



County of San Diego

Senior Geographic Information Systems Analyst-23350610

SALARY	\$91,977.60 - \$113,068.80 Annually	LOCATION	County of San Diego, CA
JOB TYPE	Regular - Full time	JOB NUMBER	23350610
DEPARTMENT	Health & Human Serv Agcy	DIVISION	Agency Executive Office
OPENING DATE	11/14/2023	CLOSING DATE	Continuous

Job Summary



The County of San Diego is seeking qualified applicants for the position of

SENIOR GEOGRAPHIC INFORMATION SYSTEMS ANALYST

Interviews will take place the week of January 8, 2024.  
Job offers will be made the week of January 19, 2024.  
Future Salary Increases

**\*\*July 2024 - 7.98% increase to base pay (2.75% Across-the-Board + 5.23% Market Increase)**

**This position is eligible for appointment at Step 1, \$91,977.60 annually. County employees are subject to the County Promotion Rule for Step Placement in accordance with Compensation Ordinance 1.3.5.**

The County of San Diego is currently accepting applications for a Senior GIS Analyst. These positions act as a lead or supervisor responsible for providing technical guidance and leadership to professional staff and may supervise GIS staff. The GIS class series is responsible for the design, operation, and administration functions related to the development and analysis of various GIS data pertaining to the County and also the creation and analysis of spatial data layers in a large spatial relational database system. This includes, but is not limited to, the maintenance and complex analysis of digital spatial data to support decision-making. Senior GIS Analyst positions may assist in the budget preparation, planning, and the development and implementation of highly complex GIS projects within a County department.

The current vacancy is with the Office of Strategy & Innovation; however, the list established from this recruitment may be used to fill vacancies in other departments.

For additional information on the Senior GIS Analyst class, please click [here](#).

### MINIMUM QUALIFICATIONS

A **bachelor's degree** from an accredited U.S. college or university, or a certified foreign studies equivalency, in geography, earth sciences, civil engineering, urban planning, information technology, biology with an emphasis in GIS, computer science, or closely related field, **OR**, successful completion of a college level GIS certificate program; **AND**,

**1. Three (3) years** of full-time experience as a GIS Analyst with the County of San Diego administering and operating a GIS system using ArcGIS Desktop or Server or similar type software to develop GIS data, digital maps, or other digital displays for spatial analysis; **OR**,

**2. Four (4) years** of full-time experience administering and operating a GIS system using ArcGIS Desktop or Server or similar type software to develop GIS data, digital maps, or other digital displays used for spatial analysis.

**NOTE:** A master's degree from an accredited U.S. college or university, or a certified foreign studies equivalency in any of the fields described above may substitute for **one (1) year** of the required experience; **OR**, additional years of experience as described above may be substituted for the education/certification requirement on a year-for-year basis.

### IDEAL CANDIDATE

The ideal candidate will have significant experience using advanced geospatial data science for qualitative and quantitative analysis to identify issues, define the mechanics of a problem, and recommend solutions based upon data driven analysis. The ideal candidate will use his or her thorough knowledge to provide decision support and technical guidance on geoprocessing methods. The best candidate is expert in GIS and data workflow scripting in python, ArcGIS Pro analytics, and spatial statistics. The Senior Geographic Information Systems Analyst is expected to use specialized knowledge and skills to lead GIS projects with continuous improvement methodologies.

The Department of Human Resources removes personally identifiable information from all recruitments. This practice, called Blind Applicant Screening, hides a candidate's personal information that could influence or bias a hiring decision. Personal information includes name, phone number, address, gender, age and race. This process helps contribute to a fair and equitable selection process leading to a more diverse and inclusive workforce.

The most highly qualified candidates, based on the evaluation results, will be referred for an interview. Be sure to include your experience in meeting the minimum requirements in both the Work Experience section and the Supplemental Questionnaire section of the Application.

Resumes will not be accepted in lieu of the application Work History and/or supplemental questionnaire.

### HIRING TIMELINE AND DATES

The timeline for this recruitment is outlined below. Please note that dates are approximate and are dependent upon the successful completion of each step of the process.

- Job Offer and Background Process begins: Week of January 19, 2024
- Pre-employment Medical Screening: Approximately 3 days following successful background investigation results.
- Anticipated Start Date: Start date will be based upon successful completion of medical screening or other mutually agreed upon date.

If you are not selected for this interview process, you may have the opportunity to compete for future vacancies.

### CONDITION OF EMPLOYMENT

As part of the County of San Diego's pre-employment process, prospective candidates will undergo a background check (including fingerprinting) and a pre-employment medical screening prior to beginning County employment. Additional types of background investigations may be conducted based on the job-related activities of the position. Current County employees may be excluded from this process.

### EVALUATION

Qualified applicants will be placed on **six (6) month** eligible list based on scores received during the evaluation of information contained in their employment applications. Please ensure all information is accurate as the responses you give will be scored using an automated evaluation system. If you are successful in the initial screening process, your application will be reviewed individually to confirm that the information you provided is accurate and qualifying.

**Note:** Reasonable accommodation may be made to enable a qualified individual with a disability to perform the essential functions of a job, on a case-by-case basis.



As an employer of over 19,000 employees, the County of San Diego is an organization committed to veteran hiring, retention, and professional development. We recognize the contributions and sacrifices made by our veterans and value the unique expertise and leadership qualities they bring to our workforce. We strive to provide veterans with the resources and tools necessary to maximize their employment opportunities, and to assist veterans with their transition into civilian life by applying the valuable skills, knowledge and training acquired in service to positions and career paths at all levels within our large organization. Click on the resource links below to learn more about how the County of San Diego supports its veterans.

**Veteran's Preference Policy** The County of San Diego offers preferential credits for military service to assist qualified applicants in transitioning from military to civilian careers with the County of San Diego.

**Military Skills Translator** Do you need assistance translating your military experience into civilian experience? This tool can help!

*The County of San Diego and its employees embrace the vision of: a just, sustainable, and resilient future for all. Our values include: integrity, equity, access, belonging, excellence, and sustainability. Each of which are infused throughout our operations. While also embracing a mission of strengthening our communities with innovative, inclusive, and data driven services through a skilled and supported workforce. Click here for more information on our [Strategic Plan](#) ([sandiegocounty.gov](http://sandiegocounty.gov)) ([Download PDF reader](#)) as well as our commitment to serve everyone, to build a [Framework for the Future](#) that will create a County that works for all.*



Under California Government Code Sections 3100 - 3109, public employees are designated as **disaster service workers**. The term "public employees" includes all persons employed by the state or any **county**, city, state agency, or public district. Disaster service workers are required to participate in such disaster service activities as may be assigned to them by their employer or by law.



The County of San Diego is committed to valuing diversity and practicing inclusion because our diverse workforce is our greatest asset and our customers are our number one priority.

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**Agency**

County of San Diego

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<http://www.SanDiegoCounty.gov>

## Senior Geographic Information Systems Analyst-23350610 Supplemental Questionnaire

### \*QUESTION 1

Please be sure to answer the following questions in a thorough and complete manner and include details regarding your duties and your assigned roles in the work history section of the application. Note that if you are invited to a selection interview by a department, your responses to the following questions will be subject to verification.

Do you understand this information?

☐ Yes

☐ No

### \*QUESTION 2

How do you meet the **MINIMUM QUALIFICATIONS** for Senior Geographic Information Systems (GIS) Analyst? Please make only one selection.

**\*\*Please make sure your experience is verifiable in the employment history section of your application.\*\***

**NOTE: For your college education or GIS Certification to be considered you MUST attach a copy of your degree, unofficial transcripts or certificate at the ATTACHMENTS section of this online application submittal process.**

☐ I completed a college level GIS certificate program and possess three (3) years of full time experience as a GIS Analyst with the County of San Diego administering and operating a GIS system using ArcGIS Desktop or Server or similar type software to develop GIS data, digital maps, or other digital displays for spatial analysis

☐ I completed a college level GIS certificate program and possess four (4) years of full time experience administering and operating a GIS system using ArcGIS Desktop or Server or similar type software to develop GIS data, digital maps, or other digital displays for spatial analysis

- ☐ I possess a bachelor's degree from an accredited U.S. college or university, or a certified foreign studies equivalency, in geography, earth sciences, civil engineering, urban planning, information technology, biology with an emphasis in GIS, computer science, or closely related field and I have at least three (3) years of full time experience as a GIS Analyst with the County of San Diego performing the functions listed above
- ☐ I possess a bachelor's degree from an accredited U.S. college or university, or a certified foreign studies equivalency, in geography, earth sciences, civil engineering, urban planning, information technology, biology with an emphasis in GIS, computer science, or closely related field and I have at least four (4) years of full time experience performing the functions listed above
- ☐ I possess seven (7) years of full time experience as a GIS Analyst (of which 3 years is with the County of San Diego), performing the functions above.
- ☐ I possess eight (8) years of full time experience performing the functions listed above
- ☐ I am substituting a master's degree from an accredited U.S. college or university, or a certified foreign studies equivalency in geography, earth sciences, civil engineering, urban planning, information technology, biology with an emphasis in GIS, computer science, or closely related field for one (1) year of the required experience needed to meet the minimum qualifications for Senior GIS Analyst
- ☐ None of the above

**\*QUESTION 3**

Do you have experience using advanced geospatial and quantitative analysis to identify issues and recommend solutions?

- ☐ Yes
- ☐ No

**\*QUESTION 4**

If you answered yes to the question above, please describe your experience using advanced geospatial and quantitative analysis to identify issues and recommend solutions.

If you do not have this experience, please indicate "N/A".

**\*QUESTION 5**

Select the area or areas that accurately reflect your GIS work experience. (Select all that apply)

**\*\*Please make sure your experience is verifiable in the employment history section of your application.\*\***

- ☐ Training staff and providing technical guidance on GIS usage
- ☐ Programming and/or configuring GIS applications
- ☐ Leading project teams
- ☐ Constructing analytical workflow to support decision making
- ☐ Creating maps, plots, charts and reports
- ☐ Creating GIS data
- ☐ None of the above

**\*QUESTION 6**

Where did you hear about this job opportunity?

- ☐ San Diego County website

- ☐ Governmentjobs.com
- ☐ Veteran Outreach / FFSC
- ☐ Mana de San Diego
- ☐ Family, Neighbors, Friends
- ☐ County Employee Resources Group
- ☐ College/University Career Site
- ☐ LinkedIn
- ☐ County Social Media
- ☐ Voice and Viewpoint
- ☐ SD Regional GIS Council
- ☐ California Assessors Association
- ☐ Southern CA Govt GIS User Group (SoCalGIS.org)
- ☐ Other

**\*QUESTION 7**

If you answered "Other" to the question above, please indicate where you first heard about this job opportunity. If this does not apply, please indicate "n/a" below.

**\*QUESTION 8**

Which of the following work arrangements would you consider? Please note that not all job classifications and/or Departments offer teleworking work arrangements. Check all that apply.

- ☐ In office
- ☐ Teleworking
- ☐ Hybrid (combination of teleworking and in office or primarily in the field)

\* Required Question