

## Job Description

Please check one of the following:

- ☐ New   
 ☒ Update   
 ☐ Advancement within same zone   
 ☐ Promotion to Higher Zone  
☐ Other

### 1. General Information

Date: 5/20/2021	Working Job Title: Identity & Access Management Analyst I	Position #: 9002
Employee Name: T.B.A.	Title Code: 49302306	Department Name: Information Technology Services
SAP Personnel #: T.B.A.	Job Family: IT	SAP Organization Unit #: 50010178
Name of Supervisor: Brett Bieber	Job Family Zone: Associate	<input type="checkbox"/> O/S <input checked="" type="checkbox"/> M/P
Position # of Supervisor: 3276	Zone Code: IT10S	Funding Source: 9129080010
<b>FOR HR USE ONLY:</b>		
FLSA Overtime Exemption: <input checked="" type="checkbox"/> Exempt <input type="checkbox"/> Nonexempt	Exemption Type:	

### 2. Job Summary

Identity & Access Management (IAM) is a critical team within the Cybersecurity and Identity division of Information Technology Services. The services and work performed by this team establish a security foundation of who everyone is at the University of Nebraska and State College System, and what services and access they are entitled to. This position plays a critical role on the IAM team and is accountable for assisting in the development and implementation of the University of Nebraska's identity management infrastructure. Responsibilities include application integration and identity management technical initiatives that support and enhance the IT security of the campuses. In addition, this position will provide development, integration, and consultation advice to facilitate the appropriate use of IAM technologies to enhance and support the overall security of the university. This position will uphold the ITS core principles of outstanding collaboration and communication, a drive to succeed, a passion for higher learning, and acting with integrity.

### 3. Duties and Responsibilities

Indicate % of time spent and indicate with an "*" the duties & responsibilities that are essential functions of this job. Arrange this list of duties in order of importance.	% of Time	Essential Functions
<b>Maintenance</b> – Support the portfolio of NU Identity & Access Management services, including databases, directories, single-sign-on, access management, and administration of related software. Extract, translate and load data between systems and services. Act as a technical liaison between Identity & Access Management services and a variety of campus service providers to troubleshoot and resolve problems that may develop.	50%	*
<b>Development</b> – Implement and deploy identity & access management technologies, including emerging technologies. Incorporate emerging technologies into Identity Management infrastructure to make these resources available to the campus community. Provide technical information and training on new developments in Identity & Access Management services and software to be introduced to the campus user community.	25%	*
<b>Onboarding</b> – Work with technical vendors in development and testing of new services or products.	10%	
The above list of job duties is not exclusive and the incumbent will be required to undertake such tasks as may reasonably be expected within the scope and classification of the position.		

### 3. Duties and Responsibilities (Cont.)

Indicate % of time spent and indicate with an "***" the duties & responsibilities that are essential functions of this job. Arrange this list of duties in order of importance.	% of Time	Essential Functions
<b>Support</b> – Act as an escalation point for the Help Desk and departmental and campus staff, providing technical expertise in the areas of Identity & Access Management.	<b>10%</b>	
<b>Other</b> - Additional duties as assigned. These duties may be located within other areas of ITS and not directly within cybersecurity or identity as needed.	<b>5%</b>	
<i>The above list of job duties is not exclusive and the incumbent will be required to undertake such tasks as may reasonably be expected within the scope and classification of the position.</i>		

<p><b>This Position:</b> <input checked="" type="checkbox"/> <b>REQUIRES ATTENDANCE AT THE WORKPLACE</b></p> <p style="text-align: center;">or</p> <p><input type="checkbox"/> <b>IS ELIGIBLE FOR ALTERNATIVE WORKSITE ARRANGEMENT</b> (request forms required)</p> <p><b>And is considered:</b></p> <p><input type="checkbox"/> <b>ESSENTIAL</b> (per inclement weather policy, essential employees are expected to report to and work at their assigned campus worksite)</p> <p style="text-align: center;">or</p> <p><input checked="" type="checkbox"/> <b>NON-ESSENTIAL</b></p>
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**4. Zone Definition Factors** (Provide additional information not contained in the Duties & Responsibilities)**A. Knowledge, skills and abilities**

The Identity & Access Management Analyst should have experience designing, developing, and implementing an Enterprise Identity Management solution. In addition, this position should have knowledge of best practices within the Identity & Access Management, information security and compliance domain. Requires broad knowledge of relevant operating systems including Linux & Windows, databases, data integration, data translation, shell scripting as well as the role of Identity & Access management in fulfilling the functional needs of the business units served. Professional demeanor and strong work ethic required. Under the direction of and in partnership with the NU Security team, implement and maintain security strategies, policies, and standards to protect University assets. Responsible for actively researching and reviewing security practices to make recommendations based on institutional risk and operational impact.

**B. Problem Solving / Decision Making**

Act as an IAM technology subject matter resource in the implementation of multiple Identity & Access Management projects. In addition, this position will provide the Identity & Access Management project team with development, integration, and consultation advice to facilitate the appropriate use of IAM technologies for applications. Regularly displays independent problem solving with complex computer problems.

**C. Interactions**

Daily interaction with Faculty, Staff, Students and Co-workers.

The Identity Management Analyst will work with the campuses on common Identity & Access Management solutions, partner with University staff and external vendors for the integration of IAM tools.

**D. Nature of Supervision**

Supervision Over:	<input type="checkbox"/> Reg Staff	<input type="checkbox"/> Temp Staff/Students	<input checked="" type="checkbox"/> No Supervision
Supervision Received:	<input type="checkbox"/> Close	<input type="checkbox"/> Moderate	<input checked="" type="checkbox"/> Limited/None

**E. Impact**

Projects involve core security functions of the campus including, but not limited to projects that support the academic, research, and community engagement goals of the university. Incumbent must understand that personal success is derived from customer and team success, and that providing a quality learning experience is the primary goal of the university.

**5. Minimum Qualifications** (indicate “required” and “preferred” for each qualification)

**A. LEVEL OF EDUCATION:**

Associate’s degree in Computer Science, Information Systems or related field; equivalency considered

**B. YEARS & TYPE OF EXPERIENCE:**

Two years experience in computer software and systems configuration and administration; required

**C. SPECIAL TRAINING / CERTIFICATION / LICENSURE:**

**D. SPECIAL KNOWLEDGE, SKILLS OR ABILITIES:**

Demonstrated experience in scripting or software development; required  
Must have excellent written and verbal communication and interpersonal skills; required  
Knowledge of advanced Internet protocols and component based technologies, such as web services and general REST architectures, Java, HTML, XML; required  
Experience with directories (LDAP/Active Directory), web servers, and databases; required  
Strong development skills utilizing a variety of practices including: version control, ticketing systems, peer code review, and team software development; required  
High degree of confidentiality and integrity; required  
Knowledge of object-oriented design patterns with practical experience in applying patterns into applications; preferred  
Extensive knowledge of Enterprise Identity Management technologies, SailPoint Identity IQ, federated authentication and authorization protocols (SAML/OIDC/OAuth); preferred  
Familiarity with J2EE architectures, Tomcat web servers and Oracle databases in a highly available environment; preferred  
Advanced development practices including Continuous Integration and Deployment, Git version control, Docker; preferred  
Demonstrated experience as a software developer; preferred  
Bachelor’s degree in Computer Science, Information Systems or related field; preferred

## 6. Physical Requirements

### 1. GENERAL INFORMATION

- A. Describe the work environment and physical demands (i.e. environmental elements, travel, irregular hours, hazardous/unpleasant working conditions, etc):

Eyestrain and neck/back pain may result from hours working at a computer. Work outside normal business hours may be necessary. Travel to other university locations and conferences may be necessary.

### 2. GENERAL PHYSICAL REQUIREMENTS

Indicate the appropriate response for an eight hour day:

	Fill in the appropriate number of hours (0-8) Maximum is 8	Indicate intermittent or constant:	
		Intermittent	Constant
Sit	6.5	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Stand	.5	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Walk	.5	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Drive Motor Vehicle	.5	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Explain:

### 3. THIS JOB REQUIRES:

	Occasionally (less than 2 hrs / day)	Between 2-4 hrs / day	Over 5 hrs / day
Squatting.....	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Bending.....	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Kneeling.....	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Reaching.....	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
> Overhead.....	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
> Forward.....	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
> Low.....	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Twisting.....	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Crawling.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Climbing.....	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
> Ladder.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
> Stairs.....	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
> Other.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

### 4. THIS JOB REQUIRED EMPLOYEE TO:

Indicate in appropriate space: L = LIFT C = CARRY P = PUSH PL = PULL

	Less than 2 hrs / day				Up to 2 hrs / day				Between 2-5 hrs / day				Over 5 hrs / day			
	L	C	P	PL	L	C	P	PL	L	C	P	PL	L	C	P	PL
11 – 24 lbs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
25 – 49 lbs	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
50 – 74 lbs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
75 – 100 lbs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
* Over 110 lbs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If the job requires the employee to handle over 50 lbs – please explain.

**5. JOB REQUIRED USE OF HANDS OR SPECIAL TOOLS / EQUIPMENT FOR:**

	RIGHT	LEFT	BOTH
Keyboarding	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Pipefitting	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other Explain:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**6. PATIENT CARE AND RESEARCH JOB**

**Does this job entail:**

Exposure to biohazard materials

**No**

☐

**If Yes, Explain**

Exposure to blood/bodily fluids

☐


Potential exposure to blood/bodily fluids

☐


Wearing hearing protection apparatus

☐


Working with laboratory animals

☐


Exposure to chemical hazards

☐


Wearing protective clothing

☐