Employment Opportunity
Systems Administrator
Information Technology - - CL14-14
Apply by: Wednesday, July 2, 2014

About the position:
The current full-time assignment will perform systems design and modification, installations, implementation, programming, configuration, hardware and software selection and modification at the Watsonville Center; however, assignment may be relocated to the Aptos campus as needs arise. In addition, a Systems Administrator position eligibility pool may be established in order to fill other full, part-time or substitute assignments as needs arise.

Examples of Duties: Under the direction of the Director of Information Technology:
- Defines, develops, and maintains college virtual desktop infrastructure (VDI)
- Designs, implements and maintains internet and network services
- Gathers and analyzes information regarding the college network services requirements and develops or modifies systems to support college needs
- Installs, configures, tests, implements, upgrades, repairs, troubleshoots and maintains systems including servers, workstations and associated equipment
- Designs and implements appropriate systems access restrictions
- Provides guidance to campus user community regarding relevant laws and policies (e.g. ADA compliance, copyrights, software licensing)
- Works closely with vendors and tech support; performs timely upgrades and updates to commercial and open-source software
- Acts as second tier support to helpdesk and technicians; serves as backup to network administrators
- Provides technical lead to computer maintenance technicians, student assistants and users
- Works closely with system administrators and computer technology center personnel at various campus sites in the development and support of instructional software and programs
- Works closely with Teaching and Learning Center personnel in the development and support of Web based instructional programs
- Develops system, hardware and cost requirements and proposed time frames
- Simulates hardware and software problems, tests and evaluates alternative solutions, and recommends and implements appropriate operating systems, software applications and hardware
- Develops server and desktop virtualization using documented college standards and procedures
- Contributes to centralizing authentication using AD and RADIUS, LDAP and other relevant protocols and applicable procedures
- Troubleshoots hardware and software problems as needed
- Conducts feasibility studies
- Conducts software training in an individual or organized classroom setting for College staff to ensure effective use of work services
- Tracks and evaluates adopted systems and programs
- Monitors systems performance and recommends changes, confers with staff regarding department needs
- Assists and supports all information technology requirement needs, deployments, services, and expectations at various sites
- Performs regular backups and data restores as needed
- Maintains records and documents events, procedures, and system configuration
- Writes user procedures and instructions and assists departments and staff in implementing new or upgraded programs and applications
- Assists in tracking service contracts and licensing renewals
- Maintains current knowledge of new technologies and new computer applications
Examples of Duties (continued):
- Recommends hardware and software applications for assigned area of expertise
- Assists in planning for the future of the campus network and internet services
- Directs and provides work instruction to others
- Designs, implements and maintains enterprise backup, recovery and business continuity processes
- Manages server-based applications, including non-enterprise databases; directs and coordinates management of application client software
- Designs, implements and maintains network user accounts structure for staff
- Administers enterprise anti-virus solution
- Manages network printing
- Configures and administers college SAN
- Administers and maintains VMware infrastructure for servers and desktops (VDI)
- Coordinates back-end systems that drive college websites including secure operation of http, PHP, JavaScript
- Installs, configures and maintains http servers, web applications servers, and web databases
- Designs web application interfaces
- Configures and maintains content management systems
- Designs and maintains Active Directory domains, user rights, and group polices
- May serve as a front-line interface to users
- Performs related duties as required or assigned

Minimum Qualifications:
Equivalent to two years of college level course work with major course work in information technology, digital media, computer science, mathematics, or a closely related field AND three years of increasingly responsible experience in workstation and server administration, design, implementation, configuration, monitoring, installation, troubleshooting or website design and management.

Please note: Additional experience as outlined above may be substituted for the education on a year-for-year basis and/or additional education may be substituted for the experience on a year-for-year basis. Additional similar technical experience may be substituted for systems administrator experience on a year-for-year basis.

Knowledge of:
- VMware Vcenter and View administration
- End user desktop support for administrative systems
- Smart classroom and computer lab design and support
- Fundamental networking/distributed computing environment concepts; use of nslookup or dig to check information in the DNS; DHCP functionality; basic routing and switching concepts; TCP/UDP ports and access control lists
- Standard computer programming principles, and best practices
- Programming and scripting languages, which may include shell scripting, PERL, VBscript, Python, PHP, JavaScript, MySQL
- Server event and performance monitoring software and procedures
- Enterprise-class virtual servers
- Enterprise storage methods, including NAS and SAN technology
- DNS Server, email and listserve functionality
- Web server implementation and maintenance; HTML, CGI, CSS, etc.
- Operating principles and characteristics of internet services, client/server environments, workstation operating systems, and end-user computer hardware utilized by the College
- Specific operating system internals; paging and swapping, inter-process communication, devices and device drivers
- Network operating systems, protocols, end-user operating systems, related applications and utilities
- Systems analysis and design procedures
- Techniques for instructing others in hardware and software usage
- Effective job planning, prioritizing and scheduling techniques
- Familiarity with software applications currently in common use at the college
- Server room facilities management; rack systems, UPS, environmental monitoring
**Skill in and ability to:**

- Respond to various customer needs including technical equipment maintenance
- Prioritize customer service requests
- Analyze server and networking systems problems and develop new or modified solutions to meet changing conditions
- Analyze network and internet server system requirements and select appropriate hardware and software solutions
- Develop and document logical procedures and develop tests to server configuration and efficiency
- Troubleshoot hardware and software problems and debug systems as required
- Prepare clear and concise documentation, user procedures, reports of work performed, and other written materials
- Recommend policies on system use and services (within broader guidelines)
- Independent problem-solving, self-direction
- Translate college and department needs into operational solutions
- Instruct staff in the operation of new or revised servicer applications including explaining complex concepts to non-technical users
- Exercise sound judgment and establish appropriate priorities within established guidelines
- Read, analyze and interpret technical manuals, procedures and instructions
- Make mathematical calculations rapidly and accurately
- Define problem areas, collect and evaluate data, and make appropriate recommendations
- Communicate effectively, both orally and in writing; utilize appropriate phone and email etiquette
- Attend to and analyze detailed information
- Exercise discretion and safeguard the confidentiality of information
- Understand and follow oral and written directions with minimal supervision
- Effectively organize and participate in meetings
- Establish and maintain effective working relationships with those contacted in the course of work
- Proficient with most operating system commands/utilities including user management, file systems rights and backup techniques
- Trace, identify, and resolve hardware and software malfunctions
- Perform complex analyses for local/wide area networking systems
- Analyze system generated statistics and make recommendations for configuration and resource allocation
- Operate an automobile or comparable vehicle for transportation to work sites

**Other requirements:**

- Must possess and maintain a valid California driver's license and a safe driving record in order to drive a vehicle, including college carts
- Must be willing to work days, evenings, and weekends at various college locations

**Current Salary:** *$4,663 to $5,141 per month to start; seven step schedule to $6,249 per month. Full-time assignment, 12 months per year. Monday through Friday, 8:00 a.m. - 5:00 p.m., with evenings and weekends as required. Classified employees are required to join the California Public Employees’ Retirement System (CalPERS) and as such contribute up to 7% of their monthly salary to CalPERS on a pre-tax basis. Position scheduled to begin as soon as possible, pending continued funding and Governing Board ratification.*

*Cabrillo College reserves the right at its discretion to hire classified employees at a higher starting step placement, up to step three, in acknowledgement of an individual’s previous job-related experience or factors as may be determined upon submission of appropriate written documentation.

Cabrillo College currently provides a benefit stipend contribution for medical, dental, life and long-term disability insurance for employees and eligible dependents.

Each employee hired into a classified position shall contribute to membership dues or service fee or charitable contribution at the current rate of gross salary per month.
How to Apply:
Application forms may be obtained via the Human Resources web site: http://www.cabrillo.edu/services/hr/apps.html OR at the office location noted below.

Cabrillo College, Human Resources Department
6500 Soquel Drive, Aptos, CA  95003
Phone: (831) 479-6217
or FAX to:  (831) 477-3545

**EACH APPLICANT MUST SUBMIT:**

a)  Completed and signed Cabrillo College classified employment application
b)  Resume – job related
c)  One to three recent letters of recommendation which address the candidate’s ability to perform the duties of this position
d)  Verification of educational qualifications (Foreign transcripts must be translated to determine equivalency to U.S. standards. Any fee for such translation is paid by the applicant.)
   • Transcripts from all colleges attended (copies are acceptable) or official proof of request for transcripts, to demonstrate the qualification re: college coursework listed in this announcement. If selected it is the responsibility of the candidate to provide official transcripts, diplomas, degrees, or other documents as may be requested.

   OR

   Verification of experience qualifications:
   • Experience may be substituted for the education requirement on a year-for-year basis. Applicant must provide written evidence that proves additional experience is equivalent for purposes of substitution.
e)  Criminal History Inquiry Supplemental to Application
f)  Copy of current driver’s license

** If any of the above materials are not submitted with your application packet, your materials will be deemed incomplete and will not be forwarded to the committee for screening.**

Please notify the Human Resources Department if you require any special accommodation(s) in meeting these requirements.

Selection Procedure:
Applications will be reviewed by a search committee, which will determine the applicants to invite for interviews based on appraisal of qualifications as documented by application materials submitted. Performance exam(s) may be administered.

Candidates selected for employment with Cabrillo College must agree to be fingerprinted, provide current tuberculosis test results, provide proof of eligibility for employment in the United States and present a valid Social Security card upon hire.

Application Deadline: All application materials MUST be received in the Human Resources Department by Wednesday, July 2, 2014. (Postmarks or e-mail transmittals are not accepted.)

Cabrillo College seeks applications from all qualified individuals. It is the continuing goal of Cabrillo College to hire and retain staff that reflect the rich diversity and cultural heritage of the college district and its student body.