MICROSOFT SYSTEMS ADMINISTRATOR II

Microsoft 365, Entra ID, Intune, and Azure deployment, migration, and hardening

TYPE Full-time

PAY $72,000 to $92,000 per year

TRAVEL Limited travel to client sites in Michigan

LOCATION Brighton, Michigan [On-site / Hybrid]

ABOUT KARHU CYBER

Karhu Cyber is a veteran-owned cybersecurity company in Brighton, Michigan. We provide managed security, managed IT, vCISO, and compliance services to county and municipal governments, public safety agencies, K-12 districts, and small and mid-sized businesses. Security is the core of our work, offense and defense.

Our clients run 911 centers, manufacturers, courts, and schools. We show up for them, and we know them by name. Our values are Sisu (grit through hard problems), Integrity, and Empowerment.

THE ROLE

We are hiring a Level 2 Microsoft administrator to deploy, migrate, and secure Microsoft environments for our clients. You will build and harden Microsoft 365, Entra ID, Intune, and Azure tenants, and you will own the projects you are assigned from planning through cutover. Much of this work happens in CJIS and CMMC regulated environments, so the configurations have to be right and documented.

You will work alongside our service desk, systems administrators, and security team. Tier 2 Microsoft escalations come to you. You escalate architecture decisions and high-risk changes to senior engineering.

WHAT YOU WILL DO

- **Migrations.** Plan and run on-prem Exchange to Exchange Online, file servers to SharePoint and OneDrive, tenant-to-tenant moves, and Google Workspace to M365.
- **Identity.** Deploy and configure Entra ID, including hybrid identity with Entra Connect or Cloud Sync.
- **Conditional Access.** Configure, test and maintain Conditional Access policies and deploy policies for MFA, device compliance, location and risk-based rules, break-glass accounts, and report-only rollout.
- **M365 hardening.** Harden tenants against CIS benchmarks and Microsoft Secure Score: Exchange Online Protection, Defender for Office 365, SharePoint sharing controls, audit logging, and legacy auth removal.
- **Intune.** Enroll and manage devices with compliance policies, configuration profiles, Windows Autopilot, app deployment, and BitLocker.
- **Windows and AD hardening.** GPOs, tiered admin, LAPS, privileged group cleanup, and removal of legacy protocols.
- **Azure.** Deploy and administer Azure environments; virtual machines, virtual networks, NSGs, Azure Backup, and identity and access controls.
- **Defender.** Deploy and tune Microsoft Defender for Endpoint and Defender for Business.
- **Documentation.** Write change plans, runbooks, and as-built documentation that supports compliance audits.
- **Escalations.** Handle Tier 2 escalations from the service desk and resolve root causes.

WHAT YOU BRING

- 3 or more years of hands-on Microsoft 365 and Entra ID administration.
- At least one completed migration project (Exchange, file data, or tenant-to-tenant) where you did the work.
- Working knowledge of Conditional Access, MFA rollout, and Intune device management.
- Experience administering Active Directory, Group Policy, and Windows Server.
- PowerShell for M365, Entra, and Exchange administration. Microsoft Graph PowerShell is a plus.
- Clear written documentation and the ability to explain a change to a non-technical client.

- A valid driver's license and the ability to travel to client sites.
- Ability to pass a fingerprint-based CJIS background check. This is required for access to public safety client environments.

NICE TO HAVE

- Microsoft certifications: MS-102, SC-300, AZ-104, MD-102, or SC-200.
- Experience with CJIS Security Policy, CMMC 2.0, or NIST 800-171 control implementation.
- Experience in government, manufacturing, public safety, or K-12 IT.
- Experience with Microsoft Purview (DLP, sensitivity labels, retention).
- Experience with an RMM platform such as NinjaOne or Intune.

WHY KARHU

- **Real ownership.** You run your projects and your decisions carry weight.
- **Work that matters.** Your configurations protect 911 centers, courts, and schools.
- **A team to learn from.** Senior engineers, red team operators, and compliance specialists.
- **Training.** Paid certification and training.
- **Benefits.** Health, dental, vision, 401(k), PTO, holidays, flexible scheduling, real growth opportunities for the taking.

HOW TO APPLY

Send your resume. To really get noticed, include a short note describing a Microsoft migration or hardening project you ran, what went wrong, and how you fixed it.

Indeed: Apply through Indeed.

Karhu Cyber is an equal opportunity employer. We consider all qualified applicants without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, veteran status, or any other protected status.