



City of Santa Maria

"Shape your career while shaping your community."

CAREER OPPORTUNITY

— FOR TWO NETWORK ENGINEERS/SUPERVISORS —

SALARY: \$101,275 – \$123,100 ANNUALLY DOE/DOQ

Plus 5% for a Master's degree

The City of Santa Maria's Information Technology (IT) Division **seeks two Network Engineer/Supervisor professionals** (i.e., Senior Systems Analyst job classification) to join its Information Technology team. Both positions will serve as IT technical leads, and will supervise other IT System Analysts. These two positions will collectively maintain and lead the design and architect of the City's wide area network (WAN), and oversee public safety and City technology systems and services from an enterprise, co-location and regional perspective that could extend outside the City. Additionally, these positions will be responsible for network systems, systems architecture, systems administration, hardware/ software applications, cyber security, and data communication systems. Ideal candidates will have a wide breadth of knowledge across information technologies and trends to ensure the City is positioned for the future. The City is looking for innovative, customer-service focused self-starters who can lead complex technology projects from start to end and effectively communicate with diverse groups across the organization, including end users and management.

the City

The City of Santa Maria is located on the beautiful central coast of California and covers over 23 square miles. The City has a population of approximately 106,000 and a harmonious balance of maintaining coastal and agricultural lands while promoting business. Santa Maria has been recognized nationally as an All-America City by the National Civic League and offers reasonably priced housing, community festivals, quality schools, and is in close proximity to beaches, cultural arts, a local airport, wineries, and higher education institutions.

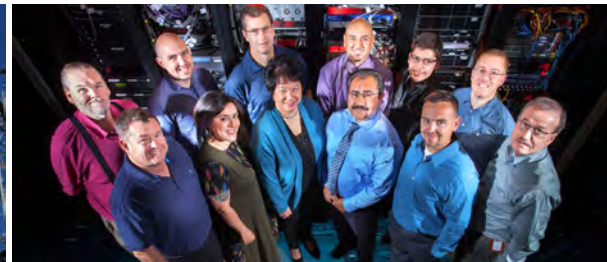


the IT Division

IT is one of four divisions in the City Manager's Office. The IT Division provides comprehensive technology services to all City departments, which includes defining informational needs and technology standards, and establishing applicable policies. The City has a robust and complex network infrastructure that touches a number of other agencies outside the organization (e.g., school districts, other cities, County of Santa Barbara, etc.). The City has numerous remote sites and provides connectivity to roughly 700 full/part-time/limited service employees. The City's WAN encompasses miles of private fiber, in addition to carrier-provided switched Ethernet and leased data circuits to City facilities and external partner agencies. As a progressive City, the IT Division is currently overseeing the implementation of a high capacity fiber optic ring around the City and the establishment of a private ISP inside the City's Data Center under a Public-Private Partnership, along with developing the business plan to offer data co-location services to other regional local governments and businesses within the City's Data Center. The IT Division also provides technical oversight and project delivery services for a number of Public Safety related initiatives that include the regionalization of the City's new Project 25 700MHz Trunk Digital Radio System and the 911 Dispatch Center. These initiatives are designed to improve the delivery of emergency services and the generation of revenue to the City.

the *Positions*

These are public service positions that report to the Manager of Information Technology. The positions have similar responsibilities, however they may support different business areas as directed by the Manager of Information Technology; business areas are interchangeable depending on the needs of the organization. One or both positions will oversee centralized, enterprise wide network systems, and support several other external partners and customers. One or both positions will oversee network support for public safety (police and fire services), which includes computer aided dispatch and records management systems, 911 emergency communications, digital evidence storage, camera surveillance systems, body worn cameras, in-car video systems, and public safety dispatch center systems. Both positions will serve as IT technical leads, and will supervise other IT system analysts. These two positions will collectively maintain and lead the design and architect of the City's WAN, and oversee public safety and City technology systems and services from an enterprise, co-location and regional perspective that could extend outside the City. These positions will be responsible for network systems, systems architecture, systems administration, hardware/software applications, cyber security, and data communication systems. **Watch this video www.amazon.com/photos/share/ELy7d58v6a2X1BmpivYhfXCaunFCwKbJI6D8UrKDVM9 to learn more about the City of Santa Maria's communications and technology.**



Ideal candidates should have the following interpersonal characteristics:

- ▶ Strive to exceed client expectations.
- ▶ Inspire and develop staff.
- ▶ A great attitude and a "get it done" mind set.
- ▶ A high degree of self-motivation.
- ▶ A desire to participate and learn new technologies.
- ▶ Strong analytical, problem-solving, and troubleshooting skills.
- ▶ The ability to plan and execute work through team members.
- ▶ Good interpersonal, oral and written communication skills.

the *Ideal Candidate*

Additionally, ideal candidates will...

TECHNICAL / OPERATIONAL ACUMEN

- ▶ Oversee a Microsoft environment and related servers, centralized storage, backups and fiber optic networks including systems management, hardware/software support, training, and troubleshooting.
- ▶ Architect, administer and maintain system security, client and server access, Active Directory, Microsoft Exchange, Palo Alto firewalls, VPN, secure remote access, Internet access, virus protection, security filtering, Data Center planning, and maintenance.
- ▶ Design fault-tolerant, high availability systems to run applications.
- ▶ Support a wide range of programs such as utility billing, payroll, accounts payable, Records Management System (RMS), computer-aided dispatch (CAD) system, document imaging, and GIS.
- ▶ Ensure emergency service technologies are maintained on a 24-hour, 7 day-a-week basis.
- ▶ Build and maintain a secure technological environment, and advise and provide recommendations to maintain a strong security posture.
- ▶ Implement future cloud services procurements and administer the City's cloud environments.
- ▶ Monitor storage systems, servers, network traffic, usage and performance.
- ▶ Oversee telecommunication systems (VoIP and analog), voice mail, wired and wireless carrier services, wireless systems (controllers and access points).



EMPLOYMENT STANDARDS

Experience in a public sector setting and familiarity working in a union environment is preferable, along with:

- ▶ Bachelor's Degree in computer science, information technology, applied technology or closely related field.
- ▶ Extensive years of experience in a similar role and responsibility

-OR-

- ▶ Any combination of education, training and/or work experience to demonstrate knowledge, skills, and abilities to meet the above minimum requirements.
- ▶ Possession of valid California Driver's License by the date of appointment.
- ▶ Willingness and ability to respond to after-normal workday or irregular and on-call emergency requests on nights, weekends and holidays.
- ▶ Ability to successfully pass a background investigation performed by the Santa Maria Police Department.



the Ideal Candidate

LEADERSHIP

- ▶ Foster a positive work atmosphere, be collaborative and adept at managing the performance and outcomes achieved by others.
- ▶ Assist in the preparation and maintenance of the City's technology disaster recovery plan.
- ▶ Assist with IT budgeting. The current strategy is to find ways to transform IT from a cost center into an investment in the organization's future.
- ▶ Prepare written reports and make oral presentations.
- ▶ Ensure quality deliverables, meet project time frames and achieve a high-degree of user satisfaction.
- ▶ Assist in the development of long-range plans and coordinate quality assurance efforts.
- ▶ Lead, develop, hire and supervise other IT professionals.
- ▶ Ensure excellence in customer service.
- ▶ Administer and manage contracts for all computer hardware/software, telephone, and radio equipment.
- ▶ Recommend equipment and software purchases.
- ▶ Evaluate, recommend and develop departmental standards, policies, goals, and outcomes.
- ▶ Establish department performance measurements and assume accountability for achieving results.
- ▶ Coordinate resources and decision making with other departments.
- ▶ Exercise a high level of independent action and decision making.

Preferred Certificates:

- ▶ VMware Certified Professional (VCP)
- ▶ Microsoft Certified Systems Engineer (MCSE)
- ▶ Certified Information Systems Security Professional (CISSP)
- ▶ Cisco Certified Network Associate (CCNA)



Salary & Benefits

The annual salary range for both positions is: **\$101,275–\$123,100** Annually DOE/DOQ; salary will be negotiated depending upon qualifications and experience. Plus, an additional 5% for a Master's degree.

Auto Allowance: An annual allowance of \$267.50/month.

Telephone/PDA Stipend: Stipend of up to \$115/month.

Retirement: CalPERS with a 2% at 55 formula for classic members and 2% at 62 for new members. New employee could contribute up to 8% of member share.

Deferred Retirement: City contributes \$11.54 per pay period toward a 457 deferred compensation plan.

Health Insurance: City contributes up to \$1,056/month towards a choice plan.

Post-Employment Health Plan (PEHP): City contributes \$92 per pay period to a fund that will provide reimbursement for out-of-pocket cost of qualified medical expenses and medical insurance premiums upon separation or retirement.

Dental & Vision Insurance: City pays for entire family.

Vacation: Minimum 2 weeks/year and up to 4 weeks.

Holidays: 7 holidays a year; and eligible to receive, on a pro-rated basis, forty hours of floating time a year to be scheduled off or cashed out.

Sick: 12 days/year.

Other: Short-/Long-term disability; life insurance, tuition reimbursement, as well as a variety of optional employee-paid plans.

Succession Planning: Academics are offered to all employees to advance or hone leadership skills to ensure we are growing leaders within our organization. The City offers quarterly speaker series, corporate toastmasters club, and more.



How to Apply

*This is an open continuous recruitment; however, for first consideration apply by **JANUARY 8, 2017** by completing an application and submitting your cover letter and resume to:*

wbcp.applicantpool.com/jobs/194393.html

Please contact your recruiter **Wendi Brown** with any questions:

541.664.0376 (direct) —or— **866.929.WBCP** (toll free)

wendi@wbrowncreative.com

SAVE THE DATES

January 16: Candidates selected for interviews

February 1 & 2: Interview dates (candidates selected to interview will need to be available for both days)

Selection Process: Applications will be reviewed to determine those candidates who meet the minimum qualifications and who are best qualified for the positions. Highly qualified candidates will participate in a phone screen to determine top candidates and a small selection will be invited to interviews. Candidates who successfully pass the interview process will undergo a background investigation and reference check. The City reserves the right to conduct further checks if required.