

Asiera

Advancing Services for Irish Education, Research & Academia

Finding and onboarding people in the NOC

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CURRENT STATE OF PLAY



Image credit: Eric Prouzet – unsplash.com

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Example of recent 10 NOC roles which we needed to fill:

- **2x separate Student/Intern roles**
- **1x Technical Manager**
- **Systems Admins**
- **Technical Specialist**
- **Network engineer**
- **Security Operations Engineer**

From the classroom...



Image credit: Dom Fou – unsplash.com

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To the control room...



Image credit: ThisisEngineering – unsplash.com

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Some of the methods that have been used



Internal advertisements – Internal first approach



External hiring is necessary – Internal referral program



Commencement of external advertisements including:

- External website published with new role
- Indeed.com jobs board publication
- LinkedIn.com company page – encouragement to staff to actively share
- Using linkedin.com jobs board for an annual subscription (very cost effective)



Work with the hiring manager to identify possible affiliation links such as Cyber Ireland



Being active in the relevant communities such as:

- SIG-NOC (obviously 😎)
- RIPE community
- NOG meetings

What about the Interns?



Image credit: Dom Fou – unsplash.com

Intern arrangements with client institutions



Partnership arrangements have been put in place with a number of our clients. Specifically, in this hiring phase we have arrangements with Dublin City University and Technological University of Dublin



This ***should*** go without saying but in case there's any ambiguity, these internships are ***PAID €€€***



Client router replacement project requires additional Network Engineer, So 1x Intern on the Networks team until September 2026



Security Operations team standing up and on-boarding several new clients, So 1x Intern on the Security Operations team also until September 2026

You're Hired! What now?



Image credit: Parinaz Mirhosseini – unsplash.com

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Onboarding in Asiera



Image credit: asiera.ie

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Types of onboarding and training

- Learning our values
- What is our history?
- We're not quite public sector but you've gotta know about public procurement!
- People Ops fundamentals – how to take leave / your payslip / expected behaviours
- Meet and understanding ***ALL*** the teams

We'd love you to stay here!



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Harness a culture of retention by belonging



- Cross-functional / cross-team / virtual team projects



- Fluidity to grow and learn



- Encourage external engagement and knowledge sharing
- Working with the bleeding edge – it's exciting



- Colleagues who are well regarded industry leading voices of the Networking Community
- We are the “internet for good”



- Flexibility of working
- Green aware and green focused



- Equality for all – diversity and inclusion by name and by nature!

Tech Talks for all!



Get your company known in the community



Image credit: RIPE91 Meeting Photos

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THANK YOU!

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