## Job Code: AX4DOA

## Role Definition

Designs the technical architecture of DevOps workflows and provides instructions and support in the implementation.

## Responsibilities

- Designing, implementing, monitoring and optimizing the DevOps architecture and toolchains based on requirement analysis and changes.
- Facilitating full automation of DevOps Continuous Integration (CI) and Continuous Delivery (CD) pipeline, while leveraging specific tools and technologies.
- Monitoring and evaluating the performance and efficiency of DevOps workflows, platforms and infrastructure, and making suggestions for continuous improvement.
- Instructing and troubleshooting complex technical issues and problems regarding DevOps workflows.

## Job Requirements

### Education Requirements

Bachelors

### Experience Requirements

• 7+ 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
- Axos Clearing
- Information Technology

### Job Family Memberships

- 154  AXC Technology
- 158  AAS Technology
- 852  IT - Infrastructure

## Possible Cost Centers

- 0000 Default (For all Departments except Commercial Banking & Axos Clearing)

## 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

Specialized

## Compliance Code

- AXC
- 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
**Technical**
Focus on technical activities that require specialized knowledge

Job Focus
**Administrative**
Focus on administration of processes for quality and risk management

Job Band
**Team Leadership; Technical Professional**
Difficult technical tasks; Implementation experience; Self-sufficiency; Small project responsibility; Technical supervision

# 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 | |
|---|---|---|---|---|---|
| Decision Making and Critical Thinking | | | | ☐ | Expert<br>High Priority |
| Flexibility and Adaptability | | | | ☐ | Expert<br>High Priority |
| Teamwork | | | | ☐ | Expert<br>High Priority |
| Technical Excellence | | | | ☐ | Expert<br>High Priority |

## Competency Descriptors

### Individual

**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: Expert (4)**

Required level priority: High
- Analyzes and discusses alternatives with multiple stakeholders.
- Monitors developments in critical-thinking and decision-making models for potential use by organization.
- Coaches others in decision-making models, processes, and practices.
- Anticipates special issues and considerations for effective decision-making during a crisis.
- Shares experiences regarding optimal timing and circumstances for refraining from or making decisions.
- Differentiates between content and context of a decision.

**Flexibility and Adaptability:** Knowledge of successful approaches and techniques for dealing with change; ability to adapt to a changing environment and be comfortable with change.

★ **Required level: Expert (4)**

Required level priority: High
- Develops, implements, monitors, and fine-tunes transitional programs.
- Adjusts departmental priorities and resource allocations to support changing needs.
- Coaches others to view failure is an opportunity to learn for the future.
- Adapts leadership style and management to situation at hand.
- Promotes new trends and changing demands as opportunities for the organization.
- Demonstrates an ability to thrive in an unstructured, ambiguous environment.

**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: Expert (4)**

Required level priority: High
- Promotes and focuses on team goals and accomplishments, collaboration, shared leadership and credit.
- Influences the process of determining team strategy and policy.
- Works with globally dispersed teams to mitigate cultural and geographical complexities of virtual organizations.

- Maintains own and team's high levels of enthusiasm and energy under difficult or adverse situation.
- Champions the value of teams in accomplishing organizational goals.
- Evaluates individual and team effectiveness; recommends or makes improvements.

**Technical Excellence:** Knowledge of a given technology and various application methods; ability to develop and provide solutions to significant technical challenges.

★ **Required level: Expert (4)**

Required level priority: High
- Fosters an environment that encourages, supports and rewards technical excellence.
- Provides recognized technical leadership to an organization that includes vision, innovation, superior technical competence and the desire to excel.
- Provides highly effective solutions to very complex technical challenges, applying outstanding technical competence to understand and resolve issues.
- Champions the use of new innovations and technologies that solve technical business problems.
- Consistently applies the latest developments, practices and technologies to resolve complex technical challenges in one's general area of competence.
- Develops organizational policies, best practices and management methods that are highly conducive to technical excellence.

## Functional

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

| High Technology | 1 | 2 | 3 | 4 | |
|---|---|---|---|---|---|
| Software Integration Engineering | | | | ☐ | Expert<br>High Priority |
| **Information Technology** | **1** | **2** | **3** | **4** | |
| CI/CD Pipeline | | | | ☐ | Expert<br>High Priority |
| System and Technology Integration | | | | ☐ | Expert<br>High Priority |
| Technical Troubleshooting | | | | ☐ | Expert<br>High Priority |

## Competency Descriptors

### High Technology

**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: Expert (4)**

Required level priority: High
- Describes the technical, process, and cost considerations for creating software compatibility.
- Directs the evaluation and selection of new data movement tools and products.
- Elaborates on the evolution of software products and software integration approaches and strategies.
- Plays a leadership role in establishing multi-vendor systems software standards and policies.
- Discusses industry trends with open architecture and ETL tools and technologies.
- Demonstrates in-depth knowledge of integrating products with multiple platforms and systems.

## Information Technology

**CI/CD Pipeline:** Knowledge of concepts, values and tools applied in building Continuous Integration(CI), Continuous Delivery and Continuous Deployment(CD) pipeline; ability to design, build, implement and maintain CI/CD pipelines to achieve the automation of software delivery process.

★ **Required level: Expert (4)**

Required level priority: High
- Leads the development of continuous monitoring strategies and optimizes the feedback loops.
- Stays current with industry and vendor products for improving the current CI/CD pipeline practices.
- Creates best practices on setting up CI/CD pipeline.
- Establishes metrics for evaluating the efficiency of CI/CD pipeline.
- Directs the optimization on toolchains used in CI/CD pipeline.
- Predicts future trends and development of CI/CD methods, tools and technologies.

**System and Technology Integration:** Knowledge of the features and facilities of systems; ability to integrate and communicate among applications, databases and technology platforms.

★ **Required level: Expert (4)**

Required level priority: High
- Consults with others on system and/or technology integration efforts.
- Monitors system and technology integration trends and directions.
- Plays a leadership role in defining systems integration processes and practices.
- Designs complex interfaces, integration strategies and plans.
- Holds an industry wide conference on system integration and migration issues, problems and considerations.
- Demonstrates extensive experience with system and technology integration.

**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: Expert (4)**

Required level priority: High
- Provides insight into alternative troubleshooting approaches and their applicability to solve problems.
- Elaborates on ways of distinguishing between hardware, software and communications problems.
- Plays a leadership role in resolving complex, multi-component failures.
- Creates and oversees policies and procedures to ensure alignment with product and service requirements.
- Builds standards to design and support troubleshooting situations and maintain cost effectiveness.
- Develops and demonstrates an extensive knowledge base and best practice on how to troubleshoot non-recurring and performance-related problems.

## 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 | | | | ☐ | Level 4<br>High Priority |
| Honesty and Integrity | | | | ☐ | Level 4<br>High Priority |

| | | | | Level 4 |
|---|---|---|---|---|
| Initiative | | | ☐ | High Priority |
| Problem Solving | | | ☐ | Level 4<br>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 4 (4)**

Required level priority: High
- Coaches others in behaviors for personal effectiveness, results-orientation.
- Deals effectively with ambiguity and uncertainty; recovers from disappointments and setbacks.
- Leads the way in viewing setbacks or failures as learning opportunities.
- Takes extraordinary measures to solve problems and get work done when situation calls for it.
- Teaches others the importance of networking, using the informal organization for results.
- Works to create a climate that values and rewards drive, initiative, and achievement of results.

**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 4 (4)**

Required level priority: High
- Sponsors ethical reviews to ensure that organizational practices are consistent with espoused values.
- Leads transparently and approachably.
- Creates a safe work environment in which leaders and role models are accessible.
- Develops business continuity plans for significant breaches in public trust.
- Shapes corporate governance so as to reinforce independence, accountability, responsibility, and reasonableness in executive rewards.
- Mediates ethical disputes and allegations of misconduct equitably and thoroughly.

**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 4 (4)**

Required level priority: High
- Plays an active role in communicating acceptable behavior for personal effectiveness.
- Promotes a climate that encourages self-motivation, self-management and continued personal development.
- Seeks and creates opportunities and experiences that challenge one's own or team limitations.
- Achieves highly challenging goals, consistently delivering results that exceed stakeholder expectations.
- Works to create a climate that values drive and initiative.
- Mentors and encourages others to use setbacks or failures as learning opportunities.

**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 4 (4)**

Required level priority: High
- Gains agreement on the problem-solving process, risk assessment, decision points, and criteria.
- Trains others in the process of eliciting alternatives and assessing their impact.
- Orchestrates the resolution of high-impact and cross-functional problems.
- Successfully organizes problem solvers and stakeholders for high-impact problems.
- Predicts and explains long-term trends and implications for alternatives.
- Monitors industry for best practices and new techniques in problem-solving.