

**UNITED STATES COURT OF APPEALS
ELEVENTH CIRCUIT**

Position Title:	Network Systems Engineer
Location:	Atlanta, Georgia (On-site)
Opening Date:	March 2, 2026
Closing Date:	March 30, 2026 (or until filled)
Annual Salary Range: (CL-27):	\$63,166 - \$102,680 Starting salary is dependent upon qualifications, experience, and court funds. If the selected candidate is appointed at CL 27, he/she will be eligible for promotion to the CL 28 grade without further competition.
Maximum Potential Salary (CL-28):	\$123,086

The Circuit Executive’s Office of the United States Court of Appeals for the Eleventh Circuit has a position open for a **Network Systems Engineer**. Applications are being accepted through **March 30, 2026**, or until the position is filled. This is an on-site position located in Atlanta, Georgia.

A cover letter addressed to Cheryl Vessels, Assistant Circuit Executive for Human Resources, and resume detailing background, experience, and qualifications should be emailed **in one single PDF attachment** to human_resources@ca11.uscourts.gov. Please indicate “Network Systems Engineer” in the subject line.

The selected candidate will be subject to a mandatory background investigation as a condition of employment.

Reimbursement for expenses associated with interview(s) and/or relocation is not available.

POSITION SUMMARY: The **Network Systems Engineer** coordinates and oversees the technology systems within the Eleventh Circuit, including system and application introduction, operation, coordination, and integration. The incumbent performs both routine and complex network administration and systems duties, including developing standards, recommending network and/or systems infrastructure changes, and coordinating and implementing network security measures. The Network Systems Engineer is responsible for high-level and long-term design and analysis of the court unit’s network systems. Occasional travel may be required.

DUTIES AND RESPONSIBILITIES:

The following duties will be performed:

- Analyze needs, coordinate, and configure computer network systems to increase compatibility and share information. Determine computer software or hardware needed to set up or alter systems. Train other technicians to work with computer systems and programs. Diagnose hardware and custom off-the-shelf software problems and replace defective components. Maintain and administer computer networks and related computing environments, including computer hardware, systems software, and all configurations. Recommend changes to improve systems and configurations, as well as determine hardware or software requirements related to such changes.

- Analyze, develop, and implement short-term and long-range automation improvement plans for the court, ensuring that the changes can be implemented with minimal disruption at the court site.
- Plan for disaster recovery operations and testing, including network performance, security, antivirus, intrusion, web usage/monitoring, design, and acquisition of servers. Produce useful system documentation, perform system startup and shutdown procedures, and maintain control records. Monitor and perform data backups.
- Monitor network infrastructure and components, including all servers and workstations, and implement improvements to performance and security. Design, modify, enhance, test, and implement standard configurations for deployment of workstations, servers, and network components and client software.
- Recommend, schedule, test, and validate deployment of patches, security updates, and other upgrades to servers, workstations, and network components. Monitor provider's websites to ensure patches are tested and applied in a timely fashion.
- Evaluate, recommend, and implement processes to improve efficiencies and performance of the networks through the development or purchase of products to automate and monitor routine tasks such as server and workstation maintenance activities, performance monitoring, and reporting, installation of software or firmware upgrades, patches, etc.
- Recommend, schedule, plan, and supervise the installation and testing of new products and improvements to computer systems. Plan, coordinate, implement and test network security measures to protect data, software, and hardware. Identify and assess risks by performing security analysis and help produce detailed security plans. Oversee configuration and monitoring of firewall operations.
- Develop and implement standard procedures to guide the use and acquisition of software and to protect vulnerable information, data, and documents.
- Provide on-site network support for divisional offices and remote hearing locations.
- Supervise on-site vendors. Prepare and propose automation funding needs for fiscal budget. Recommend actions to cover projected shortfalls.
- Lead project teams in managing information technology projects and implementing and integrating systems with other networks.
- Perform other related duties or special projects, as assigned.

REQUIRED QUALIFICATIONS AND SKILLS:

- Four years of specialized experience in Windows Server administration.
- Experience with DHCP, DNS, and Group Policy.
- Knowledge of computer hardware, software, and networks.
- Experience with network protocols and network troubleshooting.
- Occasional travel. Duties may require working outside of normal business hours. Physical effort may be involved in moving, connecting, or troubleshooting equipment.
- Ability to communicate effectively with others, both orally and in writing, including the ability to communicate technical concepts to non-technical personnel.
- Ability to lift and move files, materials, and equipment (approximately 50 pounds) is required.

Candidates selected for an interview will be required to take a technical skills test to demonstrate their IT networking knowledge.

PREFERRED QUALIFICATIONS AND SKILLS: The following knowledge, skills, and qualifications are highly desired:

- Bachelor's degree in computer science, Information Technology, or related field from an accredited four-year college or university.
- Microsoft Windows Server certification, Cisco CCNA certification, or equivalent certification.

- Experience with Cisco networking equipment including routers, switches, and wireless technologies.
- Understanding of network security best practices and compliance standards.
- Work experience with federal court-related applications, systems, and services.
- Detailed, organized, and self-driven.
- Ability to work under pressure and within the constraints of conflicting deadlines.
- Strong interpersonal skills; excellent customer service skills.
- Ability to maintain strict confidentiality and use sound judgement.
- Possess a professional demeanor and strong work ethic.
- Must be an innovative and creative problem solver who can effectively work with management on projects and daily challenges.
- Excellent computer skills and ability to work with a variety of programs and applications.

CONDITIONS OF EMPLOYMENT: Applicants must be United States citizens or eligible to work for the federal government. All applicant information is subject to verification. All offers of employment are provisional pending successful completion of a background check or investigation and a favorable employment suitability determination. Selectees to high-sensitive positions such as this must successfully complete a ten-year background investigation, and subsequent favorable suitability determination, and every five years thereafter will be subject to a re-investigation. It is the policy of this court that all new personnel are hired for a twelve-month initial probationary period, at the end of which time their work and progress will be evaluated. All court employees are required to adhere to the [Code of Conduct for Judicial Employees](#). Employees of the United States Circuit Court are considered “at-will” employees, and, as such, may be terminated with or without cause. The Office of Personnel Management civil service position classification standards and appeal procedures do not apply to federal court employees. This position is subject to Electronic Funds Transfer (EFT) for payroll deposit.

THE UNITED STATES COURTS ARE EQUAL OPPORTUNITY EMPLOYERS

EMPLOYEE BENEFITS

Employees of the United States Courts are entitled to the same benefits as other federal government employees. They are not part of the Civil Service system, however. Some of the benefits of federal service are:

PAID VACATIONS	From 13 to 26 days per year depending on length of federal service.
PAID HOLIDAYS	11 days per year.
SICK LEAVE	13 days per year.
HEALTH INSURANCE	Employees may participate in the Federal Employees Health Benefits Program (FEHBP) and may choose from plans provided by several insurers. The government contributes up to 75% of the premium, depending on the plan selected.
DENTAL/VISION INSURANCE	Employees may participate in the Federal Employees Dental and Vision Insurance Program (FEDVIP), which is a supplemental insurance program. Premiums are paid in full by the employee, however, the premium is deducted on a pre-tax basis.
LIFE INSURANCE	Employees may participate in the Federal Employees Group Life Insurance Program (FEGLI).
FLEXIBLE BENEFITS	Employees may participate in the Federal Judiciary Flexible Benefits Program which includes (1) a Flexible Spending Account which allows employees to set aside pre-tax money to cover certain health care and dependent care expenses, and (2) a Premium Payment Plan which offers employees the choice of having health insurance premiums deducted from their pay either pre-taxes or after-taxes.
LONG-TERM CARE INSURANCE	Employees may participate in the Federal Judiciary Group Long-Term Care Program which covers such benefits as community-based care, nursing home care, hospice care, and caregiver benefit. Spouses, parents, parents-in-law, grandparents, and grandparents-in-law are also eligible.
WITHIN-LEVEL SALARY INCREASES	Within each salary classification level there are 61 “steps.” Based upon performance, employees within the Developmental Range (steps 1-24) are eligible for step increases every 13 pay periods and employees within the Full Performance Range (steps 25-61) are eligible for step increases annually.
TIME IN SERVICE	Time in service with other federal agencies and prior military service is credited for the purpose of computing employee leave and retirement benefits.
RETIREMENT	Newly hired employees contribute 12.05% of their salary toward a retirement plan under the Federal Employees Retirement System, to which the government also contributes. Of that 12.05%, 6.2% goes to social security, 1.45% goes to Medicare, and 4.4% goes to the FERS Basic Benefit Plan. Employees may also participate in a voluntary tax-deferred Thrift Savings Plan [similar to “401(k)” plans]. Benefits are generally available upon retirement at age 60 with 20 years of service or at an earlier age with 30 years of service. Reduced benefits may be available with fewer years of service. Specific details are available upon request.
PUBLIC SERVICE LOAN FORGIVENESS EMPLOYEES	Available for those that qualify for forgiveness of the remaining balance due on their eligible federal student loans while employed full time.
EMPLOYEE ASSISTANCE PROGRAM (EAP) AND WORK/LIFE SERVICES PROGRAM	<p>EAP offers Judiciary employees, and their family members free counseling services, financial assistance, and basic legal services. These services are confidential and are provided by licensed professionals.</p> <p>The Work/Life Services Program (WorkLife4You) offers Judiciary employees, and their family members expert guidance, educational information, personalized referrals, and access to a vast array of interactive tools to assist with managing daily responsibilities and life events.</p>