



Be part of the WCRB Team!

If you are looking for a company that values your career aspirations, where identifying and solving problems is rewarded, teamwork is essential, and the benefits are outstanding, then the WCRB is for you! The Wisconsin Compensation Rating Bureau (WCRB) is a non-profit statutorily appointed organization charged with the responsibility of developing Workers' Compensation rates, managing, reviewing incoming policy and financial data, and issuing notices and fines. The WCRB also manages the Wisconsin's Workers Compensation Insurance Pool.

The WCRB has an immediate opening for the following position:

Senior Network Engineer

This Engineer must live no more than 50 miles from the WCRB home office (20700 Swenson Drive Waukesha, WI 53186) to drive into the office on short notice for emergency on-site support and for scheduled off-hours system maintenance.

This Engineer is also required to travel to the WCRB Co-Location (Milwaukee, WI) and Disaster Recovery facility (Kenosha, WI) periodically for network maintenance.

A qualified candidate will have an Associate Degree in Computer Science or Information Technology, bachelor's degree in a related field a plus, and also must have 6+ years of previous work experience as a Network Engineer or equivalent. This candidate must have experience leading network infrastructure projects from planning through implementation. See full position description for all requirements.

This is a full-time position. Candidate will work from home most of the time, with mandatory reporting to the office every Wednesday.

Salary commensurate with experience.

Benefits include paid time off, paid holidays, health with HSA, dental, vision, pension, 401k, paid training and tuition reimbursement.

If you meet the qualifications for this position and are interested in applying, please submit a cover letter and resume to human.resources@wcrb.org.

WISCONSIN COMPENSATION RATING BUREAU

Position Description

Network Engineer - Senior

Date: September 16, 2026 **Reports To:** CIO/VP IT
Job Title: Network Engineer – Senior **Classification:** Exempt
Department: Information Technology

Summary

Senior Network Engineer is responsible for designing, implementing, securing, and maintaining enterprise network infrastructure that supports business operations. This role provides advanced technical leadership for complex networking environments, ensures high availability and performance, and leads initiatives to modernize network architecture while maintaining security and compliance. Responsibilities include managing LAN, WAN, wireless, VPN, and cloud networking technologies; implementing network security best practices; monitoring network performance; supporting disaster recovery and business continuity efforts; and evaluating emerging technologies to drive continuous improvement.

The Senior Network Engineer collaborates with cross-functional teams, troubleshoots critical network issues, and develops scalable solutions that align with organizational goals. The ideal candidate combines technical expertise, strong analytical and problem-solving skills, and the ability to communicate effectively with Management and end-users while leading projects from planning through implementation.

This is a full-time position. Candidate will work from home most of the time, with mandatory reporting to the office every Wednesday.

This Engineer must live no more than 50 miles from the WCRB home office (20700 Swenson Drive Waukesha, WI 53186) to drive into the office on short notice for emergency on-site support and for scheduled system maintenance outside of normal business hours. They are also required to travel to the WCRB Co-Location (Milwaukee, WI) and Disaster Recovery facility (Kenosha, WI) periodically to maintain servers and complete other networking tasks.

Salary commensurate with experience.

Essential Duties and Responsibilities

- Design, implement, maintain, and optimize enterprise network infrastructure, including LAN, wireless, VPN, and cloud networking environments.
- Lead the planning, deployment, configuration, and support of network hardware, including switches, firewalls, and wireless controllers.
- Monitor network performance, availability, and capacity to ensure reliable, secure, and high-performing network operations.
- Troubleshoot and resolve network connectivity, performance, and security issues with minimal business disruption.

- Develop and maintain network architecture, topology diagrams, standards, procedures, and technical documentation.
- Implement and maintain network security controls, including firewalls, network segmentation, access control lists (ACLs), VPNs, and intrusion detection/prevention systems.
- Plan and execute network upgrades, migrations, maintenance activities, and technology refresh initiatives.
- Evaluate emerging networking technologies and recommend improvements that enhance performance, scalability, reliability, and security.
- Configure and maintain network monitoring, logging, and alerting systems to proactively identify and resolve issues.
- Lead or participate in infrastructure projects by providing technical expertise, planning, implementation, and project documentation.
- Maintain accurate inventory of network assets, software licensing, and support agreements.
- Participate in change management processes, including planning, testing, implementation, and documentation of network changes.
- Create and maintain standard operating procedures, knowledge base articles, and technical documentation.
- Support budgeting and lifecycle planning for network infrastructure and related technologies.
- Perform other duties as assigned in support of organizational and departmental objectives.

Other Duties and Responsibilities

- Support cloud networking solutions across multi-cloud environments, including connectivity to public cloud providers.
- Coordinate with vendors, service providers, and consultants to resolve issues, evaluate solutions, and support infrastructure initiatives.
- Assists in conducting periodic tests to validate DR / BC process and procedures to ensure IT meets business expectations.
- Attend appropriate training courses, conferences, and seminars to keep up with best practices and new technology.
- Read technical publications to keep up to date in networking hardware and software with emphasis on security.
- Participate in disaster recovery planning, business continuity initiatives, and regular testing of network recovery procedures.
- Perform root cause analysis following major incidents and implement corrective and preventive actions.
- Ensure compliance with organizational policies, industry standards, regulatory requirements, and security best practices.

Qualifications

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The sections listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions.

Education and/or Experience

- Associate Degree in Computer Science or Information Technology, bachelor's degree in a related field a plus.
- 6+ years of previous work experience as a Network Engineer or equivalent.
- Experience working in a team-oriented, collaborative environment and independently.
- Experience leading network infrastructure projects from planning through implementation.
- Experience with disaster recovery, business continuity, and high-availability network architectures.

Key Competencies

- Logical and efficient, with keen attention to detail.
- Project Management techniques, best practices and organizational skills.
- Highly self-motivated
- Customer-focused service orientation.
- Represent the WCRB in a friendly and professional manner.
- Ability to prioritize multiple projects in a fast-paced environment.
- Familiarity with network monitoring and management tools.
- Understanding of disaster recovery and business continuity planning.

Knowledge, Skills, and Ability

- Advanced knowledge of network components such as Cisco devices and Palo Alto firewalls.
- Knowledge of communication and routing protocols including OSPF, BGP, EIGRP and static routing.
- Strong troubleshooting and analytical skills with a proactive approach to problem-solving.
- Perform network capacity planning and performance optimization.
- Monitor network health and proactively identify potential issues.
- Conduct network assessments, audits, and risk analyses.
- Remediate findings from Security Audit.
- Provide sound judgment and professionalism in handling critical infrastructure.
- Excellent listening, interpersonal, written, and oral communications skills.
- Ability to effectively prioritize and execute tasks while under pressure.
- Maintain confidentiality and integrity of organizational information.
- Ability to work off hours as needed for after-hour support, projects, tasks that require a window of completion after normal business hours.
- Familiarity with network analysis tools such as Rapid7, Falcon CrowdStrike, IT asset management and Security Information and Event Management systems while also using troubleshooting tools for packet captures and debugging.
- Able to exercise independent judgement and act on it.
- Working knowledge of Microsoft Office Suite products.

Supervisory Responsibility

This position has no supervisory responsibilities.

Travel

In and/or out-of-state overnight travel, as directed. Travel to the WCRB Co-Location (Milwaukee, WI) and Disaster Recovery facility (Kenosha, WI) as needed for network maintenance.

Physical Demands

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to sit; talk or hear; and use hands to handle, or touch objects or controls. The employee is regularly required to stand and walk. On occasion the employee may be required to stoop, bend, or reach above the shoulders. The employee must occasionally lift up to 25 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and ability to adjust focus.

This is a full-time position Monday through Friday. Core business hours are 7:45 a.m. – 4:15 p.m. Occasional mandatory overtime may be required.

Work Environment

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions.

This position operates in a semi-paperless clerical environment. Once fully trained, and upon approval of the manager, an employee may be eligible to work remotely, with the requirement that they are on-site for the mandatory “in-office” days, and as required for special meetings, training, and projects, by their manager and/or any member of management. The employee must have a reliable internet connection at the telecommuting worksite that allows the employee to complete their work tasks timely and effectively. This position routinely requires use of standard office equipment such as computers, phones, calculators, photocopiers, printers, and fax machines. The noise level in the office work environment is usually low to moderate.

The Wisconsin Compensation Rating Bureau considers telecommuting to be a viable alternative work arrangement that may be appropriate for some positions. Management approval and employee performance determine eligibility to telecommute.

The Wisconsin Compensation Rating Bureau is an equal employment opportunity employer and complies with all applicable laws prohibiting discrimination based on race, color, religion, sex, age, national origin, disability, medical condition, veteran status, sexual orientation, or any other personal characteristic protected by applicable federal, state, and local laws. This policy applies to all terms and conditions of employment, including, but not limited to, hiring, placement, promotion, termination, layoff, leaves of absence, compensation, and training.