

Systems Engineer II

Do you have a passion for all things technical and enjoy working with and leading people? Are you looking to be part of a company where you have opportunities to learn, grow and make a positive impact? Do you want to join a team where each employee is empowered to listen generously, speak straight, collaborate, and build each other up through mutual accountability and shared success? If you answer yes to all the above, we encourage you to apply to be our next Systems Engineer II.

About FPPA

The Fire and Police Pension Association was created by legislative mandate in the 1980's. Our leadership team guides us in fulfilling our mission, vision and values while achieving our strategic objectives. We administer a statewide multiple employer public employee retirement system providing defined benefit plan coverage as well as death and disability coverage for police officers and firefighters throughout the State of Colorado.

We are a small association of only 70 staff located in Denver, CO. We work hard and have a culture that supports staff to establish a well-balanced relationship between their personal needs and work commitments.

Position Summary

We are seeking an experienced Systems Engineer II to stabilize, maintain, and modernize FPPA's Microsoft Azure environment while advancing the organization's adoption of Microsoft AI technologies. This is a hands-on infrastructure engineering role with two equally important priorities: keeping our current environment stable and healthy through an active transition, and helping FPPA lean into artificial intelligence, including Microsoft 365 Copilot, Copilot Studio, Azure AI Services, and the Power Platform.

FPPA's current Azure footprint relies heavily on self-managed virtual machines rather than native cloud services. A central objective of this role is to re-architect and migrate these workloads from self-managed VMs to modern, managed Azure services (PaaS) — improving reliability, scalability, and cost efficiency — while keeping the existing environment stable during the transition. This is not an AI-only role: the successful candidate must be comfortable operating and stabilizing the current environment while introducing AI-driven capabilities over time. Cybersecurity is owned by a dedicated security resource; this position partners with that function to build secure solutions but does not own the security program.

Qualifications Summary

- 5-7 years of experience administering Microsoft technologies.
- Experience supporting enterprise Microsoft 365 environments.
- Experience with Microsoft Azure infrastructure and services.
- Hands-on experience migrating and modernizing workloads from self-managed VMs (IaaS) to native Azure managed services (PaaS).
- Demonstrated experience maintaining and stabilizing production Azure and hybrid infrastructure.
- Experience implementing automation or AI-based solutions.

- Strong understanding of enterprise systems administration principles Strong analytical and troubleshooting abilities.
- Excellent communication and presentation skills.
- Ability to explain complex cloud and AI concepts to non-technical stakeholders.
- Strong project management and organizational skills.
- Customer-focused mindset.
- Ability to manage multiple priorities in a dynamic environment.
- Strong analytical and troubleshooting abilities.
- Excellent communication and presentation skills.
- Ability to explain complex cloud and AI concepts to non-technical stakeholders.
- Strong project management and organizational skills.
- Customer-focused mindset.
- Ability to manage multiple priorities in a dynamic environment.

Preferred Qualifications

- Bachelor's degree in information technology, computer science, information systems, or related field. Equivalent combination of education and experience considered.
- Microsoft Certified: Azure Administrator Associate (AZ-104)
- Microsoft Certified: Azure Solutions Architect Expert (AZ-305)
- Microsoft Certified: Azure AI Engineer Associate (AI-102)
- Microsoft Certified: Power Platform Solution Architect (PL-600)
- Microsoft 365 Certified: Administrator Expert (MS-102)

Salary and Benefits

The salary range for this position is \$95K - \$140K depending upon experience. Includes group medical, dental, vision, 401K, 457, defined benefit through Colorado PERA, life insurance and long-term disability.

How do you apply?

Please send your cover letter and resume to Human Resources, humanresources@fppaco.org.