



City of Stockton

## SENIOR GEOGRAPHIC INFORMATION SYSTEMS ANALYST

<b>SALARY</b>	\$3,846.75 - \$4,939.12 Biweekly \$100,015.40 - \$128,417.20 Annually	<b>LOCATION</b>	City of Stockton, CA
<b>JOB TYPE</b>	Full-Time (Probationary)	<b>JOB NUMBER</b>	0825-07533
<b>DEPARTMENT</b>	Information Technology	<b>OPENING DATE</b>	08/17/2025
<b>CLOSING DATE</b>	8/31/2025 5:00 PM Pacific		

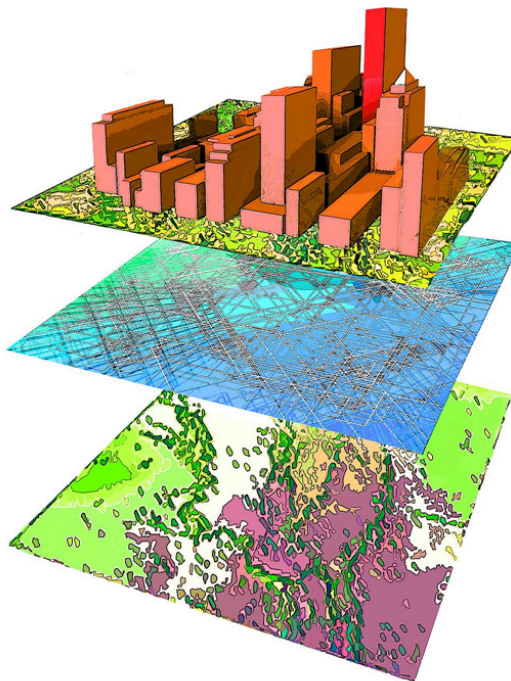
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### DEFINITION

#### OPEN/PROMOTIONAL OPPORTUNITY

**FLSA STATUS:** Non-Exempt

**TENTATIVE EXAMINATION DATE:** Week of September 1, 2025



The City of Stockton is seeking a dynamic **Senior GIS Analyst** to lead innovative, high-impact geospatial projects that support city operations and better community outcomes. As a key member of our Enterprise Applications Team, you'll bring your technical expertise and creative problem-solving skills to modernize how departments use mapping, data, and technology to serve the public.

**This position performs tasks associated with specifics of the City's GIS system and programs, which includes but not limited to the below. Please refer to the full job spec for specifics.**

- Lead and manage GIS projects across City departments
- Develop and integrate geospatial data systems using the ESRI suite (ArcGIS Pro, Online, Enterprise)
- Build custom maps, dashboards, and web apps that support strategic decision-making
- Collaborate with departments to solve real-world challenges using location-based data
- Research and implement new tools, processes, and best practices in GIS

**Incumbents work a 9/80 work schedule Monday through Thursday 7:30 am to 5:30 pm and Fridays 8:00 am to 5:00 pm with alternate Fridays off. Incumbents in this position are included in the Civil Service system and are covered by the Stockton City Employee Association (SCEA). (Classified/Represented)**

This recruitment is being conducted as an Open/Promotional recruitment for the Information Technology department. Current full-time City of Stockton employees may apply for this position as a promotional opportunity and successful candidates will be placed on a promotional list. All other candidates may apply for this position as an open competitive opportunity and successful candidates will be placed on an open list. The appointing authority will have the option of requesting names from the promotional list or a combination of both. These lists may be used to fill future vacancies.

**Prior to appointment, eligible candidates will be required to submit to and successfully pass a background investigation, which will include fingerprinting.**

Under general direction, applies knowledge of Geographic Information Systems (GIS) to a variety of projects for analytical purposes; designs, compiles, and analyzes data queries and reports; prepares data, analysis, maps, and mapping applications for various City departments, business systems and the general public. The incumbent reports to the Information Technology Supervisor in charge of the Enterprise Applications Team in the City of Stockton IT department; performs related work as assigned.

## **CLASS CHARACTERISTICS**

Senior Geographic Information Systems Analyst is the advanced level in the GIS Analyst series, requiring extensive analytical and diagnostic skills. The incumbent performs difficult systems development, technical support, troubleshooting, and operations and programming activities, as well as providing lead direction and training to lower level analysts.

## **PRINCIPAL DUTIES (Illustrative Only)**

- Provides support to GIS systems and users throughout the City.
- Resolves GIS technical problems and assists users with GIS and related difficulties.
- Contributes to training, documentation, and maintenance of GIS data.
- Supports City websites, content providers, and their associated content management systems.
- Maintains relevant knowledge of GIS technology and applications.
- Researches, develops, and implements geospatial data, processes and integrations with existing City systems to enhance the efficacy and efficiency of City business.
- Provides professional and useful cartographic and geographic products - such as maps, reports, and queries - to assist decision makers and project stakeholders.
- Participates and contributes to teams of relevant users and analysts for the improvement and further development of the City's GIS and web content programs.
- Conducts feasibility studies and develops system, time, equipment, and cost requirements.
- Plans and develops test data to validate new or modified programs, processes, and system integrations.
- Researches new GIS products, tools, and techniques.
- Writes program documentation and user procedures and instructions related to applications, data and processes relevant to GIS and web content systems.

- Evaluates operations and makes recommendations regarding direction of the GIS and Web team programs.
- Manages the creation and maintenance of data repositories – GIS, CMS, as well as other applications.
- Maintains records and prepares periodic and special reports of work performed; and
- Performs related duties as assigned.

## QUALIFICATIONS

### Education/Experience:

Possession of a Bachelor's degree from an accredited college or university with major course work in engineering, geography, mathematics, computer science, or closely related field **and** four (4) years of experience in programming GIS applications for computer systems comparable to the City's Geographic Information Systems Analyst II.

**OR**

Possession of an Associate of Arts degree or completion of sixty semester units or equivalent quarter hours in an accredited college or university with course work in pre-engineering, geography, mathematics, computer science, or closely related field **and** six (6) years of experience in the use of GIS (with background in ESRI GIS software, or comparable software, which has included four (4) years at a level comparable to the City's class of Geographic Information Systems Analyst II).

**OR**

Possession of a high school diploma or GED **and** eight (8) years of experience in the use of GIS (with background in ESRI GIS software, or comparable software, which has included four (4) years at a level comparable to the City's class of Geographic Information Systems Analyst II).

### Other Requirements:

- Must possess a valid California Class C driver's license in order to work at remote user sites.

### Knowledge of:

- GIS systems concepts and techniques;
- Cartography principles and mapping conventions;
- The ESRI GIS software suite and related software;
- Python, JavaScript, HTML, CSS and SQL programming languages;
- Responsive web design;
- End-user application design and development using relational database and graphic systems;
- Structural systems analysis, logical and physical database design;
- Computer programming principles, techniques, and procedures for GIS and web content applications;
- Web mapping application development and programming techniques;
- System analysis and design procedures and techniques;
- Batch and on-line applications techniques;
- Form and document design techniques;
- Principles, practices, and techniques for providing customer support;
- Job planning, prioritizing and scheduling techniques;
- Principles and practices of project management and resource planning;
- Principles and techniques for aerial photo manipulation and interpretation; and
- Principles of remote data acquisition and field collection, including GPS, LiDAR, and Drone usage.

### Skill in:

- Designing workflows and processes in a GIS environment with the ESRI GIS or current software suite;
- Analyzing systems and problems and implementing new or modified solutions to meet user department needs;
- Developing logical procedures and creating subsequent workflow instructions; developing tests to validate ensuing solutions;

- Troubleshooting hardware and software problems and debugging programs and applications;
- Preparing clear and concise program documentation, user procedures, reports of work performed, and other written materials;
- Translating user department needs into operational solutions;
- Instructing user department staff in the operation of new or revised computer applications, including explaining system concepts to nontechnical users;
- Solving complex problems from limited diagnostic information;
- Communicating effectively both orally and in writing;
- Making sound, independent decisions within established guidelines; and
- Establishing and maintaining effective working relationships with City staff, allied agencies, and third-party partners.

#### Physical/Mental Abilities:

- Mobility – Constant standing or sitting for long periods of time while operating a keyboard; occasional walking, bending, stooping, kneeling, reaching, pushing and pulling;
- Lifting/Carrying – Occasional lifting/carrying up to 25 pounds;
- Vision – Ability to read fine print, and/or normal type size print, and detect color; ability to read and see PC screens; ability to read and produce printed material and information displayed on a visual display terminal;
- Dexterity – Frequent fingering (typing, picking, pinching), repetitive use of both hands, occasional simple grasping of both hands and frequent fine manipulation of both hands; and occasional reaching above and below shoulder level;
- Hearing/Talking – Ability to detect specific noises, proper equipment operation; ability to understand what people are saying in normal conversation, over the telephone, and frequently over noise;
- Special Requirements – Constantly working days; occasionally working evenings and/or weekends; and occasional driving;
- Emotional/Psychological – Ability to concentrate, make decisions, work with the public, exercise sound judgment, and work alone;
- Environmental Conditions – Occasional to frequent exposure to noise;
- Working Conditions – Primarily performed in an office environment which is typically quiet;
- Comprehension – Ability to understand, remember, and apply oral and/or written instructions or other information; communicate routine, factual information; and complex problems and to collaborate and explore alternative solutions;
- Organization – Ability to organize thoughts and ideas into understandable terminology;
- Reasoning and Decision-Making: Ability to apply common sense in performing job; ability to make decisions which have moderate impact on immediate work unit and monitor impact outside immediate work unit; and
- Communication – Ability to understand and follow basic instructions and guidelines; ability to complete routine forms, use existing form letters, and/or conduct routine oral communication; ability to compose letters, outlines, memoranda, and basic reports and/or to orally communicate technical information; ability to communicate with individuals utilizing a telephone; requires ability to hear and speak effectively on phone; ability to make informal presentations, inside and/or outside the organization, and speak before groups; ability to compose materials such as detailed reports, work-related manuals, publications of limited scope or impact, etc., and/or to make presentations outside the immediate work area.

*This class specification should not be interpreted as all inclusive. It is intended to identify the essential functions and requirement of this job. Incumbents may be requested to perform job-related responsibilities and tasks other than those stated in this specification. Any essential function or requirement of this class will be evaluated as necessary should an incumbent/applicant be unable to perform the function or requirement due to a disability as defined by the American with Disabilities Act (ADA). Reasonable accommodation for the specific disability will be made for the incumbent/applicant when possible.*

#### The Examination:

Applicants who qualify in terms of relevant work experience and education, that **best fit the needs of the City**, will be invited to participate in the examination process. The examination process may include a written test weighted 100%. However, the City reserves the right to utilize alternative testing methods if deemed necessary. Candidates must receive

a minimum passing score of 70%, as determined by the relative performance of all candidates in all portions of the examination. In the event of identical ratings, candidates' names will be arranged in order of application date/time and, if same, then arranged alphabetically.

**ALL APPLICATIONS AND SUPPLEMENTAL QUESTIONS MUST BE COMPLETED FULLY AND SUBMITTED ON AN OFFICIAL CITY OF STOCKTON APPLICATION FORM. (DO NOT STATE "REFER TO RESUME" ON YOUR APPLICATION OR SUPPLEMENTAL QUESTIONNAIRE.) INCOMPLETE APPLICATIONS AND SUPPLEMENTALS WILL BE REJECTED AND CANNOT BE REVISED AFTER SUBMITTAL ON OR BEFORE THE FINAL FILING DATE. POSTMARKS, FACSIMILES, AND PHOTOCOPIES OF THE CITY'S EMPLOYMENT APPLICATION WILL NOT BE ACCEPTED. RESUMES ARE WELCOMED BUT SHOULD BE SUBMITTED AS ADDITIONAL INFORMATION ONLY.**

*The information in this announcement concerning the terms and conditions of employment does not constitute either an express or implied contract, and these provisions are subject to change.*

**NOTE:**

- **After on-line submittal, immediate notification will appear on your screen indicating your application has been received. Please print this notification as proof of filing.**
- **Notices and correspondence will be sent via email only. No paper notices will be mailed to applicants. It is the applicant's responsibility to ensure a correct email address is provided and that correspondence is being received.**
- **Neogov.com: You will receive correspondence via the e-mail address you placed on your application. Some e-mail accounts have been known to place these e-mails in the spam/junk file. Please check your e-mail folders or accept e-mails ending with neogov.com.**

In accordance with California Government Code 3100, et., seq., all City of Stockton employees are considered disaster service workers who may be required to report for duty, or remain on duty to address disaster service activities in the event of an emergency or disaster and are required to undertake an applicable loyalty oath.

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**Employer**

City of Stockton

**Address**

425 N. El Dorado St.

Stockton, California, 95202

**Phone**

(209) 937-8233

(209) 937-8234

**Website**

<http://www.stocktonca.gov/>

## SENIOR GEOGRAPHIC INFORMATION SYSTEMS ANALYST Supplemental Questionnaire

### **\*QUESTION 1**

#### **Application Authenticity**

The Supplemental Questionnaire is part of the application process; accordingly, it should be completed carefully. It must be submitted with your official employment application. **Do not indicate "see resume" as an answer to any of these questions.**

☐ I certify that the information provided is accurate and complete to the best of my knowledge. I understand that any falsification may cancel any terms, conditions, or privileges of employment.

## \*QUESTION 2

### California Driver's License

Do you possess, or are you able to obtain prior to appointment, a valid California C Driver's license?

**Note: A "No" response will result in application denial.**

- ☐ Yes
- ☐ No

## \*QUESTION 3

### Qualifying Education/Experience Patterns:

This senior-level position requires a combination of education and/or experience. Which of the following patterns do you qualify under? **PATTERN 1:** Possession of a Bachelor's degree from an accredited college or university with major course work in engineering, geography, mathematics, computer science, or closely related field and four (4) years of experience in programming GIS applications for computer systems comparable to the City's Geographic Information Systems Analyst II.

**PATTERN 2:** Possession of an Associate of Arts degree or completion of sixty semester units or equivalent quarter hours in an accredited college or university with course work in pre-engineering, geography, mathematics, computer science, or closely related field and six (6) years of experience in the use of GIS (with background in ESRI GIS software, or comparable software, which has included four (4) years at a level comparable to the City's class of Geographic Information Systems Analyst II).

**PATTERN 3:** Possession of a high school diploma or GED and eight (8) years of experience in the use of GIS (with background in ESRI GIS software, or comparable software, which has included four (4) years at a level comparable to the City's class of Geographic Information Systems Analyst II).

- ☐ Pattern 1
- ☐ Pattern 2
- ☐ Pattern 3
- ☐ I do not meet any of the prescribed patterns.

## \*QUESTION 4

### Proof of Education:

All applicants are required to submit proof of education (unofficial transcripts, grade report or copy of diploma) as part of the application process. Proof of education is required only if you attended an accredited college or university. Failure to submit the required documents by the final filing date will result in application denial. You may submit the required documentation in one of the following ways:

1. Scan and attach to online application (preferred); or
2. Email to [elizabeth.martinez@stocktonca.gov](mailto:elizabeth.martinez@stocktonca.gov) by the final filing date (use Senior GIS Analyst in the subject line of the email).

- ☐ I have attached my proof of education document(s) to my application for further review.
- ☐ I will email Elizabeth Martinez with my proof of education documents(s) before the final filing date and understand my application will not be evaluated until I complete this.

## \*QUESTION 5

### \*ACCREDITATION:

Accredited colleges or universities are those that have been examined by a third-party accrediting agency to ensure acceptable levels of quality. Accreditation ensures that a degree obtained outside of the United States is equivalent to a degree obtained within the United States.

The City of Stockton requires degrees from educational institutions that have been accredited by a national or regional accrediting agency in the United States that is recognized by the U.S. Secretary of Education and/or U.S. Department of Education as a "reliable authority as to the quality of postsecondary education."

If you have received your postsecondary education from an institution that may not be accredited in the United States, it is your responsibility to provide proof of U.S. accreditation by the closing date and time of this recruitment.

You may contact the City of Stockton Human Resources office for an illustrative list of organizations that evaluate foreign colleges.

☐ I understand this requirement and will provide the necessary documentation if applicable.

#### \*QUESTION 6

##### **Verification of Education:**

If offered this position, you will be required to submit an "official transcript" validating your level of college education.

☐ I understand the above and will submit an "official transcript" upon request.

#### \*QUESTION 7

##### **Public Agency Experience:**

Experience in a public agency is desirable. Please indicate professional-level public sector experience which you possess: (Check all that apply)

- ☐ City
- ☐ County
- ☐ State
- ☐ Federal
- ☐ School District
- ☐ Other
- ☐ None of the above

#### QUESTION 8

If you indicated "Other" in the question above, please describe below:

\* Required Question