

OPEN POSITION ANNOUNCEMENT

IT Systems Engineer

Open until filled. Posted August 7, 2026.

San Diego County, hybrid work schedule set by San Diego Community Power

About the Role

San Diego Community Power (SDCP) seeks a highly skilled IT Systems Engineer to assist in design, implementation, and optimization of the organization's IT infrastructure, enterprise systems, and cloud platforms. This role serves as a technical lead for systems architecture and engineering, bridging operational IT support and advanced system design.

Reporting to the Information Systems Manager, the IT Systems Engineer is responsible for ensuring the reliability, scalability, and performance of SDCP's technology environment. The role partners closely with the IT Systems Analyst to support operational excellence and with the Senior Cybersecurity Analyst to ensure systems are secure, compliant, and resilient. This position plays a key role in enabling business operations through modern, integrated, and well-governed technology solutions.

About San Diego Community Power

San Diego Community Power is a community-driven public agency providing clean energy to nearly 1 million customer accounts across the San Diego region. Formed in 2019, Community Power purchases energy from renewable sources, which SDG&E delivers through its power lines. As a not-for-profit, any revenues beyond operating costs are reinvested in our local communities.

Commitment to Diversity

Community Power is an Equal Employment Opportunity (EEO) and American Disabilities Act (ADA) employer. Community Power values diversity and is committed to fostering an inclusive environment for all employees. We strive to hire employees reflective of the diverse communities that we serve. We provide equal employment opportunities to all applicants and prohibit discrimination and harassment of any kind, regardless of race, color, national origin, sex, gender identity or expression, sexual orientation, age, disability, protected veteran status, or any other characteristic protected by federal, state or local laws.

Primary Duties & Responsibilities

A. Systems Engineering & Infrastructure Implementation

- Assist in design, implementation, and ongoing optimization of IT infrastructure, including servers, cloud platforms, networks, and enterprise systems.

- Define and enforce system architecture standards, design patterns, and best practices across the IT environment.
- Configure and optimize environments to ensure performance, scalability, reliability, and maintainability.
- Assist in the deployment and integration of enterprise platforms, including Microsoft 365 and cloud services (e.g., Azure, AWS, GCP).
- Evaluate emerging technologies and recommend improvements aligned with organizational priorities and long-term IT strategy.

B. Systems Administration, Monitoring & Support

- Perform advanced systems administration for enterprise applications, infrastructure, and identity platforms.
- Monitor system performance, availability, and capacity; proactively identify and resolve issues before they impact business operations.
- Assist in root cause analysis and resolution of complex technical issues, serving as an escalation point for advanced troubleshooting.
- Partner with the IT Systems Analyst to improve service delivery, operational processes, and system reliability.

C. Security Collaboration & System Hardening

- Partner with the Cybersecurity Analyst to implement and maintain system-level security controls and configurations.
- Support the deployment and optimization of security technologies, including endpoint protection, identity and access management, and monitoring systems.
- Ensure systems are configured and maintained in compliance with cybersecurity policies, standards, and regulatory requirements.
- Participate in incident response activities, including investigation, containment, and remediation of system-level issues.

D. Systems Integration & Business Enablement

- Assist in design and implementation of integrations across enterprise applications, data platforms, and third-party systems.
- Collaborate with internal stakeholders to translate business requirements into scalable, secure, and sustainable technical solutions.
- Drive improvements to business processes through automation, system enhancements, and optimization of existing platforms.
- Provide technical expertise in evaluating, selecting, and implementing enterprise technologies that support organizational goals.
- Contribute to developing and executing the IT roadmap, ensuring alignment with SDCP's strategic priorities.

E. Standards, Documentation & Continuous Improvement

- Support the development and enforcement of IT standards, policies, and governance frameworks.
- Maintain comprehensive system documentation covering architecture, configurations, and procedures.
- Ensure consistency and standardization across enterprise systems and environments.
- Identify and implement opportunities to improve system performance, security, and operational efficiency.
- Contribute to the continuous improvement of IT processes, tools, and service delivery models.



F. Knowledge Enablement & Support

- Support the development and delivery of internal training programs and technical workshops for IT staff and end users.
- Contribute to internal IT communications and documentation, including knowledge-based content and intranet resources.
- Provide technical support for organizational events and off-site meetings as needed.

This job description may not be inclusive of all assigned duties, responsibilities or aspects of the job described and may be amended at the discretion of Community Power as needed.



Skills & Qualifications

Required Skills & Qualifications

- Strong IT infrastructure engineering and systems administration knowledge in a Cloud environment.
- Advanced working knowledge of Microsoft 365, Azure, and enterprise systems platforms.
- Experience with networking, firewalls, and system security concepts.
- Ability to perform root cause analysis and resolve complex technical issues.
- Strong understanding of system integrations, enterprise applications, and infrastructure design.
- Experience working across technical domains, including infrastructure, applications, and security.
- Excellent problem-solving, analytical, and organizational skills.
- Ability to work collaboratively across departments in a dynamic environment.
- Ability to perform well in a fast-paced environment.
- Ability to maintain confidentiality.
- Performs additional duties as assigned.

Preferred Skills & Qualifications

- Experience in the energy sector and/or in programs funded by California state agencies.
- Familiarity with enterprise cloud platforms, including Azure, AWS, or Google Cloud.
- Relevant certifications (e.g., Microsoft, Azure, AWS, Cloud, or systems engineering).
- Ability to effectively represent the organization in professional settings.

Education & Experience

Any combination of education and experience that would provide the above skills and qualifications is acceptable. Typical methods to obtain the required qualifications include:

- Equivalent to a bachelor's degree from an accredited college or university in Computer Science, Information Systems, or a related field.
- Minimum of three (3) to five (5) years of progressively responsible experience in IT systems engineering, infrastructure support, or related roles.

Experience working with:

- Microsoft 365 (Exchange, Teams, SharePoint)
- Cloud platforms (Azure, AWS, Google Cloud)
- Data platforms, CRM, ERP
- Networking, firewalls, and VoIP systems
- Enterprise system implementations and integrations
- Experience working in a public utility and/or a CCA program is desirable.

Work Environment & Condition

Prolonged periods sitting at a desk and working on a computer is required. The occasional carrying, lifting and/or moving objects up to 25 pounds is required. Occasional local travel and reliable transportation to attend Community Power public meetings, events and workshops on an as-needed basis is required.

Community Power employees work in the office and in the communities we serve. Community Power works to ensure a safe and healthy workplace for its employees and members of the community. Employees are required to be fully vaccinated for COVID-19.

Community Power is a public agency required to adopt and promulgate a Conflict of Interest (COI) Code. The COI Code requires employees in designated positions (including those identified under the interim disclosure process) to file a Statement of Economic Interests (Form 700) on an annual basis. A candidate accepting this position may be required to file COI forms subject to the regulations of the Fair Political Practices Commission.

Compensation

Salary Range

The position's salary range is \$84,900 - \$110,400 with exact compensation to be determined by Community Power, depending on the candidate's experience.

Benefits

Standard benefits package include, but are not limited to:

Insurance: Community Power offers group health benefits, including medical, vision and dental insurance for eligible full-time employees. Community Power pays 100% of group health benefits, including medical, vision and dental insurance premiums for employees and dependents. Community Power also pays for a \$100,000 life and accidental death and dismemberment policy, short-term disability and long-term disability.

Retirement: Community Power offers a 457(b) plan for employee contributions and contributes 10% of eligible compensation to the employee's Money Purchase Plan.

Paid Time Off: Community Power offers 11 holidays per year, plus a paid winter holiday (between December 24 and December 31); 160 hours of accrued paid time off (increases with time in service); and 96 hours per year of accrued paid sick leave.

How to Apply

Applicants must submit their resume, cover letter and references through Community Power's recruiting platform, Greenhouse. Applicants can access the platform at [Job-Boards.Greenhouse.io/SanDiegoCommunityPower](https://job-boards.greenhouse.io/SanDiegoCommunityPower) or by clicking "View Open Positions" on Community Power's "Careers" webpage: SDCommunityPower.org/Careers.

