POSITION DESCRIPTION

Senior Database Administrator



WESTERN SYDNEY UNIVERSITY

POSITION DETAILS

Position Title	Senior Database Administrator
Classification	HEW 8
Position Number	7015510
School/Office	Digital Services / IT Operations
Division	Division of Operations

POSITION PURPOSE

The Senior Database Administrator is responsible for the engineering, administration, security, performance, availability and lifecycle management of enterprise database platforms across on-premises and Microsoft Azure environments. The role provides deep technical expertise in either Oracle database technologies or the Microsoft data platform, while maintaining the capability to support and learn across the University's broader database estate.

The role manages production and non-production database services supporting critical University applications, including database architecture, installation and configuration, patching, upgrades, backup and recovery, performance tuning, high availability, disaster recovery, automation, monitoring and cloud migration.

Working closely with application, infrastructure, cloud, cybersecurity and architecture teams, the role delivers secure, resilient, supportable and cost-effective database services and contributes to modernistion through automation, infrastructure-as-code, platform-as-a-service adoption and the controlled migration of legacy databases to contemporary cloud and managed database services.

KEY ACCOUNTABILITIES

- Engineer, administer and support enterprise Oracle and Microsoft database platforms across on-premises, hybrid and Microsoft Azure environments.
- Lead database installation, configuration, patching, upgrades, migrations, consolidation and decommissioning.
- Maintain database availability, integrity and recoverability through tested backup, restore, high-availability and disaster-recovery arrangements aligned with service recovery objectives.

- Monitor and tune database, query, storage and workload performance using platform-native and enterprise observability tools.
- Diagnose and resolve complex production incidents, including performance degradation, blocking, deadlocks, replication failures and capacity constraints.
- Implement database security controls covering privileged access, least-privilege permissions, encryption, auditing, credential management and vulnerability remediation.
- Automate repeatable database activities using PowerShell, Bash, Python, SQL, PL/SQL, Terraform, Bicep or equivalent technologies.
- Support controlled database changes through source control, automated deployment, CI/CD and formal change-management processes.
- Design and execute database migrations to Azure SQL Database, Azure SQL Managed Instance, SQL Server on Azure Virtual Machines or contemporary Oracle platforms, as appropriate.
- Manage capacity, licensing and cloud consumption to support reliable and cost-effective database services.
- Provide senior database support for critical University systems, including Ellucian Banner, Oracle Financials and Ascender Pay.
- Develop and maintain database standards, architecture patterns, runbooks, recovery procedures, configuration records and operational documentation.
- Provide technical leadership, mentoring and knowledge transfer to strengthen team capability and reduce key-person dependency.

QUALIFICATIONS, EXPERIENCE AND SKILLS

- Relevant tertiary qualification in information technology, computer science or a related discipline, or equivalent substantial professional experience.
- Extensive experience administering complex, business-critical databases in a large enterprise environment.
- Advanced professional expertise in either Oracle Database administration or Microsoft SQL Server and Azure database administration.
- Demonstrated experience managing production database platforms requiring high availability, disaster recovery, strong security and defined recovery objectives.
- Strong knowledge of database installation, configuration, patching, upgrades, backup, recovery, performance tuning and capacity management.
- Demonstrated experience diagnosing complex database, query, availability and performance issues.
- Experience applying database security controls, including privileged access management, encryption, auditing, vulnerability remediation and least-privilege access.
- Experience automating database administration using PowerShell, Bash, Python, SQL, PL/SQL, Terraform, Bicep or equivalent technologies.
- Demonstrated experience with database migration, modernisation or consolidation across on-premises and cloud environments.
- Experience working within ITIL-aligned incident, problem, change and configuration-management processes.
- Ability to communicate complex technical matters clearly to application teams, architects, cybersecurity specialists, vendors and business stakeholders.
- Demonstrated ability to maintain accurate technical documentation and transfer specialist knowledge across a technical team.

- Requirement to obtain and maintain any clearances necessary to perform the role, including any applicable NSW Police Force Professional Suitability clearance.

Technical specialisation

Candidates must demonstrate advanced capability in at least one of the following specialisations. Experience across both is highly desirable but not mandatory.

- **Oracle specialisation:** Oracle Database 12c, 19c or later; Oracle RAC, ASM and Data Guard; RMAN backup and recovery; Oracle Enterprise Manager; AWR, ASH and execution-plan analysis; patching, upgrades, migrations, security and auditing; and PL/SQL and Unix or Linux administration relevant to Oracle environments.
- **Microsoft and Azure specialisation:** SQL Server 2019, 2022 or later; Azure SQL Database and Azure SQL Managed Instance; SQL Server on Azure Virtual Machines; Always On Availability Groups and failover clustering; Azure Backup, Azure Monitor and Log Analytics; Query Store, Extended Events and execution-plan analysis; Microsoft Entra ID authentication and role-based access; and T-SQL, PowerShell and Azure automation.
- Experience with infrastructure-as-code, preferably Terraform or Bicep, and Git-based CI/CD platforms such as Azure DevOps or GitLab.
- Understanding of Azure landing zones, private endpoints, network security, identity integration, key management and cloud monitoring as they relate to database services.
- Understanding of database platform cost drivers, including compute tiers, storage, backup retention, licensing and consumption-based services.

Desirable

- Oracle Database Administration certification or current equivalent.
- Microsoft Certified: Azure Database Administrator Associate, or current equivalent.
- Experience administering both Oracle and Microsoft database platforms.
- Experience supporting Ellucian Banner, Oracle E-Business Suite or other large enterprise application environments.
- Experience migrating databases to Microsoft Azure or Oracle Cloud Infrastructure.
- Experience using Dynatrace, Splunk, Azure Monitor, Oracle Enterprise Manager, Redgate, SolarWinds, Grafana or Prometheus.
- Experience administering PostgreSQL, Amazon RDS or containerised databases for development and testing.
- Experience in higher education, government or another complex regulated organisation.
- Knowledge of database licensing, cloud consumption and technology cost optimisation.

KEY RELATIONSHIPS

This position reports to: Product Manager, Corporate, Service Management & Engagement Systems or Head of Shared Capability, Students & Teaching

This position has no supervisory requirements.

Key internal relationships:

- Office of the Chief Digital and Information Office
- Corporate Systems Team
- Enterprise Architecture
- ITDS Operations

- Staff Experience & External Engagement Portfolio
- Division of Operations

Key external relationships:

- Technology vendors
- Sector partners and peer institutions

CHALLENGES

- Maintaining secure, stable and highly available database services across a diverse hybrid technology estate.
- Supporting critical legacy platforms while progressively migrating workloads to modern cloud and managed database services.
- Responding to high-impact production incidents and restoring services within agreed recovery objectives.
- Maintaining consistent security, patching, backup and recovery controls across decentralised environments.
- Balancing modernisation, automation and cost optimisation with operational stability and supportability.
- Maintaining specialist capability and knowledge while reducing platform complexity and key-person dependency.

OCCUPATION SPECIFIC CAPABILITY SET

SFIA

SFIA Capability	Code	Level	Rationale
Database administration	DBAD	5	Plans, configures and manages critical production and non-production database platforms.
Problem management	PBMG	5	Leads diagnosis and permanent resolution of complex database performance and operational issues.
Security administration	SCAD	4	Implements database security, encryption, auditing and privileged-access controls.
Systems integration	SINT	4	Integrates database components during migrations, upgrades and application deployments.
Data management	DATM	4	Supports data integrity, retention, recoverability and governance across database services.
Automation	AUTM	4	Automates provisioning, configuration, monitoring and repeatable operational tasks.
Capacity management	CPMG	4	Forecasts and manages database compute, storage, licensing and consumption requirements.
Configuration management	CFMG	4	Maintains controlled and traceable database configurations across environments.

Release and deployment	RELM	4	Supports reliable deployment of database changes through controlled release and CI/CD processes.
Application support	ASUP	4	Provides specialist database support for critical enterprise applications.
Emerging technology monitoring	EMRG	4	Evaluates cloud, managed database and automation technologies for appropriate adoption.
Knowledge management	KNOW	4	Maintains operational documentation and transfers specialist knowledge across the team.

UNIVERSITY EXPECTATIONS

The University expects that all employees are aware of, and comply with legislation and Western's policies and procedures relevant to the position, including but not limited to:

- → Code of Conduct
- → Work Health and Safety and Wellbeing Management System
- → Enterprise Agreement or Award
- → Anti-discrimination principles, Equal Employment Opportunity and staff and student equity.

Approved by:
Date: