



**City of Phoenix**

*Employment Opportunity  
GIS Manager  
(Senior Information Technology  
Systems Specialist) – Aviation Department*

**ABOUT THIS POSITION**

**Hiring Incentive:** The City is offering a \$4,500 hiring incentive to new hires for the below position which will be paid in accordance with A.R. 2.55.

The City of Phoenix, Aviation Department manages and operates Phoenix Sky Harbor International Airport, Phoenix Deer Valley Airport, and Phoenix Goodyear Airport. Many services we provide to our passengers are incredible opportunities for technology professionals to further their careers, make an impact and serve the community where they live.

The Technology Division is seeking a highly motivated GIS Manager to join the Business Applications and GIS team. IT professionals on this team work closely with professionals in other technology environments, other business units within the department, and in other City departments; thus, offering opportunities for continued professional growth. Additionally, technology training is available to allow employees the opportunity to enhance their technical skills.

The GIS Manager oversees the department's Geographic Information Systems (GIS) portfolio, including applications, data, virtual servers, portals, and maintenance. This position will manage a team consisting of GIS Developers, GIS Analysts, and Senior GIS Technicians. The incumbent will be a seasoned GIS professional with strong administrative skills. The GIS Manager will determine how GIS tools can help expand service delivery and improve long term efficiency of operations. This is a hands-on, working manager position, and the GIS Manager will be expected to be both technically proficient as a technology professional but also have management skills to help train, mentor, and develop the team. The GIS Manager role requires collaboration with other GIS entities across the department, City, County, and State to develop and maintain spatial databases and to ensure the reliability of data and content.

This position is eligible for teleworking.

**KEY DUTIES**

- Work with the Technology team to effectively plan for strategic upgrades to existing systems and coordinate new system rollouts, work with Technology team to rollout patches into various environments.
- Coordinate with all divisions to ensure that the workflow and function of the GIS team and its geospatial applications meets overall goals and business needs.
- Develop automation protocols for loading spatial data, QA/QC methods, and all other repeatable workflows using data modeling, attribute mapping, ETL workflows, and Python scripting as well as manage the defined workflow routines.

AA/EEO/D/V Employer – 251 West Washington, Phoenix, AZ 85003

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- Drive innovation by integrating GIS data with various business systems, streamlining, and automating, and strategically stand-up new solutions as deemed necessary for future business needs, identify opportunities for process improvements using geospatial data, create high-quality geospatial analysis products, maps, and web-based GIS applications.
- Manage and mentor GIS personnel to ensure project objectives are achieved, manage the recruitment and training of new talent while coordinating the continued professional development of the GIS Team.
- Responsible for creating and maintaining policies and procedures, standards, and ensuring the accuracy and consistency of all GIS content including maps, data, tools, and web/desktop applications.

**IDEAL CANDIDATE**

- Possess strong analytical skills and be able to work closely with technical and non-technical customers.
- Strong, persuasive communication and presentation skills, ability to clearly communicate technical ideas, both verbally and in written form, whether to customers, executives, or other technical or non-technical peers.
- Ability to think critically and solve geo-processing errors and resolve technical issues with data and software using available knowledge bases and community support.
- Ability to work in a fast-paced environment, developing and supporting web applications for internal and external clients.
- Ability to lead the development and support of department's client-facing GIS web applications and solutions and collaborate with cross-functional team of subject matter experts, systems analysts, developers, and business unit staff to translate business needs into real world solutions.
- Ability to prototype web applications, showcase new ideas and concepts, troubleshooting system issues and look for ways to improve applications.
- Ability to ensure database, applications, and software code is well documented, configure and test web applications in a collaborative environment.
- Ability to coordinate with Technology leadership to design and maintain GIS infrastructure, business application integrations and data governance within City standards.

**SALARY**

Effective July 11, 2022: \$91,125 - \$113,489 annually. Candidates may be hired up to \$113,489.00 depending upon qualifications.

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**BENEFITS**

A comprehensive benefits package is offered which includes traditional pension with employer and employee contributions; choice of medical HMO, PPO, or HSA/HDHP plan; wellness incentive of up to \$720 annually; dental; vision; life insurance; long-term disability; 401(a) and 457 plans; medical enrollment includes a monthly \$150 City contribution to a Post-Employment Health Plan; bus/light rail pass; tuition reimbursement program; paid time off includes 12.5 paid holidays, 12 vacation days, and 15 sick days and personal leave days.

For more details, visit: [Unit 007 Benefits Pension Information](#)

**MINIMUM QUALIFICATIONS**

- Two years of experience as an Information Technology Systems Specialist involving database management and on-line telecommunications.
- Bachelor's degree in computer science, math, or a related field.
- Other combinations of experience and education that meet the minimum requirements may be substituted.
- The City job description can be found [here](#).
- The following list is not all inclusive but are TSA general factors for disqualification of employment for working at Phoenix Sky Harbor International Airport. Other factors will be assessed that may also lead to disqualification. Qualified candidates should consider these factors when applying. [Aviation Employment Disqualifiers](#).
- For information regarding pre-screening and driving positions, [click here](#).

The City of Phoenix has paused plans to implement a federal mandate requiring all city employees be vaccinated against COVID-19. This decision comes after a series of legal challenges and a ruling from a federal judge which temporarily halts the COVID-19 vaccine mandate for federal contractors nationwide. If the requirement is reinstated, the City of Phoenix may require new hires to provide proof of full COVID-19 vaccination status as a condition of employment. After a conditional offer has been extended, candidates may request a reasonable accommodation based on a medical disability or for sincerely held religious beliefs.

**PREFERRED QUALIFICATIONS**

The minimum qualifications listed above, plus:

- Experience with the integration of disparate data sources such as shapefiles, DWGs, KMZs, parcel data, excel spreadsheets, and other third party data files into the GIS database and create an efficient file structure.

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- Experience developing mapping solutions for non-routine GIS projects regarding map deliverables, web map solutions, and mobile applications.
- Experience with GIS planning, implementation, and evaluation of GIS software and technology, data acquisition and storage, spatial analysis, and cartographic deliverables.
- Experience with the Esri suite of products (Desktop & Enterprise Environments), geodatabase design skills,
- Experience with Esri software including ArcGIS Desktop, ArcGIS Enterprise: ArcGIS Pro, ArcGIS Server, ArcGIS Online, Portal for ArcGIS, ArcGIS Runtime, and their associated APIs or interfaces.
- Programming and scripting experience with Python or JavaScript in a GIS environment.
- Experience managing and/or supervising GIS professionals.
- Experience leading development initiatives.
- Appointments to this position may require working after hours, weekends, and holidays. This position will also be on call for issues on a rotational basis.

## **RECRUITMENT DATES**

Recruitment closes July 25, 2022. All materials must be received by 11:59 p.m. on this date.

This recruitment and any interview process as a result of this recruitment may be used by multiple hiring managers and multiple departments throughout the City to fill any related current or future vacancies; other recruitments and appropriate eligible lists may also be considered.

## **HOW TO APPLY**

Apply online <https://www.phoenix.gov/hr/current-jobs/> at by completing the required information and attaching, **as one document**, your cover letter and resume. Please include your experience as it relates to the qualifications stated above. Only the highest qualified may be posted to the eligible to hire list. The results of the resume screening process will be sent to your primary email address.

## **WE ARE HERE TO HELP**

- During the current health crisis, job interviews may be held by video or audio conference.
- Please be aware that you may be required to wear a face covering or use other personal protective equipment (PPE) related to the COVID-19 pandemic.
- If you are in need of computer resources, [click here](#) for free options.
- Explore other [Employment Opportunities](#) with the City of Phoenix.
- Subscribe to receive [e-mail notifications](#) about new employment opportunities.
- If you need assistance applying for this job, please contact our HR Connection Center at [\(602\) 495-5700](#).

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**REFERENCE**

Senior Info Tech Systems Spec: Job Code 09570, ID# 45487

City of Phoenix employees commit to Work Smart, Spend Wisely, Be Kind.

City of Phoenix is an equal opportunity employer. AmeriCorps, Peace Corps, and other national service alumni who meet the required qualifications are encouraged to apply.

Keywords: #remote, #telework, #workfromhome