USC University of Southern California

Manager, IAM Engineering
Job Description

JOB INFORMATION

Job Code:	166009
Job Title:	Manager, IAM Engineering
FLSA Status:	Exempt
Supervisory:	Manages through multiple layers of subordinate supervisors.
Job Family:	IT Security
Job Family Group:	Information Technology
Management Level:	5 Manager

JOB SUMMARY

Manages the team responsible for building digital identity cybersecurity solutions. Plans and leads security projects by coordinating with other teams, customers, software vendors, service vendors, and IT infrastructure and operations functions. Ensures the performance of digital identity solutions meets the university’s strategic demands. Helps establish and implement cybersecurity efforts, partnering with business, administrative, IT and security teams across the university.

JOB QUALIFICATIONS:

Education

Req	Pref	Degree	Field of Study	
X		Bachelor's degree		
	X	Master's degree	Business Administration	Or
	X	Master's degree	Information System Management - Network Management	Or
	X	Master's degree	Computer Science	Or
	X	Master's degree	in related field(s)	

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

Req	Pref	Work Experience	Experience Level	
X		7 years	in information technology with progressive responsibilities	
X		2 years	in identity and access management (IAM) engineering programs	

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

Req	Pref	Functional Skills
X		Excellent understanding of systems integration, application development and systems administration.
X		Demonstrated understanding of application servers, databases, Java, LDAP, SQL and systems administration (Linux, Windows).
X		Familiarity with commercial IAM tools (e.g., CyberArk, ForgeRock, SailPoint, Oracle).
X		Proven ability to deliver security solutions in fast-paced, dynamic environments.
X		Excellent written and oral communications skills.

Certifications

Req	Pref	Select Certifications	Enter Additional Certifications
	X		Certified Information Systems Security Professional (CISSP), Global Information Assurance Certification (GIAC) or Certified Information Security Manager (CISM) certifications.

Other Job Factors

- Ability to work evenings, weekends, and holidays as the schedule dictates.

JOB ACCOUNTABILITIES

	% Time	Essential	Marginal	N/A
Manages the engineering staff responsible for delivering secure and scalable Identity and Access Management (IAM) solutions. Manages and monitors the effectiveness of global service vendors.				
Oversees engineering resources in support of day-to-day operational activities and IAM service adoption. Responsible for building new IAM solutions and improving current capabilities and infrastructure.				
Establishes and oversees IAM engineering standards and processes (e.g., design, integration, testing). Responsible for initiating, planning and implementing security projects and for balancing resource commitments (e.g., operational and project obligations).				
Serves as an IAM subject matter expert. Interacts with other university leaders to implement, advise, plan, build, test, and launch improvements of IAM operational maturity, services, and solutions. Partners with relevant stakeholders to ensure shared objectives are achieved.				
Promotes an environment that fosters inclusive relationships and creates unbiased opportunities for contributions through ideas, words, and actions that uphold principles of the USC Code of Ethics.				

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 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.		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 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/

Campus Security Authority (CSA)		Essential:
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/		

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.