

November 14, 2023

GIS Analyst, Data Analysis

GIS Analyst I: \$49,801-\$74,702**GIS Analyst II:** \$60,506-\$90,759**GIS Analyst III:** \$66,739-\$100,108

*Depending On Qualifications, with annual performance-based merit increase program

First Review of Applications: December 5, 2023 (open until filled)

Role and Responsibilities

SEMCOG (EOE) is seeking two (2) experienced professionals with relevant Geographic Information Systems (GIS) experience to join the Data Analysis team, in support of our work in forecasting, transportation planning, data analysis, and modeling. At SEMCOG, GIS Analysts update geospatial data, produce maps to explain data sets using GIS software, and develop applications for data analysis. GIS Analysts focus on providing updates on authoritative geographic data, seeking updates and tools regarding mapping and analysis, and supporting the agency's demographic, employment and land-use forecast modeling.

The successful candidate will demonstrate a strong work ethic and comfort working both independently and as part of a team; have an understanding of GIS Data and software concepts; well-developed organization and time management skills; to ensure timely completion and delivery of work, be detailed, self-motivated, and capable of working on multiple tasks; excellent interpersonal, communication, and presentation skills to interact and work with a range of internal and external stakeholders both virtually and in-person.

This will include a focus on inclusivity to ensure meeting the vision, "*All people in Southeast Michigan benefit from a connected, thriving region of small towns, dynamic urban centers, active waterfronts, diverse neighborhoods, premier educational institutions, and abundant agricultural, recreational and natural areas.*" Employment offers of I, II or III will be commensurate with applicant experience and qualifications. This position offers employee development and promotional opportunities.

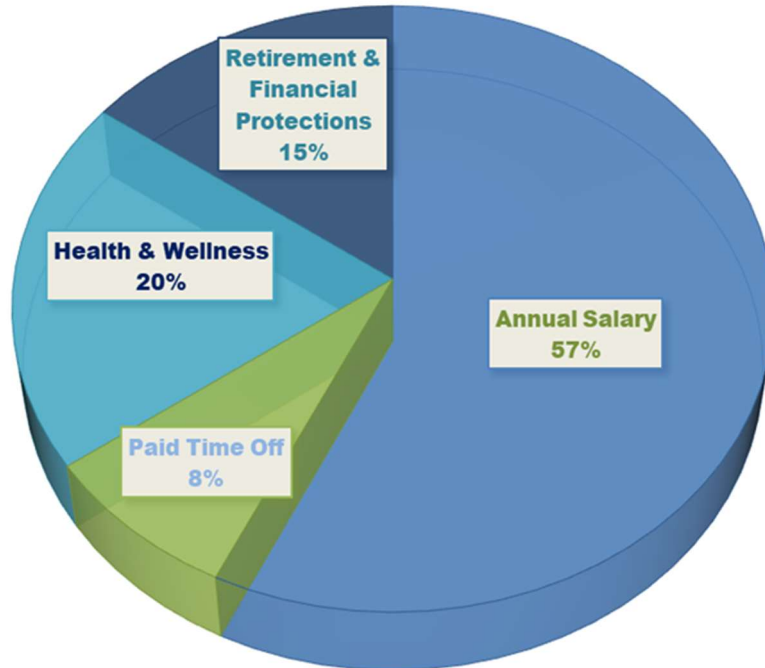
Experience and Qualifications

- Bachelor's degree from an accredited college or university in Computer Science, Geographic Information Systems, or a related field.
- Knowledge of GIS data and software concepts.
- Experience using ArcGIS Pro, creating ArcGIS metadata, and maintaining GIS data.
- Experience with Postgres or Microsoft SQL Server databases preferred (writing SQL queries).
- Familiar with roads and highways file and attributes preferred.
- Knowledge and experience with cadastral data including reading parcel legal descriptions preferred.
- Effective written, verbal, public speaking, and presentation skills required, including a working knowledge of Microsoft Office (Outlook, Word, Excel, PowerPoint).
- Support and promote a strong internal culture based on SEMCOG core values and Diversity, Equity, and Inclusion initiatives.

SEMCOG reserves the right to waive any of the minimum qualifications for applicants whose general or specific qualifications would otherwise qualify the applicant for the position or lead SEMCOG to believe that the applicant is capable of performing the assigned duties and fulfilling the assigned responsibilities.

Total Compensation = \$119,767*

In addition to the annual base salary, SEMCOG offers a valuable mix of health and fringe benefits! Here's an estimate of Total Compensation, including salary and benefits, for the GIS Analyst position. On average, employee benefits account for 43% of Total Compensation.



Additional Benefits & Programs

- Flex Time (Core work hours: 9:00 am – 3:30 pm)
- Hybrid Work Environment (A blend of virtual and in-person work. Michigan residency required.)
- Employee Assistance Program
- Tuition Assistance
- Paid Jury Duty
- Transit/Parking Assistance

*Assumes midpoint of salary range and family enrollment in medical, dental, and vision insurances.

Paid Time Off Benefits 8%	Health & Wellness Benefits 20%	Retirement & Financial Protections 15%
<ul style="list-style-type: none"> ❖ Combined Time Off Bank (Vacation, Personal, Sick) <ul style="list-style-type: none"> ▪ 192.40 Hrs / 25.5 Days Annually to Start (accrues bi-weekly) ❖ 10 Paid Holidays Per Calendar Year 	<ul style="list-style-type: none"> ❖ Medical Insurance, SEMCOG Pays 90 – 92% of premium <ul style="list-style-type: none"> ▪ Select from Two Plans (Blue Care Network HMO/HRA, or Blue Cross Blue Shield PPO/HSA) ❖ Dental (No Cost to You) ❖ Vision (No Cost to You) ❖ Flexible Spending Account/ Dependent Care (Pre-tax) ❖ Short- and Long-Term Disability, AD&D, Life Insurance (No Cost to You) <ul style="list-style-type: none"> ▪ Vol. Life buy-up available ❖ Telemedicine & Virtual Mental Health (No Cost to You) 	<ul style="list-style-type: none"> ❖ Defined Benefit Pension Retirement <ul style="list-style-type: none"> ▪ Guaranteed monthly pension benefit upon eligible retirement ▪ No employee contribution required ❖ Defined Contribution Profit-Sharing (401a) 100% Employer-sponsored ❖ 457 Deferred Compensation Plan (Pre-tax) ❖ Social Security / Medicare ❖ Worker's Compensation ❖ Unemployment Compensation



Join us! How to Apply

Please email employment application, cover letter and résumé to SEMCOG Human Resources Department, Careers@semcog.org.





About SEMCOG

SEMCOG is a voluntary association of local governments fostering cooperative efforts in order to move the region forward. Since its inception in 1968, SEMCOG has acted as a regional planning partner with local governments in the seven-county Southeast Michigan region, which is made up of Livingston, Macomb, Monroe, Oakland, St. Clair, Washtenaw, and Wayne Counties. Membership is open to all counties, cities, villages, townships, intermediate school districts, and community colleges.

SEMCOG is committed to building a staff team that represents the rich diversity of the Southeast Michigan region. As a result, we place an emphasis on diversity, equity, and inclusion in our work, as well as our internal culture. SEMCOG's core values below are the basis of our workplace culture and how we perform our work.

- Visionary – We work holistically, inspiring innovative regional and local solution.
- Collaborative and Inclusive – We are respectful, approachable, and embrace different perspectives to meet the diverse needs of our region.
- Strategic – We are intentional, yet flexible in order to leverage opportunities
- Integrity – We are committed to the ethical and honest stewardship of our fiscal, natural, and built resources.
- Knowledgeable – We strive for excellence through sound data and research and continuous learning, ensuring we are a credible and influential voice for Southeast Michigan
- SEMCOG promotes a positive, fun, flexible, and inclusive workplace that encourages staff to celebrate what makes them unique while learning about the things that they share. We accomplish by asking questions engaging in areas of work that are aligned with our interests. SEMCOG understands the importance of work/life balance, offering the flexibility our staff needs to accommodate their personal needs. SEMCOG values the importance of continuing education and encourages staff to seek opportunities for personal and professional growth.



Diversity, Equity & Inclusion Statement of Principle

We are better together

At SEMCOG, we embrace and celebrate the collective sum of our unique experiences, knowledge and talents, innovation, and self-expression, which strengthens our organization. We all have a role to play in cultivating and preserving a place of belonging. We at SEMCOG define diversity as the presence of differences across a wide range of backgrounds, identities, experiences, and viewpoints. To us, equity means fair, just and impartial treatment, opportunity, access, and engagement for all. We see inclusion as an environment that values, respects, and welcomes all perspectives, especially ensuring underrepresented groups are included. Together, it is our goal to promote a culture of diversity, equity, and inclusion to fulfill our mission and achieve our vision for a connected, thriving Southeast Michigan.

Acquiring Talent

SEMCOG is an equal opportunity employer and complies with all applicable federal, state, and local fair employment practices and laws. SEMCOG prohibits discrimination and harassment of any type and affords equal employment opportunities to employees, applicants, or any other covered persons without regard to race, color, religion, sex, sexual orientation, gender identity or expression, height, weight, marital status, pregnancy, age, national origin, disability status, genetic information, protected veteran status, or any other characteristic protected by law. This statement applies to all terms and conditions of employment, including, but not limited to, recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, benefits, and training.

