Role Profile

Job Title: IT Operations Support Engineer
School/Department: Information Services (IS)
Job Family and Level: Administrative, Professional and managerial Level 4
Contract Status: Fixed term for 1 year 6 months
Hours of Work: Full-time (36.25 hours per week)
Location: Kings Meadow Campus
Reporting to: IT Operations Infrastructure Support Team Leader

Purpose of the Role:
You are a technical specialist in one or more infrastructure and/or networking technologies deployed at the University. You will play a key role contributing towards the on-going support, maintenance, design, development and management of core University IT services. You possess strong organisational skills and have excellent attention to detail. You are a proficient communicator, who is at ease dealing with staff at all levels, and are confident in building relationships across organisational boundaries.

The services and systems supported by this role are highly visible throughout the organisation with any loss in service having a major impact on the business of the University. The role-holder will provide expert advice and guidance in these areas and will be dedicated to efficient and effective incident and problem resolution to ensure the provision of excellent service to customers within an ITIL aligned process framework.

IT Operations Team:
IT Operations is part of Global Service Delivery. It is responsible for all the daily operations, preventative maintenance, reactive support and upgrades necessary to manage and protect the IT Infrastructure and major business applications. It safeguards the stability of the entire production environment across the Data Centres and a distributed network spanning all of the University campuses. Where applications are externally hosted, it is responsible for the daily management of the appropriate external supplier. Team members also play key roles in projects which will upgrade, enhance or otherwise impact services (i.e. all projects), ensuring that all systems are designed to be manageable, secure, robust and supportable, and can be smoothly transitioned into Operations.

Information Services

The Information Services (IS) department is the central IT provider for the University of Nottingham, serving a global, digital community of over 43,000 students and 9,000 staff across the University's UK, China and Malaysia campuses.
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<th>Main Responsibilities</th>
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<tr>
<td><strong>1. Platform Support</strong></td>
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<tr>
<td>- To provide support (install, configure, administer, maintain, backup, repair and service improvements) for a range of IT Infrastructure related technologies, platforms, products and services</td>
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<td>- Liaise with the users, IT Service Desk, Service Management, Campus IT Support teams and external suppliers regarding any issues identified or incidents raised</td>
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<td>- Take a lead role in major incident and problem resolution when required</td>
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<td><strong>2. Performance Monitoring</strong></td>
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<td>- Monitor Performance and usage of services</td>
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<td>- Systems maintenance / Patching</td>
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<td>- Perform a trouble-shooting function</td>
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<td>- Proactively identify, triage and escalate issues, or potential issues, impacting services</td>
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<td><strong>3. Platform Ownership</strong></td>
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<td>- Perform the role of Platform owner for one or more platforms as defined by the organisation</td>
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<td><strong>4. Project Delivery</strong></td>
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<td>- Provide technical support for project work packages and non-project change activities</td>
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<td><strong>5. Other</strong></td>
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<td>- Assist other team/group members and provide technical support cover for other platforms when required</td>
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<td>- Ensure currency of knowledge and skills by tracking relevant developments through meetings and contact with hardware and software suppliers and peers within the industry and academia, to enable the university to benefit from cost effective innovative solutions consistent with IS strategy</td>
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<td>- Participation in the out of hours on-call service, to protect the University's computing services in the event of systems outages and incidents</td>
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<td>- Provide support and mentoring to other less experienced team members</td>
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## Knowledge, Skills, Qualifications & Experience

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<th>Qualifications/Education</th>
<th>Essential</th>
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<tr>
<td></td>
<td>• Degree or equivalent in IT-related subject or equivalent relevant experience</td>
<td>• ITIL Service Management certificate</td>
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<td>• Industry relevant and recognised technology certification, e.g. MCSA, MCSE, CNA, CNE, CCNA</td>
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<tr>
<td>Skills/Training</td>
<td>• Good broad understanding of a number of platforms/products/services/technologies</td>
<td>• Knowledge of the Higher Education environment</td>
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<td>• Excellent analytical and problem solving skills</td>
<td>• Confident presenter, with influencing and negotiation skills</td>
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<td>• Good all round knowledge of infrastructure technologies</td>
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<td>• Ability to work in a team, to deadlines and under pressure and also to work effectively with minimal support, for example, outside working hours</td>
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<td>• Ability to communicate effectively within a large organisation and to build a network of contacts</td>
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<td>• Awareness of current IT legislation</td>
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<td>• Excellent communication, analysis and problem-solving skills</td>
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<td>• Proven ability to prioritise and schedule workloads in the face of conflicting demands</td>
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<td>• The ability to rapidly assimilate and deploy detailed technical knowledge in specialist areas</td>
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<td>• Willingness to travel from site to site within Nottingham and the UK.</td>
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<td>• Excellent customer facing skills</td>
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<td>• Willingness to take responsibility for Platform and Services in a global context</td>
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<td>• Relevant skills in managing large-scale MySQL installations in an enterprise environment</td>
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<td>Experience</td>
<td>• Experience in the support, maintenance and configuration of the relevant infrastructure technologies</td>
<td>• Experience of transformational IT change programs</td>
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<td>• Experience of working within a structured IT Service Delivery Framework</td>
<td>• Practical experience of designing and implementing solutions for a large distributed organisation</td>
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<td>• Experience of delivering IT services in a complex and large-scale environment</td>
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<td>• Experience of using Service Desk tools and applications within an ITIL environment</td>
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Appendix A – Platform management

To be Accountable and primary point of contact for the Platform with the overarching Accountability for Infrastructure Portfolio of services residing with the Infrastructure Service Manager or the appropriate Service Manager

To work with IS Service Management to define and agree ‘The Service’ and associated Service Levels and Key Performance Indicators (KPI)

To agree and deliver, to the required frequency, a data set for reporting purposes which allows the Service Manager to compile the relevant service related reports for customers and senior management.

To ensure support and management of the platform is done so in accordance with the defined quality targets (KPI) and adheres to the relevant Operational Level Agreements (OLA) or Service Level Agreements (SLA).

To discuss, agree, document and present changes to the underlying infrastructure platform with the appropriate interested parties including Technical Assessment Board (TAB) and Change Advisory Board (CAB)

To ensure all changes affecting the Platform are properly assessed for technical merit in accordance with the existing Change Management policy and that Change Control is rigorously applied.

Work closely with the Supplier Relationship Managers, Infrastructure Services Manager, Datacentre and Licensing Manager to ensure that all necessary underpinning maintenance/support contracts are in place to support the platform.

To assist in the annual budgeting and quarterly forecasting process providing relevant information in a timely fashion.

To develop an investment plan (including hardware, licences and management tools) for the platform based on known and predicted requirements, budgetary constraints and in alignment with vendor roadmaps. To review these annually with Infrastructure Services Manager and the Infrastructure Architect to ensure that this is in alignment with and supports the Enterprise Architecture’s Technology Road Map.

To produce relevant Management Information for the platform (capacity trends) in a timely fashion which feeds the capacity planning process and supports the business case for additional investment. Also provide data and information to the relevant Service and Operational Managers which will help drive Continual Service Improvements in both effectiveness and efficiency.

To own issues and problems associated with the platform on behalf of the Operations function. Provide regular updates and inputs into the Weekly Red Amber Green (RAG) report and problem review meetings by monitoring and trending incidents and producing relevant management information reports which could also be used to identify service improvements

To produce and maintain documentation pertaining to the platform ensuring all those involved in the delivery of the platform have appropriate levels of access

Working with the Infrastructure Services Manager produce a Service Continuity plan and associated test plans which must be reviewed, tested and maintained on a regular basis as required. The minimum should be annually.

To take ownership of the actions arising from resilience reviews, audits and major incidents. Ensure they are updated and progressed in accordance with their priority

Working with Service and Operational Management define, agree and communicate appropriate use policies relevant to the platform ensuring alignment with existing policies (E.g. Code of Practice for use of University computer facilities)

In conjunction with Line Management identify the key technical personnel responsible for the delivery of the platform and under pinning services and ensure they maintain the required level of skills to support it
**Behavioural Competences**

**Serving the Customer**

This is the desire to anticipate, meet and exceed the needs and expectations of customers (internally and externally). It implies working together, building long-term customer relationships and focusing one's efforts on delivering increased customer value. At levels 4 and 5 it requires effective championing and partnership working:

- Acts as customer champion
- Make systems/procedures more customer-friendly and challenges University to provide them;
- Tries to get other colleagues across the University to see things from the customers' perspective - acts as a customer champion;
- Develops an understanding of customer needs in order to anticipate service needed

**Quality Focus**

This is about demonstrating the underlying drive to ensure that quality is not compromised within the working environment. It includes the identification and maintenance of standards to meet the needs of the University, together with a desire for accuracy, order and safety in the workplace. At levels 4 it is about encouraging and monitoring the actions of others to maintain high standards;

- Monitors the standards of others
- Sets up appropriate quality review processes;
- Audits the work of others to ensure that procedures are being followed;
- Seeks feedback from customers and colleagues to ensure quality standards are being maintained;
- Uses a range of techniques to keep projects or activities on track;
- Monitors the progress of work against project milestones and/or agreed standards of work;
- Where development needs are highlighted, arranges appropriate interventions;
- Seeks to define and communicate quality standards

**Problem Solving and Initiative**

This is about engaging in proactive behaviour, seizing opportunities and originating action which goes beyond simply responding to the obvious needs of the situation or to direct requests from others. It is coming up with new or different ideas, or adapting ideas from elsewhere in the University or externally. It is concerned with moving the University forward by applying new ideas or old ideas in a new way to generate solutions and approaches. At the higher levels it is about thinking laterally and creating new concepts;

- Generates a range of innovative ideas
- Is open minded and actively seeks opportunities to try out new ideas;
- Takes action in areas for which he/she has no direct personal responsibility;
- Have a record of seizing and driving ideas and opportunities to successful implementation;
- Produces novel ideas to modify procedure and performance;
- Tries to break new ground and be creative when generating solutions;
- Creates innovative working methods to generate new ideas;
- Uses resources creatively and thinks laterally to identify new solutions;
- Has a flexible approach to problem solving;
- Looks beyond the obvious and immediate information when generating solutions;
- Demonstrates resourcefulness in identifying and exploiting trends and developments

**Communicating with Clarity**

This is about the ability to impart accurate information (both verbal and written) in a timely way and be receptive to other peoples' opinions. It is also about sharing information across University boundaries and externally. At the higher level, it is about making University communication and understanding with other bodies outside the University more effective;
Focuses on improving University-wide communications
Sets up processes to improve information flow at a wider University level;
Actively promotes and provides information across the University to avoid duplication of effort and encourage cross team working;
Engages in sharing and seeking to develop mutual understanding between different constituencies both within and outside the University;
Communicates persuasively when required.

Collaborating with Others
This competency implies the intention of working co-operatively with others, to be part of a team, to work together as opposed to working separately or competitively. For this behaviour to be effective, the intention should be genuine. Team work and co-operation may be considered whenever the subject is a member of a group of people functioning as a team. This competency emphasises activity as a member of a group (rather than as a leader); e.g. reflects a peer supporting their group rather than a leader managing the group;

- Encourages others
- Openly praises other members of the team when they have done something well and gives credit for good team work;
- Identifies and works to the strengths of team members;
- Identifies what motivates different individuals and uses this knowledge to improve performance;
- Empowers other members of the team, making them feel strong and important;
- Encourages colleagues after a set back

Planning, Organising and Flexibility
This is about adopting a methodical approach to work. It involves planning and organising oneself and others in order to deliver work and prevent future problems. This includes the ability to adapt and change plans as the requirements of the situation change. At the higher levels it involves thinking long-term, strategically and creatively;

- Plans ahead and adapts
- Involves others in planning activities;
- Shifts resources to ensure delivery;
- Monitors and manages staff skills and competence to ensure sufficient resources are available to meet expectations;
- Assesses time and resources needed for projects or activities;
- Develops practical and realistic plans that ensure efficient use of resources;
- Plans how to deal with peaks and troughs in workload over time;
- Draws up contingencies and adapts plans as necessary

Critical Information Seeking
Critical information seeking requires a selective approach to gathering information aimed at getting the really crucial pieces of information. The ability to seek out information based on an underlying curiosity or desire to know more about subject area, University issues, people, and the sector. It includes asking questions that go beyond what is routine, in order to ‘dig’ or press for exact information. Critical information seeking is essential for making sure your decisions are firmly grounded in reality, and that they are the best they can be;

- Digs deeper
- Gets important information that others wouldn’t get;
- Contacts others who are not personally involved to get their perspective or benefit from their experience;
- Is well known as an active listener;
- Gathers information from all key ‘stakeholders’ (i.e. people with vested interests);
- Allows others to discuss to identify issues;
- Finds out in detail how fellow colleagues have tackled a particular problem;
- Asks a series of probing questions to get to the root of a situation or problem; doesn’t stop with the first answer, but finds out the underlying reasons why something has happened;
- Builds knowledge of how the University works and the factors which impact on business performance;
- Makes sure that 'no stones are left unturned' when investigating an issue

**Drive for Results**

Success is not just about following the rules. We need people committed to making the University a success. 'Drive for results' is the enthusiasm and desire to meet and exceed objectives, University targets and improve one's own performance. It is about being frustrated with the status quo, wanting to improve the way we do things and making it happen. At a higher level it is about calculated risk taking in the interest of improving overall University performance;

- Generates a range of innovative ideas
- Is open minded and actively seeks opportunities to try out new ideas;
- Takes action in areas for which he/she has no direct personal responsibility;
- Have a record of seizing and driving ideas and opportunities to successful implementation;
- Produces novel ideas to modify procedure and performance;
- Tries to break new ground and be creative when generating solutions;
- Creates innovative working methods to generate new ideas;
- Uses resources creatively and thinks laterally to identify new solutions;
- Has a flexible approach to problem solving;
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**Embracing Change**

This is about the ability to make changes to the way you work, adapting to changing circumstances in the University by accepting new and different ideas and approaches. It includes the ability to sustain performance under conditions of rapid change. At higher levels, it is concerned with supporting others through change and having the willingness and ability to enable changes to take place in the most productive way;

- Enables and shapes change
- Creates a sense of shared vision and excitement for change;
- Helps others see the University and personal benefits of the change;
- Creates processes and practices which facilitate the implementation of change;
- Paces change appropriately for others; balancing needs for speed of change with needs of the University and individual

**Innovation and Creativity**

This is about creating and identifying novel approaches to address challenging academic, technical or commercial situations and problems. It is about coming up with new or different ideas, or adapting ideas from elsewhere in the University or externally. It is concerned with moving the University forward by applying new ideas or old ideas in a new way to generate solutions and approaches. At the higher levels it is about thinking laterally and creating new concepts;

- Identifies and tries out different approaches
- Modifies an existing idea to produce something that can be applied personally;
- Tries out a number of different solutions;
- Speeds up and improves existing processes by using a different approach;
- Applies learned models and theories to current business situations;
- Is open minded and actively seeks opportunities to try out new ideas and situations;
- Generates alternatives before settling on a solution;
- Develops new approaches to improve or replace existing procedures or systems