Human Resources
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GIS Analyst Senior

JOB CODE	JOB FAMILY	PROFILE
JCP240	**Information Technology**	**GIS Analyst Senior**
PAY TYPE	**PAY RANGE**	**REVISION DATE**
Salary	**$54,018.00 - $85,363.00**	**August 28, 2026**

The Geographic Information Systems (GIS) Analyst Senior performs advanced professional duties related to the coordination, design, and management of geographic data for a complex urban land information system. This position designs, maintains, and documents GIS databases and applications, and provides technical expertise to support various Bernalillo County departments and the public. The GIS Analyst Senior also contributes to data integration efforts and performs advanced GIS analysis to support informed decision-making.

Job Description

DUTIES AND RESPONSIBILITIES

- Perform advanced-level GIS support, including coordination and staff assistance for GIS programs, databases, and applications. May provide user training and education in GIS tools and mapping.
- Design, develop, integrate, and manage complex geographic databases, including related tables, forms, reports, and spatial layers.
- Conduct advanced technical research, analyze complex GIS-related problems, evaluate alternatives, and recommend effective solutions.
- Collaborate with employees and project partners to define project scope and requirements. Translate business needs into technical specifications and develop conceptual models, time estimates, and implementation plans.
- Develop, implement, and maintain specialized GIS applications, utilities, forms, and reports. Perform complex GIS analyses and modeling, and create a wide range of GIS products including maps, charts, and data visualizations.

- Coordinate ongoing development and maintenance of GIS databases and applications. Facilitate local agency data collection and integrate datasets into County modeling and forecasting processes.
- Provide advanced technical support for GIS software. Investigate and resolve GIS-related issues through research and problem-solving.
- Prepare and maintain comprehensive technical documentation, metadata, geoprocessing procedures, and GIS application records.
- Use GIS software and hardware to analyze spatial and tabular data, develop predictive models, and generate reports, tables, maps, and summaries.
- Prepare documentation and written reports on GIS methodologies, land use, environmental factors, demographics, and other spatial data maintained by the County.
- Handle sensitive or confidential records, documents, and data. Maintain strict confidentiality where required.
- *The above information is intended to outline the general nature and scope of the duties required for this position. It is not an exhaustive list and may vary depending on specific job assignments and responsibilities.

MINIMUM QUALIFICATIONS

- Bachelor’s degree in Geographic Information Systems or a related field.
- Two (2) years of work experience in GIS concepts, principles, and techniques, including cartography and computer mapping, design principles, map creation, project management principles and concepts, scope of work, budgets, schedules, consultant selection, and contract management, preferably in a public agency.
- *Any equivalent combination of related education and/or experience may be considered for the above requirements.

SUPPLEMENTAL INFORMATION

SCREENING AND COMPLIANCE

The offer of this Bernalillo County position requires compliance with the following:

- Successful completion of a post-offer employment medical examination.
- Adherence to all County safety guidelines.
- Complete all FEMA training(s) assigned to this position.
- Possession of a valid New Mexico driver’s license by the date of hire and maintenance of a valid license while employed in this position.
- Complete required supervisor training, if applicable.

WORKING CONDITIONS

- Essential duties are performed indoors.

- Duties are performed in a temperature-controlled environment.
- Duties are performed on an even surface, which may be carpeted or tile. Working surface is typically dry.

EQUIPMENT, TOOLS, AND MATERIALS

- Equipment typically used to perform administrative duties includes the telephone, computer, terminal, computer printer, computer keyboard, typewriter, photocopy machine, fax machine and calculator.
- Materials and products handled in the course of performing essential duties vary but may include files, forms, reports, various other paperwork, a wide variety of basic office supplies and equipment.