Senior GIS Technologist

Annual Pay Range: $126,211 - $157,618
plus full benefits including CalPERS Pension

Application Deadline: July 27, 2025

Are you an experienced and highly motivated Senior GIS Technologist with a solid background in enterprise geographic information system (GIS) technology and also have a passion for preserving open space? If so, then we have an outstanding opportunity for a top-level Senior GIS Technologist to join our award-winning team of geospatial professionals working to create innovative solutions that provide insight and geographic context to all business operations. Bring your professional expertise to support our mission!

About Midpen: Midpen helps plants, animals and people thrive throughout the greater Santa Cruz Mountains region by preserving a greenbelt of more than 70,000 acres of public open space with more than 250 miles of trails in 27 extraordinary preserves, permanently protected for natural resource conservation and ecologically sensitive public enjoyment and education. Midpen is a public agency with a focused mission that guides our work, and where every employee makes an impact. If you are looking for an outstanding opportunity to contribute to the legacy of open space protection, natural resource restoration and outdoor recreation, working with an incredible team of like-minded colleagues, we invite you to apply for this position! Midpen aims to recruit and retain employees who embody professionalism, accountability, and respect, who value working in a purpose-driven agency that aspires to contribute to an inclusive, diverse and equitable community.

About the Position: The incumbent will be part of a cohesive team of 15 in the Information Systems and Technology Department, which is part of the Administrative Services business line. The GIS Program is comprised of five fulltime staff, including this position, and an intern. The position serves as a technical leader within the department and advisor to field and office staff on data management, mapping tools, and web applications.

The ideal candidate has knowledge of and proven experience performing the most complex and varied technical tasks related to enterprise GIS operations, including:

- Installing, designing, configuring, maintaining, troubleshooting and upgrading GIS databases, applications, tools, and software across disparate platforms, servers, mobile devices, and related technologies.
- Designing relational databases and executing administrative procedures to manage database availability, security, schema, versioning, replication, and performance.
- Planning, developing, and deploying web mapping applications, dashboards, and other enterprise solutions that meet high standards and satisfy specialized user needs.
- Publishing and maintaining a large catalog of services, data stores and warehousing systems.
- Authoring Python scripts to support systems integration and automate data extraction, normalization and geoprocessing procedures.
- Ensuring data integrity and applying advanced data management theory, principles, and practices.
- Performing complex spatial analysis, data management, modeling, cartography, and visualization services to support a wide variety of District projects, programs and operations.
- Managing multiple complex projects and serving as technical lead for assigned projects, including developing project plans, schedules, and budgets, gathering user and systems requirements, researching, evaluating, and recommending solutions and technologies, working with vendors, contractors, and other project staff.
- Diagnosing and solving problems that require analysis of unique issues without precedent and/or structure.
- Writing and maintaining user and technical operating instructions and documentation, including training materials, presentations, and how-to videos.

- Providing specialized and complex technical support and training to users and advise on best practices.
- Principles and techniques of cartography and publication-quality map production using ArcGIS software.
- Familiarity with natural resource management issues and the principles and practices of open space and/or park planning.

Qualities
- Excellent communication and interpersonal skills.
- Collaborative and enthusiastic team player.
- Tactful judgment and critical thinking skills.
- Innovative and practical problem solver.
- Self-directed.
- Organized.

Highly Desired
- Experience in the public sector.
- Experience with the ArcGIS Enterprise platform.
- Familiarity with Python, JavaScript, HTML, CSS, and Arcade programming languages.

For additional information about the position, see the [Senior Technologist](#) job description our website.

A Few Reasons Why You May Love This Job
- Collaborative work that directly supports Midpen's mission to protect and restore the natural environment
- You'll be part of a talented and dynamic team whose work contributes to providing nature's benefits to everyone
- Excellent employee benefits, including medical, dental, vision, tuition reimbursement, and a retirement pension through California Public Employees Retirement System (CalPERS)

Work Environment: This position is part of the Information Systems and Technology (IST) Department at Midpen's office in Los Altos, California. Midpen offers a hybrid office/telecommute work schedule for this position following successful onboarding. In addition to working in an office setting to complete project tasks, the Senior GIS Technologist may sometimes work in the field and hike steep terrain with poison oak and wildlife.

Education and Experience: We realize your time is valuable, so please apply only if you have at least the required minimum qualifications outlined here: Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:
- Equivalent to graduation from an accredited four-year college or university with major coursework in geographic information systems, computer science, geography, environmental science, or a related field and
- five (5) years of increasing responsible experience in information and technology management.

Licenses & Certifications Required: Possession of a valid California Driver's License.

Benefits: Midpen provides an excellent benefits package including health, life & disability insurance as well as CalPERS pension. Please see the [Benefits](#) page on our website for details.

How to Apply: apply online at [CalOpps.org](#)
(To avoid missing email communication about this recruitment, add *mpropenspace@calopps.org* to your contacts or list of safe senders.)

Application deadline: July 27, 2025. Applicants with the most relevant experience and qualifications suitable for the position will be contacted for an interview.

The following application items are required to be considered*:

1. Fully completed CalOpps employment application
2. Cover letter
3. Resume
4. Cartography example
5. Supplemental question responses
Incomplete CalOpps employment applications, or applications without the required application items listed here, will not be considered for the position.

Interview Schedule: *(dates subject to change)*
First Interview (virtual): August 7, 2025
Second Interview (in person): August 14, 2025

A note to applicants who currently live outside of the San Francisco Bay Area: before committing to the application process, and if you haven't done so already, we suggest evaluating the feasibility of relocation. We recommend researching the cost of living in the San Francisco Bay Area, the cost to relocate, and typical commute times to Los Altos from outlying areas.

Midpen reserves the right to limit or deny off-duty employment or business ownership which creates a conflict of interest or an incompatibility with District employment. Information can be found in the Personnel Policies and Procedures Manual Section 4.13 Off-Duty Employment and Business Ownership.

Midpeninsula Regional Open Space District is an Equal Opportunity Employer
Applicants with disabilities may request reasonable accommodation by contacting the Human Resources department at (650) 691-1200 or via email at hr@openspace.org.
Put your passion for Open Space to work!