

Job Code: SDOE**Role Definition**

Provides direction and guidance on designing, developing, and implementing CI/CD pipeline; ensures quality automation process throughout the software development lifecycle.

Responsibilities

- Leading the build of complete CI/CD pipelines and identifying possible automation; constructing and integrating automation test frameworks within CI/CD pipeline.
- Developing and updating complex automation scripts according to changing requirements.
- Providing solutions for the complex issues occurring in the collaborative use of DevOps tools.
- Collaborating with developers, architects and hosting team to update, troubleshoot and maintain DevOps workflows, platforms and environment; ensuring CI/CD pipelines comply with deployment plans, release requirements and monitoring rules.
- Mentor junior engineers

Job Requirements**Education Requirements**

Bachelors

Experience Requirements

- 5+ years of hands-on Windows operating systems engineering and troubleshooting
- Experience with DevOps, specifically automation
- Strong background in Windows, IIS Administration, .Net Core
- Experience with automation/configuration management using Chef, Ansible, SCCM, LanDesk, Docker, Terraform, Packer.
- Ability to use a wide variety of technologies, including: open source technologies, cloud services (AWS, Azure), IIS, Apache, Tomcat, F5, Azure Devops, CI/CD, APM
- A working understanding of code and script (Powershell, .Net, Python, Ruby, AngularJs, NodeJs, and/or Go)

Enterprise Infrastructure Data**Business Function**

IT and Operations

Business Unit

- Axos Advisor Services and Axos Clearing - Ops and Tech
- Information Technology

Job Family Memberships

- 852 IT - Infrastructure
- 853 IT - Development

Possible Cost Centers

- 5034 - Technology

Job Function

Support

Position Level

Non-Officer

Management Position:

No

FLSA Status

Exempt

EEOC Job Classification

Professionals

NAICS Worker's Comp Code

- 8810
- 953
- 4904
- 561110

Job Role Type

Operational

Compliance Code

- AXC
- Axos Robo Advisor
- IT Group

IT Hardware Assignment

Laptop Computer

Criteria Assessment Type

- Specialty Knowledge Staff

BGCheck Package:

Below VP Level

Job Function / Family

Technology : Holds all of the Technology job profiles for the enterprise.

Role Classification

Job Focus

Business

Focus on business activities

Job Focus

Technical

Focus on technical activities that require specialized knowledge

Job Band

First Line Management; Senior Professional

Team or technical supervision; Expertise and experience with complex technical activities; Project management and consulting

Legend



Low priority



Normal priority



High priority



Not assessable

Foundational

Business, Individual, Management and Leadership competencies for general functions in the organization.

Individual	1	2	3	4	
Accuracy and Attention to Detail			<input type="checkbox"/>		Extensive Experience High Priority
Communicates Effectively			<input type="checkbox"/>		Extensive Experience High Priority
Decision Making and Critical Thinking			<input type="checkbox"/>		Extensive Experience High Priority
Teamwork			<input type="checkbox"/>		Extensive Experience High Priority

Competency Descriptors

Individual

Accuracy and Attention to Detail: Understanding the necessity and value of accuracy; ability to complete tasks with high levels of precision.

★ **Required level: Extensive Experience (3)**

Required level priority: High

- Evaluates and makes contributions to best practices.
- Processes large quantities of detailed information with high levels of accuracy.
- Productively balances speed and accuracy.
- Employs techniques for motivating personnel to meet or exceed accuracy goals.
- Implements a variety of cross-checking approaches and mechanisms.
- Demonstrates expertise in quality assurance tools, techniques, and standards.

Communicates Effectively: Understanding of effective communication concepts, tools and techniques; ability to effectively transmit, receive, and accurately interpret ideas, information, and needs through the application of appropriate communication behaviors.

★ **Required level: Extensive Experience (3)**

Required level priority: High

- Adapts documents and presentations for the intended audience.
- Communicates well downward, upward, and outward.
- Demonstrates both empathy and assertiveness when communicating a need or defending a position.
- Employs appropriate methods of persuasion when soliciting agreement.
- Maintains focus on the topic at hand.
- Reviews others' writing or presentations and provides feedback and coaching.

Decision Making and Critical Thinking: Knowledge of the decision-making process and associated tools and techniques; ability to accurately analyze situations and reach productive decisions based on informed judgment.

★ **Required level: Extensive Experience (3)**

Required level priority: High

- Differentiates assumptions, perspectives, and historical frameworks.
- Evaluates past decisions for insights to improve decision-making process.
- Assesses and validates decision options and points and predicts their potential impact.

- Advises others in analyzing and synthesizing relevant data and assessing alternatives.
- Uses effective decision-making approaches such as consultative, command, or consensus.
- Ensures that assumptions and received wisdom are objectively analyzed in decisions.

Teamwork: Knowledge of the necessity and value of teamwork; experience with; ability to work cooperatively towards shared goals and being supportive of others at all levels.

★ **Required level: Extensive Experience (3)**

Required level priority: High

- Establishes and maintains effective working relationship with each team member.
- Coordinates roles, responsibilities and interdependencies of all team members.
- Identifies and addresses potential problems or issues within the team.
- Works with large or multiple teams that span functions, issues, locations, and time zones.
- Shows and promotes respect for differences and diversity.
- Learns and utilizes special talents and work styles of team members.

Functional

Technical competencies by functional area for general functions in the organization.

High Technology	1	2	3	4	
Software Development Life Cycle			<input type="checkbox"/>		Extensive Experience High Priority
Software Integration Engineering			<input type="checkbox"/>		Extensive Experience High Priority
Software Product Installation and Support			<input type="checkbox"/>		Extensive Experience High Priority
Information Technology	1	2	3	4	
Technical Troubleshooting			<input type="checkbox"/>		Extensive Experience High Priority

Competency Descriptors

High Technology

Software Development Life Cycle: Knowledge of software development life cycle; ability to use a structured methodology for delivering and managing new or enhanced software products to the marketplace.

★ **Required level: Extensive Experience (3)**

Required level priority: High

- Explains how to use multiple, vendor-provided or in-house structured methodologies.
- Describes tasks, tools and practices for converting software product requirements into a design.
- Demonstrates experience with all phases and deliverables of the product development methodology.
- Implements the generic functions, features and facilities of modern structured methods.
- Explores and evaluates major structured methodologies available in the marketplace.
- Consults on effective application of structured product development methodologies.

Software Integration Engineering: Knowledge of software integration processes and functions; ability to design, develop and maintain interfaces and linkage to alternative platforms and software packages.

★ **Required level: Extensive Experience (3)**

Required level priority: High

- Works on designing scalable and efficient ETL models and templates.
- Compares and contrasts Integration issues with different operating systems and architectures.
- Consults on the design and development of customized interfaces for specific clients.
- Demonstrates experience with developing interfaces for multiple software partners and platforms.
- Explains requirements and considerations for data movement that involve platform conversion.
- Oversees the analysis, design and development of transformation codes.

Software Product Installation and Support: Knowledge of software product installation and support; ability to help customers install, integrate, and operationalize software products or systems.

★ **Required level: Extensive Experience (3)**

Required level priority: High

- Influences the development and tools for product installation and support.
- Estimates time and resources for initial installation and on-going support.
- Fulfills a wide range customer-specific installation and configuration needs.
- Defines and manages the fulfillment of plans for integration with other products and platforms.
- Manages or carries out installation and support services for multiple products/environments.
- Analyzes new releases and data conversion needs to determine impact on installed base.

Information Technology

Technical Troubleshooting: Knowledge of technical troubleshooting approaches, tools and techniques; ability to anticipate, recognize, and resolve technical issues on hardware, software, application or operation.

★ **Required level: Extensive Experience (3)**

Required level priority: High

- Emphasizes the business impact of failure and the criticality and timing of needed resolution so that problems can be avoided in the future.
- Creates trouble reports for all issues found and reviews solutions for completeness and correctness.
- Directs the resolution of communications problems in multi-vendor environments.
- Resolves a variety of hardware, software, and communications malfunctions.
- Coaches others on advanced diagnostic techniques and tools for unusual or performance-related problems.
- Facilitates the distribution of releases reports and correction packages to departments or clients.

Axos Core Competencies

Contains the Axos Enterprise core competencies that are mandated by CEO to be present on all established job profiles. Includes 4 team member competencies plus 1 additional for managers.

Team Member Competencies [Required for all Job Profiles]	1	2	3	4	
Drives Results			<input type="checkbox"/>		Level 3 High Priority
Honesty and Integrity			<input type="checkbox"/>		Level 3 High Priority
Initiative			<input type="checkbox"/>		Level 3 High Priority
Problem Solving			<input type="checkbox"/>		Level 3 High Priority

Competency Descriptors

Team Member Competencies [Required for all Job Profiles]

Drives Results: Understanding of the criticality of getting things done in spite of current circumstances and the ability to utilize assigned resources and leverage back-channel resources (individuals or teams) to achieve or exceed planned outcomes.

★ **Required level: Level 3 (3)**

Required level priority: High

- Communicates a strong sense of urgency about solving problems and getting work done.
- Ensures time, resources, energy, and actions are focused on priorities that matter to the business.
- Makes effective use of resources not under own direct control.
- Rarely repeats mistakes; learns and adapts from prior errors.
- Reliably meets all team commitments, quotas, and goals.
- Takes risks in improving products and services while holding self and others accountable.

Honesty and Integrity: Knowledge of the importance of being a role model for honesty and integrity; ability to demonstrate sound business ethics and consistent adherence to and promotion of these in all business and personal transactions.

★ **Required level: Level 3 (3)**

Required level priority: High

- Builds trust with coworkers across organizational and functional boundaries.
- Promotes the employment brand as an ambassador of a great place to work.
- Models the highest ethical and business standards for the company.
- Promotes a safe, equitable, respectful environment in which ethical concerns can be addressed effectively.
- Recommends changes to business practices, methods, and policies that would further promote transparency.
- Ensures that individual and team actions build the organization's reputation for excellent business practices.

Initiative: Being proactive and committing to action on self-identified job responsibilities and challenges; ability to seek out work and the drive to accomplish goals.

★ **Required level: Level 3 (3)**

Required level priority: High

- Cites personal examples of persistence in the face of difficulties.
- Takes calculated risks because of orientation to action.
- Promotes learning by sharing diverse scenarios in which a sense of urgency was critically important.
- Maintains sense of commitment to success, personal achievement and satisfaction.
- Proceeds without seeking unnecessary permission.
- Coaches others on leveraging their strengths in one environment and applying them to another.

Problem Solving: Knowledge of approaches, tools, techniques for recognizing, anticipating, and resolving organizational, operational or process problems; ability to apply knowledge of problem solving appropriately to diverse situations.

★ **Required level: Level 3 (3)**

Required level priority: High

- Ensures capture of lessons to be learned from a problem-solving effort.
- Organizes potential problem solvers and leads problem resolution efforts.
- Uses varying problem-solving approaches and techniques as appropriate.
- Contributes to standard practices for problem-solving approaches, tools, and processes.
- Analyzes and synthesizes information and devises alternative resolution strategies.
- Develops successful resolutions to critical or wide-impact problems.