

Position Specific Career Ladder Criteria

Position: GIS Analyst

Career Ladder Specifications

A. Associate GIS Analyst

Incumbents in this step typically have a BA and two (2) years' related experience, or equivalent. Incumbents in this step have demonstrated education and experience to meet the qualifications as lined out in the job description.

Work Elements:

- Department/Process subject matter expertise: Generalist – works on basic data and tasks for a variety of departments
- Enterprise portal: Data editor - works within the portal with data editor-level permissions
- Technical skill: Map development – uses existing data and tools to develop maps and do analysis; designs and manages project-level datasets
- Data management: Under review – data entry and maintenance reviewed through formal QAQC versioning
- Project management: Member – work as member of project team

Wages:

- Wage range: \$27.10 - \$30.29

B. GIS Analyst

Incumbents in this step typically have a BA and four (4) years' related experience, or equivalent. Incumbents in this step have demonstrated skill in GIS data development, creation, and maintenance. They have demonstrated skill in data analysis, creating web-based maps and tools, and understanding of data management processes.

Work Elements:

- Departmental/Process subject matter expertise: Specialist – work is focused on a specified department or process; is actively engaged with data maintenance for that department; is integrated into related processes
- Enterprise portal: Creator – works within the portal with creator-level permissions
- Technical skill: Data development – designs and develops operational-level datasets; assists with implementing data processes
- Data management: Independent – data entry and maintenance directly on authoritative datasets

- Project management: Co-leader – serves as a project co-lead; assist in the development of a project; lead tasks identified within the project

Wages:

- Wage range: \$30.60 - \$31.88

C. Senior GIS Analyst

Incumbents in this step typically have a BA and six (6) years' related experience, or a MA and four (4) years' related experience, or equivalent. Incumbents in this step have demonstrated data, process, and subject-matter expertise. They provide primary support for a department including data management, process development, and project management.

Work Elements:

- Departmental/Process subject matter expertise: Expert – work as the primary department/process support for GIS; is a subject matter expert of GIS data and related process for that department
- Enterprise portal: Publisher – works within the portal with publisher-level permissions
- Technical skill: Process development – designs and develops authoritative-level datasets; defines, develops, and implements data management processes
- Data management: Conduct review – performs QAQC on authoritative datasets
- Project management: Lead – serves as a project lead; guides project definition, planning, development, and implementation

Wages:

- Wage range: \$32.20 - \$35.07