

POSITION PROFILE

Date Created	20 April 2022
Completed by	Junita Mushenko, Xpand Coaching & Consulting
Is there a current incumbent	No
Salary	Range is 75K Junior end to 110K senior end
The WHY	Rowe Consulting is a niche desired identity and access management consulting service provider, growing steadily with demand exceeding resources
The WHAT	Build a solid capable, future growth inspired team to eventually create a profitable turn-key business for sale, with strong equity
The HOW	Recruit an Identity Engineer - URGENT This role is to fulfill customer requirements across identity-related projects to include requirements discovery, future state analysis, and data analysis.
THE WHO	Must have strong skills in the Microsoft identity technologies to include Azure AD and Active Directory. These skills must be in the configuration of the environments, not administration. Must understand authentication protocols to include SAML, OpenID and have experience integrating applications Must understand conditional based access <ul style="list-style-type: none">• Skills and experience with other access management technologies highly regarded such as Okta or similar• SailPoint experience highly regarded• Scripting skills (PowerShell) highly regarded• Intermediate Java skills highly regarded
Hiring Manager:	Jasper Rowe

Role approval by:	Jasper Rowe
# staff in business	3 (including this one) but plans to grow the business to a cohort of 5
Reports to	Jasper Rowe
Direct HR Reports	NA
Location	Sydney Australia (remote but eventually an inner west office)
Perm/Contract* *If contract - Full time or Part time	Perm, 1.0 FTE
What is the latest date this person needs to start by?	Mid to late August (notice in consideration) ** ASAP **

Mission for the role

[The Mission describes the business problem and its solution]

Keep RC clients happy by delivering/fulfilling customer requirements across identity, allowing for capacity release of senior staff to focus on growth and scale.

How does this hire impact the business and what solution will this hire bring?

A technically capable Integration, configuration specialist who is all over active directory, having worked in a service desk or support environment will have deep knowledge and insights on customer expectations.

This knowledge will transfer into the business through client needs analysis, being able to ask powerful questions in briefing/maintenance settings and be a team player who is reliable, intelligence and a growth player.

The position will allow the Managing Director to focus on strategy and business expansion, though they will also mutually gain the benefit of niche security & access domain expertise in enterprise settings.

Knowledge, Skills and Attributes

1. A confident communicator - great at asking questions in a way that elicits surface and deep problems
2. Knowledge of •Microsoft identity technologies to include Azure AD and Active Directory. These skills must be in the configuration of the environments, not administration.
3. •Must understand authentication protocols to include SAML, OpenID and have experience integrating applications
4. •Must understand conditional based access
5. Must be a team player, humble and excited about learning

What are the must haves and what are the nice to haves?

MUST

- *Knowledge of Microsoft AZURE and active directory and OKTA or other SSO*
- *At least 2 years level 1/2/3 experience*

NICE

- *About 3-4 years experience*
- *Computer Science Degree*
- *Someone who can hit the ground running*

Day to day responsibilities

- *Providing advice and troubleshooting problems in computer networks.*
- *Installing, configuring, testing and maintaining new and existing software, computer networks and server networks.*
- *Documenting network inventory and maintaining logs of diagnoses, faults, resolutions, repairs and emergencies.*
- *Assessing network workflow and security requirements.*
- *Monitoring and improving network performance.*
- *Upgrading networks with new software and hardware.*

- *Collecting and analysing network performance data.*
- *Plan daily activities and present in standup*
- *Configure technical outcomes within the technologies we support in customer environments:*
 - *SailPoint*
 - *Configure connectivity to systems (HR, Active Directory, etc)*
 - *Automation of account management activities (Joiner/Mover/Leaver)*
 - *Configuration of Roles and Access Requests*
 - *Configuration of access reviews*
 - *Azure AD*
 - *Connect to applications for federation*
 - *Configure APIs*
 - *Establish policies*
 - *Okta*
 - *Connect to applications for federation*
 - *Configure APIs*
 - *Establish policies*
 - *BeyondTrust*
 - *Supporting technologies (e.g. we may need to create a powerapp to front end some of these technologies)*

This is advanced configuration and uses UI based config as well as interaction with APIs using json files for configuration, scripting (powershell, java).

- *Conduct design/discovery meetings with customers to understand requirements and design inputs*
- *Prepare documentation for requirements/design, may include technical details, processes and process changes, data analysis*
- *Research new technologies/ways of doing things*
- *Support other team members in taking on sub tasks/reviewing work/general help*

Also a typical customer situation:

- *Customer will typically need to address key challenges relating to managing identity. This may include cyber security audit issues, high overhead in managing user access, need to centralise authentication. Customer will typically have a dedicated IT team*

(sometimes quite large) we would support. In this we either deliver a solution end to end and support it, or augment their capabilities and enable them to deliver the outcomes themselves or in partnership with us.

- *Customers are:*
 - *Corporates (e.g. wireless carriage provider with global presence)*
 - *Educational institutions (tertiary mostly including G8 universities)*
 - *NSW state government*
 - *Small financial (Payment gateway provider)*

About Rowe Consulting

Rowe Consulting is focused on identity and access management. We put together practical programs that work. We believe technology solutions work best when they are aligned with business outcomes.

We are experts in the latest technologies. As we work with all sorts of organisations, we understand the challenges they face in adopting changing technologies.

We help organisations come up with creative solutions to their specific needs.