



Job title: Network Specialist VI

Lead Network Specialist

Posting: 0812-25

Opening Date: August 28, 2025

Closing Date: until filled

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Location: 920 Colorado Austin, TX 78701

Yearly Salary: B27- \$102,000- \$126,000

Division: Information Technology/ IT Services

Job Description

The Lead Network Specialist is selected by and responsible to the Director of Information Technology Services and performs highly advanced or senior-level 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.

Work is performed under minimal supervision with extensive latitude for the use of initiative and independent judgment. May plan and/or assign the work of others. Occasional travel is required, along with flexibility, to perform other duties as needed to ensure secure and reliable IT operations.

Essential Duties

- 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).
- Direct 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.
- Develop 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.
- Comply 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 duties as assigned to maintain reliable and secure network operations.

Minimum Requirements

Seven (7) years of experience installing, maintaining, and troubleshooting local and wide area networks, firewalls and two (2) years of experience maintaining and troubleshooting local and wide area networks and enterprise-class firewalls, preference for Palo Alto and Cico/Meraki network equipment. Minimum of two years' experience maintaining and troubleshooting Microsoft Server OS and/or Redhat servers 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 count toward two (2) years of the network experience requirement. Palo Alto Certified Network Security Engineer (PCSNE) or equivalent, Cisco Certified Network Associate (CCNA) or Cisco Certified Network Professional (CCNP) preferred. Strong preference for additional experience with Cisco Meraki, and/or system monitoring tools such as Manage Engine App/Op Manger or New Relic. Must possess a valid class C or above driver's license and proof of auto liability insurance.

*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.

Military Occupation Specialty Code:

Army 17C, Navy CTI, Coast Guard CYB10, Marine 0631 or other related fields pertaining to the minimum experience requirements may meet the minimum qualifications for this position and are highly encouraged to apply. **Additional Military Crosswalk information can be accessed at:** [Military Crosswalk for Occupational Category - Information Technology](#)

Remarks

The successful candidate will have: Knowledge of network infrastructure design, implementation and maintenance principles; 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. Skill in using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions, or approaches to problems. Strong knowledge of networking protocols (TCP/IP, DNS, DHCP, BGP and OSPF), network security, and various operating systems. Ability to train and mentor information technology personnel; to recognize, analyze, and resolve network problems in a timely and effective manner; to interpret and explain technical issues to both technical and non-technical audiences and to maintain long-range strategic plans. Demonstrate strong interpersonal skills including **empathy, active listening and collaborative problem-solving** Ability to communicate effectively, verbally and in writing with the ability to prepare clear technical documentation and reports.

How to apply:

State of Texas applications may be downloaded through TDLR's website <https://www.tdlr.texas.gov/employ.htm> and emailed to human.resources@tdlr.texas.gov, faxed to 512.475.3377 or submitted via the WorkinTexas (WIT) website at www.workintexas.com. When a posting is listed as "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. Incomplete applications will not be considered. A resume in lieu of application will be rejected. Additionally, an application with "see resume" within the summary of experience is considered incomplete and will be rejected. Submit a copy of degree if in lieu of experience/skills requirement. To receive Military Employment Preference for any position, submit a copy of the DD214 or DD1300 with application.

This job is not covered by the Fair Labor Standards Act (FLSA).

AN EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

TDLR provides a total compensation package that enables us to attract, motivate, and retain highly skilled and talented employees, including a merit system, full use of salary ranges, performance awards, retention and recruitment bonuses. TDLR 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.

In compliance with the Americans with Disabilities Act (ADA), TDLR will provide reasonable accommodation during the hiring and selection process for individuals with a disability. If you need assistance completing the application, contact TDLR Human Resources at 512-463-7184. If you are contacted for an interview and need accommodation