



McCormick Biological Inc.

GIS Technician/Specialist Job Description

McCormick Biological, Inc. (MBI) is a biological consulting firm based in Bakersfield, CA, which specializes in biological services for clients in central California. We are seeking applicants for a full-time regular position.

General Job Description:

GIS Technician

Under the supervision of senior staff, the GIS Technician will follow workflows and processes to create deliverables that meet the needs of the staff, client, and project. This role requires the ability to interpret requests from internal and external sources, process data, resolve problems, and follow best practices for data management.

GIS Specialist

Under the oversight of the Principal Biologist, the GIS Specialist will work independently to develop workflows, processes, and solutions for the integration, transformation and deliverables that meet the needs of the client and project. This role requires the ability to solve complex problems, make decisions regarding data processing and recommend the best path for data development.

General Responsibilities:

- Collaborate with a team of biologists to process data and graphics requests and define data needs, project requirements, and required outputs to meet client needs.
- Define data needs, project requirements, and required outputs to meet client needs.
- Produce technically skilled and detailed solutions that include clear, complete, and accurate representations of spatial data using hardcopy and/or electronic media.
- Follow processes to ensure quality control of data from spatial and tabular sources.
- Follow processes to ensure quality control of products and reports.
- Convert, migrate, organize, and maintain databases for internal and external reference.
- Use geospatial data in the creation and production of GIS maps and data for reports and presentations to be used by staff and clients.
- Vette staff-collected and client-provided data to ensure data quality standards are met or addressed.
- Provide independent data interpretation while effectively maintaining data documentation.
- Create and modify GIS datasets, manage, and maintain legacy GIS datasets.
- Gather, analyze, and integrate spatial data from staff and ensure the information is displayed using GIS and Web applications with mobile capabilities.
- Compile data for statistics to incorporate into documents and reports.
- Provide internal reports to company management and teams to convey GIS task status.
- *In addition to these general responsibilities, the GIS Specialist role will be responsible for development, implementation, and oversight of processes to ensure quality control of data from spatial and tabular sources. The GIS Specialist will also develop and implement GIS-based analyses supporting survey projects and serve as a member of senior staff in an advisory capacity.*

Physical Demands and Work Environment:

- Work is primarily conducted in a typical office environment.
- Occasionally, field work may be required (less than 10%).
- Field attire appropriate for hiking is required, this includes shirts with sleeves, long pants, and hiking boots. Many field sites require additional PPE including but not limited to, high-visibility vest, safety glasses, fire-resistant clothing, steel-toed boots, hard hats, and H₂S monitor. The employer will provide all required PPE.
- Potential hazards in the field may include general construction area hazards, elevated temperatures, poor air quality, uneven terrain, biting insects, rattlesnakes, and barbed-wire fencing, among others.

Required Qualifications:

- Professional experience of greater than 2 years with ArcGIS Desktop software and Field Maps for ArcGIS.
- Professional experience using Google Earth, Expert GPS or similar programs and working with KMZ and DWG files.
- Knowledge of and ability to understand spatial and non-spatial data, and database models to devise data management solutions.
- Experience in techniques for collecting, managing, and sharing GIS data, and designing and maintaining GIS databases and other database formats, such as Microsoft Access.
- Ability to use and edit shapefiles and geodatabases (personal, file, and enterprise).
- Ability to manage geospatial data sourced from various collection methods.
- Familiarity with standard cartographic methods, theories, and principles.
- Ability to follow complex workflows, processes, and methods in verbal and written communication.
- Ability to work flexible hours to accommodate client-required field schedules.
- Exhibit initiative, teamwork, responsibility, flexibility, and leadership.
- Employment is conditional on successfully passing a post-offer drug screening, educational and criminal background check.
- *In addition to these qualifications, the GIS Specialist must have experience with data modeling, scripting, and coding as needed. The GIS Specialist will distinguish themselves by having the ability to reduce complex data management challenges to useful workflows, processes, and methods in verbal and written communication.*

Preferred Qualifications:

- Graduation with a bachelor's degree from a 4-year college or university with emphasis in GIS, Geography, Biology, Environmental Studies, or a related field. Graduation in an unrelated field with a GIS Certificate from an accredited program may substitute for bachelor's degree.
- Previous GIS work experience with a biological or environmental consulting firm or agency, including geospatial analysis in support of biological permitting, field surveys, construction compliance; and field data collection such as water features (wetlands and waterways) and rare, threatened, or endangered species occurrences or habitats.
- Experience with data sets of variable quality and age.
- Experience with data modeling, scripting, and coding as needed.
- Experience using AutoCAD files.
- Expanded knowledge of GIS practices and methodology.

Location:

- Bakersfield, CA

Type:

- Full time hourly, Regular, Non-exempt
- General expectation is 40 hours per week, (Monday–Friday); overtime may be available

Pay:**GIS Technician**

- \$25 - \$35 per hour

GIS Specialist

- \$30-\$45 per hour
- Salary remuneration will be considered on a case by case basis DOE

Benefits:

- Paid time off, health insurance, simple IRA plan with company match up to 3%, continuing education budget, monthly wellness stipend, etc.
- Monthly cell phone use stipend and company vehicle transportation to and from field sites.