



Human Resources Office

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www.hcps.org

VACANCY ANNOUNCEMENT

AN EQUAL OPPORTUNITY EMPLOYER

July 14, 2025

HCPS is committed to recruiting and retaining effective and diverse educators and staff to build a climate of student success and improve learning experiences for every child in every classroom.

NETWORK ENGINEER

Central Office – Office of Technology and Information Services

The Network Engineer is responsible for maintaining the enterprise's WAN/LAN/Wireless environment. This includes design, implementation, configuration, coordination, control, maintenance, troubleshooting, security, usage monitoring, and the development of specialized procedures relating to the use of the network environment within the enterprise. The Network Engineer is responsible for the evaluation, selection and implementation of new products or services, comprehensive systems analysis and progressive support methodologies for all WAN/LAN/Wireless technologies.

ESSENTIAL DUTIES AND RESPONSIBILITIES MAY INCLUDE

These items are intended only as examples of the various types of job duties to be performed; specific position assignments will vary depending on the needs of the department. The omission of specific duties does not exclude them from the position if the work is a similar, related, or logical assignment to the position.

-  Responsible for the design, implementation and support of an expanding enterprise WAN/LAN/Wireless network infrastructure.
-  Provides leadership, planning, project management, and advanced technical expertise regarding computer and network services for both local and wide area networks; serves as high-level technical expert for computer/network systems, endpoints, and associated issues.
-  Provides proactive and reactive network management support and problem analysis for the enterprise WAN, Wireless and remote LANs.
-  Performs router and network switching configuration, support and problem analysis.
-  Conducts network performance tuning and optimization.
-  Maintains accurate records of all network documentation, maintenance, inventory, and security measures associated with WAN/LAN/Wireless infrastructure
-  Responsible for the diagnosis, notification, repair, and management reporting of network problems.
-  Analyzes client requirements and recommends appropriate hardware and software solutions to optimize work flow and efficiency.
-  Develops installation procedures, methods, and controls and recommends procurement for the improvement of the network infrastructure.
-  Maintains an advanced and current level of technical knowledge and skills involving network design, architecture, implementation, and troubleshooting associated with WAN/LAN/Wireless technologies.
-  Establishes and maintains a positive working relationship with all enterprise departments to optimize working relationships and communication.
-  Acts as the primary interface with equipment vendors and service providers for resolving problems.
-  Recognizes, identifies, and collaborates on potential areas where existing policies and procedures require change, or where new ones need to be developed, especially future network operations and expansion.

SALARY

- Collaborates with the Network Administrator(s) and Network Security Engineer(s) to ensure a secure environment and seamless operation with server components, network applications and endpoints.
- Performs other work-related duties as assigned.

TRAINING AND EXPERIENCE REQUIRED

- This is a full-time twelve-month position. Salary range based on the FY 2025-2026 AHCATSP (Grade D) Salary Schedule for Non-Certificated, Technical and Supervisory Personnel. Starting Salary: \$93,850– Maximum Earnings Potential \$123,833.
- Full salary schedules can be found at the bottom of the Current Vacancies webpage <https://www.hcps.org/departments/humanresources/vacancies.aspx>
- HCPS offers an expansive benefits package including individual and family medical, vision, dental, life insurance, retirement savings, pension, paid time off, and more.
- For a complete list of benefits, please visit the Employment Benefits section of the Human Resources webpage: <https://www.hcps.org/departments/HumanResources/Default.aspx>
- For more information on holidays and paid time off, please refer to the Holidays and Leave Provisions sections of the AHCATSP Negotiated Agreement: <https://www.hcps.org/boe/collectivebargaining.aspx>
- FLSA: Exempt
- Bachelor's degree from an accredited college or university in computer science, information systems or a related field preferred.
- Two years of network support, design and implementation experience with wide and local area networks within a large, multiple-site LAN, WAN, and enterprise wireless environment. In the absence of a degree, a minimum of 5 years of experience is required.
- Network+ Certification and Security+ Certification preferred.
- Ability to acquire and maintain low voltage certification for Harford County.
- Experience with Cisco, Juniper, Extreme, or Aruba network equipment required, certifications preferred.
- Knowledge of WAN/LAN/Wireless topologies and technologies, router configuration, traffic shaping, security, and load balancing.
- Thorough understanding and experience with the OSI network model, Ethernet, TCP/IP, PRI, fiber optics, and copper cabling.
- Must be able to perform the essential functions of the job including maintaining accurate records, pulling wire in crawl spaces and overhead from ladders and scaffolding, loading and unloading equipment.
- Excellent verbal and written communication skills and the ability to work effectively with a wide range of constituencies in a diverse community.
- Able to prioritize and multitask.
- Able to lift and/or move up to 50 pound boxes when needed.
- Must hold and maintain a valid class C driver's license to travel between HCPS sites.

HOW TO APPLY

Employment applications are accepted **online only**. To access the application, visit the Employment Opportunities section of the HCPS website at www.hcps.org. If you have questions or require assistance to complete the online employment application, contact the Human Resources Office at 410-588-5238.

DEADLINE

Online employment applications will be accepted for this vacancy until the position is successfully filled. *Candidates who apply by Monday, July 28, 2025 will receive immediate consideration.*

The Board of Education of Harford County is committed to providing an inclusive and welcoming environment for all employees and applicants. We adhere to the principles of equal opportunity in all aspects of employment and do not discriminate on the basis of race, color, national origin, sex (including pregnancy and related conditions, sexual orientation, and gender identity), religion, disability, age, genetic information, or any other characteristic protected by applicable federal, state, or local laws.

In accordance with Title IX of the Education Amendments of 1972, Title VI of the Civil Rights Act of 1964, and Title VII of the Civil Rights Act of 1964, the Board of Education of Harford County prohibits discrimination based on sex, race, color, national origin, religion, or any other protected characteristic in any program or activity it operates. The Board of Education of Harford County encourages applications from all qualified individuals.

Inquiries or concerns about your rights related to Title IX can be directed to our Title IX Coordinator, Dr. Eric Davis, at 102 South Hickory Ave, Bel Air, MD 21014, 410-588-5202, or TitleIX@hcps.org. Inquiries related to your rights under Title VI or Title VII can be directed to our Coordinator of Investigations, Ms. Renee McGlothlin, at 410-809-6087 or Renee.McGlothlin@hcps.org. Harford County Public Schools' non-discrimination policy can be accessed here: [NON-DISCRIMINATION POLICY: \(hcps.org\)](#) and found on the HCPS website under Board of Education Policies and Procedures. Harford County Public Schools' non-discrimination statement can be accessed here: [NON-DISCRIMINATION STATEMENT: \(hcps.org\)](#) and found on HCPS' homepage.

AFFIRMING EQUAL EMPLOYMENT IN PRINCIPLE AND PRACTICE