Position Overview:
The Application Analyst (IDM) plays a key role in the Information Technology Office of Duke Kunshan University (DKU). Identity Management (IDM) system provides authentication, authorization, and directory services to Duke Kunshan University. DKU IDM system is closely related to Duke’s Identity Management system, which is comprised of homegrown and open source applications, and the team is primarily focused on engineering.

Reports to:
Director of Information Technology

Essential Duties:
- Develop, maintain and support DKU’s Identity Management System.
- Develop, maintain and support interfaces to other systems which provide or consume identity data and processes via LDAP, Active Directory, RESTful web services, and scheduled feeds.
- Normalize person information and attributes.
- Support and develop enterprise authentication solutions via SAML2 and OAuth.
- Extend enterprise authorization management and develop functions to support self-service and automation on services pertaining to authentication, authorization, and account management.
- Collaborate with Duke OIT IDM team on software design, development, test and data processing.
- As a member of the IT System and Application team, participate in the design, development, maintain and support of other applications and systems.
- Perform other duties as assigned.
- University employees' job responsibilities will continue to expand in scope and depth as the University grows in size and complexity in its programs.

Required Qualifications:
- Bachelor’s degree and 5-8 years relevant work experience, or equivalent combination of education and experience.
- Strong programming skills, ideally in Java or Ruby.
• Experience with contributing to team development projects, including tracking code changes in Git, submitting merge requests for code review, and following project workflows.

• Comfort with deploying and debugging applications onto Linux systems running Apache and Windows Server.

• Familiar with development with relational databases via SQL.

• Familiarity with Docker.

• Interest in authentication and authorization, including an ability to quickly cross-train on Shibboleth infrastructure and support.

• Experience in SAML, OAuth or other authentication framework.

• Ability to identify, scope, and execute on opportunities for automation or improvement in system architecture.

• Experience with LDAP or Active Directory.

Competencies and Behaviors:

• Curiosity: interest in learning the ins and outs of Identity and Access Management at and beyond DKU. Enthusiasm about automation to ensure a steady stream of interesting new challenges.

• Autonomy: ability to work with minimal oversight while investigating a problem and scoping out possible solutions.

• Teamwork: knowing when it’s time to bring problems back to the team for help or a second opinion. Willingness to share insights and provide mentorship to other colleagues inside and outside of the team.

• Commitment to quality: passion and active advocacy for best practices in software development and Identity and Access Management; refactoring or replacing code along the way for consistent, incremental improvement.

• Connection to mission: services like single sign-on affect daily life at Duke Kunshan University. We’re looking for a team member who believes it’s worth going the extra mile to make it easier for people in our community to access the services they need for work, research, and study. In addition to end user services, we provide tools for developers and other departmental contacts to integrate with our services. Help DKU meet business needs with security, convenience, and reliability.