

GIS Developer

Position Description

Context

Manager	Director of Spatial Systems
Division	Modelling and Data Analytics
Location	Corporate Support Office Melbourne
Tenure	Fixed-term (12 months)
Career Level	Career Level 4

Primary Objectives

Organisational	<p>VicForests is a Victorian State-owned business responsible for the sustainable harvest, regeneration and commercial sale of timber from Victoria's public forests on behalf of the Victorian Government.</p> <p>We undertake all of our operations in a safe, efficient and sustainable manner, keeping our staff, the community and the environment in mind in all we do.</p> <p>We are an active member of the communities in which we operate and we are committed to giving stakeholders the opportunity to have input into our forestry practices.</p>
Role	<p>Spatial data is the primary component of VicForests' planning and operational management systems. Under the guidance of the divisional lead, you will be required to design, develop, update, and improve custom GIS applications and tools to ensure continuity and on-going improvement in areas across the business. This includes desktop, web and mobile spatial applications. You will also be required to provide maintenance and support of GIS applications and mapping systems.</p>

VicForests' Values

SAFE	We aim for zero harm in all that we do
SUSTAINABLE	We respect and care for our environment and the communities in which we operate
PROFESSIONAL	We operate in an ethical, efficient and accountable manner
CUSTOMER FOCUSED	We are responsible in our commercial dealings
RESPECT	We treat others in a manner that we would like to be treated

Key Result Areas

The KRA's are the major outputs for which the position is responsible for and are not a comprehensive statement of the position activities. You may, however, be required to undertake other duties and responsibilities from time to time, in addition to or as variations of the duties and responsibilities of the position.

- Create custom tools and applications to meet specific business needs
- Provide technical support and training in GIS software, database creation and use (as required)
- Provide input into the development of VicForests' Forest Management System (CENGEA)
- Together with the divisional lead, plan and administer upgrades and enhancements to GIS software and procedures
- Research and recommend new technologies to ensure VicForests' systems are maintained efficiently and to an appropriate standard
- Perform complex GIS analyses as required
- Contribute to periodic audits of spatial data, data management procedures and storage
- Provide training and support to staff on custom tools and spatially related matters

Other

- Undertake any duties and responsibilities to meet the requirements of the team or broader business
- Perform duties in a manner that ensures the health and safety of yourself and others. Ensure that all incidents and hazards are reported in a timely manner.
- Take responsibility for performing the role in accordance with all relevant system requirements.
- Identify and communicate key risks and ensure risk management processes are followed.

Selection Criteria - Core Capabilities

Qualifications	Essential / Desirable
Degree/ Diploma in a spatial science related discipline with experience in spatial science, GIS, IT, surveying or equivalent	Essential
Current Victorian Drivers Licence with ability to travel	Essential

Experience	Competencies acquired through experience
Technical Skills	<p>Essential</p> <ul style="list-style-type: none"> ▪ Basic understanding of Microsoft Windows operating system and ability to use Microsoft Office (Word/Excel/Visio); <p>Desirable</p> <ul style="list-style-type: none"> ▪ Understanding of forestry planning and supply chain systems ▪ Understanding of natural resource management
ESRI ArcGIS	<ul style="list-style-type: none"> ▪ In-depth experience in ESRI ArcGIS ▪ Able to create, query and manage ArcGIS layers ▪ Experience with ArcGIS Desktop and ArcGIS Pro ▪ Experience with ArcGIS Server ▪ Experience with ArcGIS Online ▪ Experience with Collector and Survey123
Spatial database design and management	<ul style="list-style-type: none"> ▪ Able to design and build complex spatial databases to meet the needs of a wide range of users ▪ Able to set and maintain appropriate standards to ensure the integrity of spatial data ▪ Experience with enterprise geodatabases ▪ Experience with SQL Server

GIS Development	<p><u>Essential:</u></p> <ul style="list-style-type: none"> ▪ Python 2.X and 3.X ▪ ArcPy ▪ T-SQL <p><u>Desirable:</u></p> <ul style="list-style-type: none"> ▪ GitHub ▪ ArcGIS API for Python ▪ REST API ▪ Javascript ▪ ArcGIS Runtime API ▪ .NET
Experience in the development of strategies to meet organisational needs for information	<ul style="list-style-type: none"> ▪ Able to identify organisational issues ▪ Able to liaise with other groups in the business in order to develop and implement strategies addressing spatial data issues ▪ Able to implement and manage projects at a high level across the organisation
Technical communication	<ul style="list-style-type: none"> ▪ Able to communicate verbally in a clear and concise manner ▪ Able to represent VicForests interests in a professional manner in dealing with external agencies ▪ Able to develop and maintain written documentation describing spatial data, relevant data standards and metadata

Attributes	Behaviours
Verbal Communication	<ul style="list-style-type: none"> ▪ Understands and meets the needs of target audiences ▪ Sees things from others' points of view and confirms understanding
Written Communication	<ul style="list-style-type: none"> ▪ Prepares briefs, letters, emails, and reports using clear, concise and grammatically correct language ▪ Ensures written communications contain necessary information to achieve their purpose ▪ Conveys specialist concepts and policies to clients, staff and stakeholders
Presentation Skills	<ul style="list-style-type: none"> ▪ Prepares and delivers presentations using clear language and visual aids such as PowerPoint or printed material
Interpersonal Skills	<ul style="list-style-type: none"> ▪ Presents as genuine and sincere when dealing with others ▪ Projects an objective view of another's position ▪ Uses understanding of individuals to get the best outcomes for the person and organisation

<p>Organising and Planning</p>	<ul style="list-style-type: none"> ▪ Sets clearly defined objectives and priorities and operates accordingly, reviewing and adjusting as required ▪ Identifies processes, tasks and resources required to achieve a goal ▪ Establishes systems and procedures to guide work and track progress ▪ Recognises actual and potential barriers and finds effective ways to deal with them
<p>Problem Solving</p>	<ul style="list-style-type: none"> ▪ Seeks all relevant information for problem solving ▪ Investigates and probes for the facts ▪ Liaises with stakeholders ▪ Analyses issues from different perspectives and draws sound inferences from information available ▪ Identifies and proposes workable solutions to problems
<p>Teamwork</p>	<ul style="list-style-type: none"> ▪ Ability to work in multi-disciplinary teams and engage with team members and stakeholders in an open and constructive manner

Further Information

Long periods of sedentary desk/computer duties may be required as part of this role.

You may be required to work independently, with minimal supervision in isolated and physically demanding environments.

Some long distance travel and overnight stays may be required in country locations.

VicForests employees may be required to contribute to fire and emergency management responsibilities

External applicants will be subject to a probation period of 3 months.

All applicants must have the right to work in Australia, supporting evidence may be requested.

Please note than in accordance with VicForests’ processes, new employees will need to provide information of their motor vehicle driving & insurance history and disclose any medical conditions or pre-existing injuries that can affect job and driving performance.

In addition, if this role requires a Financial Delegation or regular access to confidential information, a Police Background check will be required.

If this role requires regular contact with vulnerable people (particularly children), a Working with Children’s check will be required.

For further information about this role, please contact HR on 9608 9520 or vf.careers@vicforests.com.au

To be completed on offer / acceptance of a role:

I accept the Position Description as stated and the Position Description may need amending and updating periodically due to changes in responsibilities and organisational requirements. Changes to positions descriptions will be in accordance with the position classification and consistent with the purpose for which the position was established.

Name: _____ Position Location: _____

Signature: _____ Date: _____