POSITION ANNOUNCEMENT 27-02

NATIONAL INFORMATION TECH OPERATIONS AND APPLICATIONS DEVELOPMENT
IDENTITY AND ACCESS ADMINISTRATOR

Office of the Federal Public Defender
Western District of Texas

Position:	Identity and Access Administrator	**Position Type:**	Full-Time
Location:	San Antonio, Texas	**Opening Date:**	October 15, 2026
Salary:	$90,823 - $108,001	**Closing Date:**	Until Filled

The Federal Public Defender for the Western District of Texas is accepting applications for the position Identity and Access Administrator, to be stationed in the San Antonio office.

POSITION DUTIES

The Identity and Access Administrator's role involves executing and optimizing a cloud identity ecosystem that aligns with the organization's goals to ensure the security, reliability, and scalability of NITOAD's hybrid-cloud environment. The duties of an Identity and Access Administrator duties include:

- Administers and manages end-user identity lifecycle across on-premises Active Directory (AD) and Microsoft Entra ID hybrid environment.
- Manage Enterprise AD servers, including physical and virtual domain controllers, replication health, patching, backups, and service availability.
- Monitor identity security posture and remediate risks which include risky sign-ins, compromised accounts, behavior anomalies, and stale objects.
- Enterprise Privilege Access Management (PAM) and third-party AD management tools administration.
- Configure Entra conditional access policies, MFA, privileged identity management, and identity protection controls.
- Provides Tier-3 support assisting IT staff around the nation with in-depth technical support and troubleshooting advanced problems.
- Develop and maintain documentation such as: infrastructure diagrams, installation documentation, upgrade assessments, and knowledge-based articles.
- Leads Microsoft AD related projects independently or through collaboration with team members.

MINIMUM QUALIFICATIONS

- High school diploma or equivalent.
- 3 years of general experience (relevant accredited coursework may substitute for part).
- 4 years of specialized experience (education may substitute for part).
- 3+ years in Microsoft Entra (Azure) including Identity, Licensing, and Microsoft Purview.
- Strong understanding of identity security best practices, least privilege, and role-based access control.
- Employment contingent on a satisfactory background check (FBI name & fingerprints).
- Advanced experience administering, designing, implementing, and supporting Microsoft Active Directory Domain Services (ADDS) environments, including knowledge of Domain Controllers (DC) configuration and troubleshooting.

BENEFITS

- Retirement benefits under the Federal Employees Retirement System.
- Optional participation in Federal Employees Health Benefits (FEHB).
- Optional participation in Federal Employees Dental and Vision Insurance Program (FEDVIP).
- Optional participation in Federal Employees' Group Life Insurance (FEGLI).
- Position is excepted service, without competitive civil service tenure.

HOW TO APPLY

Qualified persons may apply by sending a letter of interest (mentioning announcement 27-02), a résumé, references, and representative writing sample. Experience should be described in detail. Send all required documents in a single PDF document named with applicant's "last name, first name-Announcement 27-02 NITOAD Identity and Access Administrator" by email to TXW_Employment@fd.org. Electronic submissions sent directly to the Defender will not be considered. For applicants with disabilities, this organization provides reasonable accommodations, which are decided on a case-by-case basis. To request reasonable accommodation for any part of the application or interview process, contact Personnel Administrator Michelle Higgins at (210) 981-2081. More than one position may be filled from this announcement. Position announced October 5, 2026, subject to the availability of funds; open until filled. Due to the high volume of applications, only candidates selected for an interview will be contacted.

The Federal Public Defender is an equal-opportunity employer.