

**DATE:** November 27, 2018 **POSTING #:** 290910  
**POSITION:** Sr. Network Engineer **SALARY RANGE:** \$85,811 – \$135,923  
**DEPARTMENT:** Technical Services **LOCATION:** Anadarko / Moore

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\*This position could be located at our Headquarters in Anadarko or at our satellite office in Moore, Ok\*

*Applications will be accepted until position is filled – Apply on-line at [www.wfec.com](http://www.wfec.com)*

\*At the option of the hiring official, a candidate will be placed in one of the following levels based on education, experience, knowledge, skills, and behaviors required.

**SUMMARY – Sr. Network Engineer:** Under the general supervision of the Manager, Technical Services, the Senior Network Engineer designs, deploys, and manages complex projects related to WFEC’s telecommunications and digital network infrastructure and its associated software. In addition, the Senior Network Engineer is responsible for design, operation, and maintenance of all critical network infrastructure which facilitates SCADA activities and other backbone related services in a TDM and TCP/IP environment. The Senior Network Engineer’s role is to ensure the stability and integrity of in-house voice, data, video and wireless network services. This is achieved by planning, designing, and developing local area networks (LANs) and wide area networks (WANs) across the organization. In addition, the Network Engineer will participate with the installation, monitoring, maintenance, support, and optimization of all network hardware, software, and communication links. This individual will also analyze and resolve network hardware and software problems in a timely and accurate fashion, and provide end-user training where required.

**SUMMARY – Network Coordinator:** Under the general supervision of the Manager, Technical Services, the Network Coordinator performs troubleshooting, installation, and maintenance on equipment related to WFEC’s telecommunications and digital network infrastructure and its associated software. The Network Coordinator’s role is to ensure the stability and integrity of in-house voice, data, video and wireless network services. The Network Coordinator will participate with the installation, monitoring, maintenance, support, and optimization of all network hardware, software, and communication links. This individual will also analyze and resolve network hardware and software problems in a timely and accurate fashion, and provide end user training where required.

**ESSENTIAL DUTIES AND RESPONSIBILITIES – Sr. Network Engineer** include the following; other duties may be assigned. Designs and deploys LANs, WANs, and wireless networks, including servers, routers, hubs, switches, UPSs, and other hardware. Designs, operates and maintains all critical network infrastructure supporting SCADA activities and other backbone related services in a TDM and TCP/IP environment. Configures networks to ensure their smooth and reliable operation for fulfilling business objectives and processes. Monitors network performance and troubleshoots problem areas as needed. Collaborates with executive management and department leaders to assess near-term and long-term network capacity needs. Creates and maintains documentation as it relates to network configuration, network mapping, processes, and service records. Ensures network connectivity of all servers, workstations, telephony equipment, fax machines, and other network appliances. Develops, implements and maintains policies, procedures, and associated training plans for network administration, usage, and disaster recovery. Conducts research on network products, services, protocols, and standards to remain abreast of developments in the networking industry. Monitors and tests network performance and provide network performance statistics and reports. Oversees new and existing equipment, hardware, and software upgrades. Participates in managing all network security solutions. Interacts and negotiates with vendors, outsourcers, and contractors to secure network products and services.

**ESSENTIAL DUTIES AND RESPONSIBILITIES – Network Coordinator** include the following; other duties may be assigned. Configure networks to ensure their smooth and reliable operation for fulfilling business objectives and processes. Monitor network performance and troubleshoot problem areas as needed. Collaborate with executive management and department leaders to assess near-term and long-term network capacity needs. Create and maintain documentation as it relates to network configuration, network mapping, processes, and service records. Ensure network connectivity of all servers, workstations, telephony equipment, fax machines, and other network appliances. Conduct research on network products, services, protocols, and standards to remain abreast of developments in the networking industry. Monitor and test network performance and provide network performance statistics and reports. Participate in the installation, troubleshooting and maintenance of new and existing equipment, hardware, and software upgrades. Participate in managing all network security solutions. Interact and negotiate with vendors, outsourcers, and contractors to secure network products and services.

**COMPETENCIES:** To perform the job successfully, an individual should demonstrate the following competencies:

**Analytical:** Synthesizes complex or diverse information; Collects and researches data; Uses experience to complement data; Designs work flows and procedures.

**Problem Solving:** Identifies and resolves problems in a timely manner; Gathers and analyzes information skillfully; Develops alternative solutions; Works well in group problem solving situations; Uses reason even when dealing with emotional topics.

**Professional Knowledge:** Generates creative solutions; Translates concepts and information into applications; Uses feedback to modify recommendations; Pursues training and development opportunities; Strives to continuously build knowledge and skills; Shares expertise with others.

**Oral and Written Communication:** Speaks clearly and persuasively in positive or negative situations; Listens and gets clarification; Responds well to questions; Demonstrates group presentation skills; Participates in meetings; Writes clearly and informatively; Varies writing style to meet needs; Presents numerical data effectively; Able to read and interpret written information.

**Teamwork:** Balances team and individual responsibilities; Exhibits objectivity and openness to others' views; Gives and welcomes feedback; Able to build morale and group commitments to goals and objectives; Supports everyone's efforts to succeed.

**Planning/Organizing:** Prioritizes and plans work activities; Uses time efficiently; Sets goals and objectives; Develops realistic action plans.

**Adaptability:** Adapts to changes in the work environment; Manages competing demands; Changes approach or method to best fit the situation; Able to deal with frequent change, delays, or unexpected outcomes.

**Professionalism:** Approaches others in a tactful manner; Reacts well under pressure; Treats others with respect and consideration regardless of their status or position; Accepts responsibility for own actions; Follows through on commitments.

**Customer Service:** Manages difficult or emotional customer situations; Responds promptly to customer needs; Solicits customer feedback to improve service; Responds to requests for service and assistance; Meets commitments to customers.

**Cost Consciousness:** Works within approved budget; Develops and implements cost saving measures; Conserves organizational resources.

**QUALIFICATIONS:** To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the education, experience, knowledge, skills, abilities, and behaviors required.

**Education and Experience:**

**Sr. Network Engineer – (\$85,811 - \$135,923):** A Bachelor's degree in a related field with eight (8) years directly related experience in digital networking, computing, or telecommunications is required. Extensive knowledge of Cisco routing and switching, and proven experience with firewalls is required and knowledge of VPN appliances and telephony systems is preferred. Directly related progressively responsible experience may be substituted for the education requirement at the rate of two (2) years of experience for one (1) year of education. Familiarity with BGP, EIGRP, OSPF, MPLS (provider side), VRF, STP, and MacSec is required.

**Network Coordinator – (\$78,179 - \$122,538):** A Bachelor's degree in a related field and three (3) years of directly related experience in digital networking, computing, or telecommunications is required. Extensive knowledge of Cisco routing and switching, proven experience with firewall and VPN appliances, and knowledge of telephony systems is preferred. Directly related experience may be substituted for education at the rate of two (2) years of experience for one (1) year of education. Industry specific certifications may be substituted for experience at the rate of one (1) year of experience for each certification.

**Language Skills:** Ability to read, analyze, and interpret general business periodicals, professional journals, technical procedures, or governmental regulations. Ability to write reports, business correspondence, and procedure manuals. Ability to effectively present information and respond to questions from groups of employees, managers, clients, customers, and the general public.

**Mathematical Skills:** Ability to work with mathematical concepts such as probability and statistical inference, and fundamentals of plane and solid geometry, trigonometry, calculus and differential equations. Ability to apply concepts such as fractions, percentages, ratios, and proportions to practical situations.

**Reasoning Ability:** Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists. Ability to interpret a variety of instructions furnished in written, oral, diagram, or schedule form.

**Computer Skills:** In addition to the qualifications listed above, knowledge and experience using Microsoft Office products is required.

**CERTIFICATES, LICENSES, REGISTRATIONS:** Requires a driver's license. CCNP or equivalent experience is also required.

**WORK SCHEDULE REQUIREMENTS:** Normally works a weekday schedule, but may be required to work evenings, holidays, or weekends. May be required to travel on short notice.

**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 regularly required to sit and talk or hear. The employee is frequently required to use hands to finger, handle, or feel and reach with hands and arms. The employee is occasionally required to stand and walk. The employee must occasionally lift and/or move up to 50 pounds. Specific vision abilities required by this job include close vision, distance vision and color vision.

**WORK ENVIRONMENT:** The work environment characteristics described here are representative of those an employee encounters while performing 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 will be subject to moderate outdoor weather conditions. The noise level in the work environment is usually quiet.

**MUST MEET ALL PHYSICAL AND ENVIRONMENTAL REQUIREMENTS**

**WFEC IS AN EQUAL OPPORTUNITY PROVIDER AND EMPLOYER  
MINORITIES, FEMALES, DISABILITY, AND  
VETS ARE ENCOURAGED TO APPLY  
EOE/AA/M/F/DISABILITY/VETS**