



Working title: Lead Network Specialist

Class title: Network Specialist VI

Posting No.: 0302-26

Opening Date: 03/11/2026; Reopened: 04/01/2026

Closing Date: Open Until Filled

Location: EOT Bldg., 920 Colorado St., Austin, TX 78701

Class Code: 0292

FLSA: Computer-Exempt

Salary Group/Salary: B27, \$110,000.04 - \$130,000.08/yr.

Division: Information Technology

Number of positions: 1

General Description

Performs highly advanced (senior-level) network systems work overseeing activities associated with the TDLR local area network, wide area network (LAN and WAN), and enterprise server infrastructure. Primary job responsibilities include TDLR project planning; network design; installation and monitoring networks; development of network policies; analyses of current hardware and software environment; evaluating potential network enhancements; preparing budget and IT contract recommendations; training other Information Technology Division employees; and performing advanced server support working extensively with Data Center Services providers and vendors as well as other State Agencies. Core technologies in this environment include Palo Alto Firewalls, Cisco and Meraki switches and wireless solutions, and advanced routing protocols. May plan and/or assign the work of others. Works under minimal supervision with extensive latitude for the use of initiative and independent judgment. This position reports to the Director of Information Technology Services.

Essential Job Functions

- Manages network design, installation, and optimization in accordance with agency plans, ensuring secure, high-performance connectivity across LAN, WAN, and wireless infrastructures.
- Directs or conducts major studies regarding network usage, makes recommendations for improvements, and determines network system requirements including integration with cloud services (AWS, Azure, GCP).
- Directs or conducts performance tuning, security hardening and capacity planning activities to enhance and/or secure the TDLR network.
- Reviews network system plans for completeness and accuracy, plans and schedules network assessments, upgrades, and system implementations.
- Performs project planning tasks such as project risk assessments, alternative implementation analyses, and project status tracking and reporting.
- Analyzes and defines agency disaster recovery responsibilities and procedures, incorporating high availability, failover, and load balancing strategies for critical network and server infrastructure.
- Establishes and enforces standards for network security which may include Zero Trust Network Access, intrusion prevention and compliance with frameworks such as HIPAA, or NIST. Designs and tests recovery procedures for LAN/WAN environments from hardware and software failures.
- Develops goals and objectives for the development and use of an efficient, scalable, and cost-effective network that meets evolving agency needs.
- Develops policies and procedures designed to ensure the integrity and availability of the agency LAN, WAN, and wireless environments. Analyzes existing procedures for efficiency and effectiveness.
- Evaluates emerging network technologies, tools, and methodologies for potential acquisition and directs the evaluation of various hardware, software, and cloud-based solutions to identify strengths, weaknesses, and potential benefits to the agency.
- Defines operational, technical, and support requirements for the location, installation, operation, and maintenance of data communications, agency network systems, and associated security measures.
- Integrates LAN, WAN, wireless and cloud network requirements into the agency's information resources and business plans.
- Prepares budget recommendations for network facilities, tools, and services; analyzes user support statistics and implements data-driven improvements to maximize performance and cost efficiency.

- Performs advanced server support for operating system, virtualized platforms, and middleware applications across cloud, data center, and on-premises environments working closely with contracted State Data Center services providers.
- Leads, trains, and mentors network support staff in the installation, configuration and maintenance of network hardware/software, security updates, and best practices.
- Responds to help desk requests from local and remote TDLR staff, providing Tier 3 troubleshooting for complex network and connectivity issues.
- Complies with Division and/or Agency training requirements, maintaining current knowledge of evolving technologies and security practices.
- Demonstrates a spirit of teamwork, offering positive and constructive ideas, encouragement and support to other members of the staff and team, while upholding the agency's core values.
- Keeps management appropriately informed of ongoing activity and critical matters affecting the operation and well-being of the agency.
- Adheres to all TDLR Personnel Policies and performs other related duties as assigned to maintain reliable and secure network operations.

Required and Preferred Qualifications

- Graduation from a standard senior high school or GED equivalent is required.
- Seven (7) years of experience installing, maintaining, and troubleshooting local and wide area networks, enterprise firewalls is required, preference for Palo Alto and Cisco/Meraki network equipment.
- Two years of experience maintaining and troubleshooting Microsoft Server OS and/or Redhat servers is required. Experience requirements may run concurrently.
- Graduation from an accredited four-year college or university with major course work in computer science, data processing, management information systems, or related field is preferred and may substitute for two (2) years of the network experience requirement.
- Experience with support of Firewall appliances is required.
- Experience designing and implementing Network installations is required.
- Willingness to work occasional irregular hours, including evenings, weekends, and holidays as required.
- Willingness to travel up to 10% as required.
- Must possess a valid class C driver's license and proof of auto liability insurance.
- Palo Alto Certified Network Security Engineer (PCSNE) or equivalent, Cisco Certified Network Associate (CCNA) or Cisco Certified Network Professional (CCNP) is preferred.
- Strong preference for additional experience with Cisco Meraki, and/or system monitoring tools such as Manage Engine App/Op Manger or New Relic.
- Experience supporting Linux servers is preferred.
- Experience supporting AWS/Azure cloud environments is preferred, may include Microsoft 365 cloud apps, i.e., SharePoint, Teams, Intune, Purview etc.

*For hiring and continued employment, the Systems Administrator must have the ability to maintain the security or integrity of the agency's critical infrastructure verified through routine criminal history record and cyber intelligence reviews.

Knowledge, Skills, and Abilities

- Knowledge of network infrastructure design, implementation, and maintenance principles.
- Knowledge of personal computer hardware and software; of network operating system and security software; and of performance monitoring and capacity management tools.
- Knowledge and experience with Cisco or Palo Alto firewall and security appliances, reporting and NetFlow reporting, and traffic analysis.
- Strong knowledge of networking protocols (TCP/IP, DNS, DHCP, BGP and OSPF), network security, and various operating systems.
- Skill in using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions, or approaches to problems.
- Strong interpersonal skills including empathy, active listening, and collaborative problem-solving.
- Ability to train and mentor information technology personnel.
- Ability to recognize, analyze, and resolve network problems in a timely and effective manner.
- Ability to interpret and explain technical issues to both technical and non-technical audiences and to maintain long-

- range strategic plans.
- Ability to communicate effectively, verbally and in writing.
- Ability to prepare clear technical documentation and reports.

Physical and Mental Requirements

- Must be able to walk, sit, or stand for extended periods of time.
- Must be able to perform data entry, type, and operate standard office equipment and computer software.
- Must be able to stoop, bend, squat, crawl, and work in confined, cramped places.
- Must be able to lift equipment weighing up to 25 lbs.
- Specific vision abilities required by this job include close vision and distance vision, with or without glasses or contacts.
- Ability to hear a forced whisper in the better ear at 5 ft., with or without a hearing aid.

Military Occupational Specialty Codes:

Veterans, Reservists, or Guardsmen with a MOS or additional duties or other related fields pertaining to the minimum experience requirements may meet the minimum qualifications for this position and are encouraged to apply.

Additional Military Crosswalk information can be accessed at:

https://hr.sao.texas.gov/Compensation/MilitaryCrosswalk/MOSC_InformationTechnology.pdf

HOW TO APPLY

To apply for a position, you must submit your application, resumé, and TDLR agency required application questions either online through the Texas Workforce Commission's WORKinTEXAS.com website at <https://www.workintexas.com> or to TDLR via email at: jobs@tdlr.texas.gov by the closing date stated on the job posting. For applications submitted via email, please list the job posting title and job posting number in the subject line. Applications submitted must be received the posting's closing date. When a job posting is listed as "Open Until Filled", it is best to apply as quickly as possible, as the posting may close or be placed on hold at any time with or without prior notification. Applications will NOT be accepted via mail, fax, or hand delivery. Incomplete applications may not be considered. If you desire an acknowledgement of the receipt of your application, you should apply via WorkInTexas and one should be auto generated by TWC. Only applicants interviewed will be notified of their selection or non-selection. All candidates recommended for IT, Lottery, and Bingo positions will be subject to an extensive criminal background investigation, including fingerprinting.

SELECTIVE SERVICE REGISTRATION

In accordance with legislation effective September 1, 1999, male candidates aged 18 to 25 are required to show proof of selective service registration (or exemption) prior to an offer of employment. Such proof is not required to be filed with an application but must be provided upon request by the Human Resources office.

E-VERIFY

This employer participates in E-Verify and will provide the Social Security Administration (SSA) and if necessary, the Department of Homeland Security (DHS), with information from each new employee's Form I-9 to confirm work authorization.

TDLR is not considering applications from individuals who require sponsorship for an employment visa, including those currently on student or post-graduate visas. All candidates must be approved to work in the United States by E-Verify and must present the needed documentation upon request.

TDLR IS AN EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

In compliance with the Americans with Disabilities Act (ADA), TDLR will provide reasonable accommodation. If you are scheduled for an interview and require reasonable accommodation in the interview process, please inform the hiring representative who calls you to schedule your interview. Whenever possible, please give the hiring representative sufficient time to consider and respond to your request.