



Network & Security Engineer

Status: Permanent

Location: Nelspruit

Grade: D1

Reporting line: Chief Information Officer (CIO)

Role Mandate

The Network and Security Engineer is responsible for the stability, performance, and resilience of the organisation's network and infrastructure environment. The role focuses on designing, maintaining, and optimising enterprise networks while embedding security controls to protect systems and data. The incumbent responds to network incidents and security events, resolves complex faults, and delivers reliable, cost-effective connectivity that underpins business operations.

Key Accountabilities

Governance & Compliance

- Implement the infrastructure strategy, policies, procedures and best practices for managing the ICT infrastructure including networks, access rights, servers and communication systems
- Conduct testing and analysis of all components of network and server infrastructure including the execution of the Disaster Recovery plan
- Implementation of recommendations of internal and external auditors
- Support the development of long-term ICT strategies aligned to business needs

Relationship Building & Project Delivery

- Work with ICT teams, internal and external suppliers/clients to resolve highly technical or contentious issues and conflicts to ensure projects and work packages are within budget and delivered timeously.
- Install, support and manage the ICT infrastructure environment which includes WANs, servers and desktops/laptops, data centre, database administration, security and LAN operations.
- Implement, maintain and improve communication systems, including electronic communication systems.
- Ensure all changes affecting the ICT Infrastructure take place in a controlled and auditable manner.
- Manage the life cycle maintenance and replacement of ICT Infrastructure at end of life. Work with line manager to plan and implement upgrades needed to maintain service levels.
- Managing the operational implementation of network hardware & systems management software for Cisco and Sophos systems
- Manage implementation projects upgrades and roll outs of network equipment and systems
- Assist with technical documentation and reports related to the post including but not limited to design, development and implementation of systems
- Ensure the monitoring, management and mitigation of infrastructure related risks
- Manage users on network, making sure they can access work-related applications
- Perform any other duties as may be required from time to time

Operational Delivery

- Monitor, maintain and improve an enterprise class ICT Infrastructure system based on the Microsoft platform and other industry leading systems over a large geographical area
- Provide in-depth technical expertise for both tactical and operational initiatives
- Troubleshoot, diagnose incidents and problems
- Monitor, Update and assist with asset management
- Proactively monitor and manage the network and security infrastructure - Install, Configure, Implement, Support, Repair & Administer Network Systems & Solutions
- Troubleshoot network performance, communications, and routing issues
- Ensure security support to Business Applications
- Handle routine technical, operational, and analytical tasks to support customer data systems

Learning & Development

- An enthusiasm for staying up to date with the very latest updates about security threats and solutions
- Stay abreast of new technological developments & assess these technologies in terms of the potential effect they could have on the productivity & efficiency of business currently and in future
- Manage development of self

Minimum Requirements

- A Diploma or Equivalent NQF Level 6 Qualification in Network Engineering, Information Security, ICT or related field
- Professional certifications in Windows Server, Network and Security
- Platform based requirements: preferred certifications
 - Microsoft Professional Certifications
 - Networking Certifications
- A degree in Computer Science or related discipline will be an added advantage
- Networking certification will be an added advantage
- A minimum of 3 years in network security engineering and administration
- In-depth understanding of server and desktop/laptop hardware, operating systems, networks, firewalls, load balancers and communications systems
- Expert knowledge of server architecture and design, in-depth working experience with Microsoft Windows Server and Active Directory design, security and administration
- In-depth working experience of messaging (Microsoft Exchange in Microsoft 365 environment), archiving, unified communications
- In-depth knowledge of networking technologies and concepts. Good understanding of VMWare / Hyper V. Application of TOGAF or Zachman framework
- In-depth knowledge of ICT security, data protection and knowledge of international information / cyber security standards promoted by NIST, ISACA, ISO
- Expertise across a variety of security products including firewalls, URL filtering, information security, virus protection, patch management and backups
- In-depth understanding of cloud and mobile technologies
- Extensive experience with Microsoft 365 applications including Microsoft SharePoint
- Working experience with CISCO systems / applications
- Experience with:
 - Dell servers and storage units
 - Backup management
 - SOPHOS and other firewalls
- Review application and technical security requirements and ensure adherence to leading security practices
- Implementation of information security plans including end-user awareness training
- Managing projects throughout their lifecycle
- Valid driver's license

Leadership

- Strategic Thinking
- Leading Others
- Driving Change
- Operational Delivery
- Commercial Insight
- Self-Awareness

Behavioural

- Planning & Organising
- Analytical Thinking
- Problem Analysis & Solving
- Attention to Detail
- Influencing & Communication
- Regulatory & Compliance
- Stakeholder Management

Technical

- Infrastructure Administration
- Risk Management
- Project Management
- Security Infrastructure
- Networks

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Interested qualified individuals can e-mail a concise CV and must submit relevant copies of qualifications in confidence to:

Ms. Sandra van der Walt, Human Capital Practitioner, sandrarecruitment@safcol.co.za (contact number 082 079 1092)

Closing Date: 5 February 2026

Should you not have received a response within 30 days of the closing date, please consider your application unsuccessful.