize that duties may be requested of me that are not specifically stated herein. I understand that I will be expected to adjust to potential fluctuations in work volume. I understand that, if I have any questions about the essential functions or expectations of my position, my supervisor and/or HR partner are available to discuss them with me.

Print Employee Name

Signature

Date

Print Manager Name

Signature

Date

This job description describes the general nature and level of work required by the position. It is not intended to be an all-inclusive list of qualifications, skills, duties, responsibilities or working conditions of the job. The job description is subject to change with or without notice, and Management reserves the right to add, modify or remove any qualification or duty. Nothing in this job description changes the existing at-will employment relationship between the university and the employee occupying the position.