



DATE ISSUED: 07/12
FLSA: Exempt
PTO: VCS

JOB DESCRIPTION

TITLE

Manager, Telecommunications and Network Infrastructure

JOB SUMMARY

Performs managerial duties related to information technologies telecommunications systems and personnel. Responsibilities include implementing and maintaining systems, performing cost benefits analysis, optimizing and enhancing telecommunications facilities, and supporting system users' needs and priorities. This position has telecommunications billing and budgeting responsibilities. Work is performed under administrative supervision and performance is based upon completion of assignments and results obtained. The performance evaluation is conducted through the performance evaluation system and in accordance with the University Policies & Procedures.

ORGANIZATIONAL RELATIONSHIPS

Reports to: Director, Technology Infrastructure

Supervises: Telecommunications Engineers

PRIMARY DUTIES - May include, but not limited to the following:

- Assists in planning and implementation of technology initiatives.
- Evaluates communication problems and supports moves, adds and changes through their completion
- Plans, designs, engineers, and constructs telecommunications systems (e.g. voice telephony, 2-way radio, MAS radio, microwave, fiber optic, Sonet, WAN network etc.).
- Analyzes telecommunications problems and needs (e.g. interference, intelligibility, clarity, etc.) to determine the most appropriate means of reducing, eliminating, and/or avoiding current and future problems and improve communications.
- Determines appropriate configurations of telecommunications hardware and software to ensure the desired performance of telecommunications equipment.
- Researches, gathers, and compiles relevant technical information to enhance, modify, and maintain assigned networks and telecommunications systems.

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- Evaluates new products and services from vendors to determine applicability to hardware, software, networks and telecommunications systems in use at GPE.
- Researches federal, state, and local laws, rules, regulations, ordinances, policies, and procedures to ensure compliance by GPE and its Business Units in the provision of telecommunications systems, and ensure systems are operated within the legal parameters.
- Develops long and short-term plans for updating equipment, adding capabilities, enhancing existing systems, and providing improved telecommunications across our Service Territory.
- Conducts engineering studies to determine performance levels in order to project future needs of system hardware and software.
- Provides consultative services to clients to assist with the definition of communications (e.g. data, telephony, radio, etc.) needs and equipment requirements.
- Coordinates and inspects the work of Department employees, vendors, service providers, contractors, subcontractors, and others to insure safety and compliance with recognized standards and specifications.
- Monitors assigned networks and telecommunications systems to ensure system reliability and to evaluate need for updates, upgrades, enhancements, preventive maintenance, and/or new systems.
- Required to work a flexible schedule, including nights, weekends and holidays.
- Responsible for establishing job standards for subordinate staff and effectively evaluating staff under charge. The performance evaluation is conducted through the performance evaluation system and in accordance with the University Policies & Procedures.

ADDITIONAL DUTIES

- Performs other duties as requested.

EDUCATION

Bachelor's degree required. Technology and network systems certifications preferred. Additional job related experience/and/or education may substitute for the required education on a year-for-year basis.

EXPERIENCE

Five years job related work in networking or telecommunications, education environment highly preferred.

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REQUIREMENT

Regular and reliable attendance at the University during regular scheduled days and work hours is an essential function of this position.

KNOWLEDGE, SKILLS, AND ABILITIES - The following are essential:

Knowledge:

- The theories, principles, practices, methods, and techniques used in telecommunications and electronics engineering.
- Familiarity with outside construction techniques of aerial plant including copper and optical media in adherences to standards and practices established by the National Electrical Code (NEC).
- The design principles, applications, and physics of analog and digital equipment (e.g. circuits, oscilloscopes, controllers, amplifiers, cellular, land mobile and microwave radio, telephony and multiplexing systems, etc.).
- Troubleshooting techniques for electronic equipment and systems.
- Quality assurance concepts and procedures

Skills:

- Methods for cost estimation and risk analysis
- Prototyping procedures
- Requirements gathering
- Ordering telecommunications services and interfacing with the appropriate vendors.
- Installing Installs terminals, controllers, and test equipment.
- Maintain inventory for communications equipment and systems.
- Configuration modification, backup, restore
- Installation of copper and fiber cabling.
- Procedures for starting and stopping telecommunication services
- Conflict Resolution
- Financial Analysis
- Leadership
- Managing without Authority
- Mentoring
- Preparing and administering performance reviews
- Project management software tools (e.g., Microsoft Project)
- Risk analysis

Highly Preferred:

- Documentation systems and knowledge database
- A Specific development tool such as (e.g., Visual C++, Jbuilder, Xtreme programming, Rapid Application Development- RAD, RUP (Rational Unified Process))

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- Test system utilization

Abilities:

- Complete complex technical projects, given detailed specifications.
- Work effectively under the supervision of others.
- Establish and maintain effective work relationships with students, faculty, staff, and the public.
- Communicate effectively orally, by phone, in person, and in writing.
- Represent the department and University in a friendly, courteous, and professional manner.
- Use a personal computer and other office equipment.

PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is occasionally required to stand; walk; sit; use hands to finger, handle, or feel objects, tools or controls; reach with hands and arms; climb stairs; talk or hear. The employee must have the ability to occasionally lift and/or move up to 25 pounds. Specific vision abilities required by the job include ability to distinguish the nature of objects by using the eye.

WORK ENVIRONMENT

Supervisors are responsible for maintaining an environment that is free from discrimination, intimidation, coercion or harassment, including sexual harassment. Work is performed primarily indoors. The noise level is usually low to moderate.

SAFETY

Supervisors are responsible for the safety of their employees by creating and maintaining a safe work environment. New employees should be provided with safety instruction during the first 30 days of employment and receive, as applicable, annual refresher safety training. Supervisors should operate equipment safely and report any unsafe work conditions or practices to Management or Safety Coordinator. Supervisors should insure that employees work in a safe manner and submit injury/accident reports to the Office of Human Resources within 24 hours of notification.

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The job description does not constitute an employment agreement between the employer and employee and is subject to change by the employer as the needs of the employer and requirements of the job change.

Employee Signature: _____ **Date:** _____
Employee Printed Name: _____

Texas Woman's University strives to provide an educational environment that affirms the rights and dignity of each individual, fosters diversity, and encourages a respect for the differences among persons. Discrimination or harassment of any kind is considered inappropriate.

Texas Woman's University is committed to equal opportunity in employment and education and does not discriminate on the basis of race, color, religion, sex, sexual orientation, or ethnic origin, age, veteran's status, or against qualified disabled persons.

All positions at Texas Woman's University are deemed security sensitive requiring background checks.