


Job Evaluation Rating Documentation

CUPE, SEIU, SGEU, SAHO 	Job Title <u>Geographical Information System Analyst</u> Date <u>September, 2009</u> Revised Date _____ Revised Date _____	Code <u>426</u>
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Decision Making Must meet assigned service-related objectives by designing and constructing spatial databases and models. Research is often required to determine the best course of action for specific problems where established standards and procedures do not exist. Develops plans to achieve short-term goals when assessing user needs and training requirements. Adapts existing methods/alternatives to determine and convert needs of staffing and external partners into an effective GIS component.	Degree <u>4.0</u>
Education Grade 12. Bachelor degree in Geography or Computer Science.	<u>6.0</u>
Experience Twenty-four (24) months previous experience using GIS applications (e.g., ESRI [Environmental Systems Research Institute]), GIS products (e.g., Arc View, Arc Editor), GPS [Global Positioning System] units, Microsoft Excel, Microsoft Access). Twelve (12) months on-the-job experience to develop the ability to assess the needs of local, provincial and national partners and be able to tailor the GIS applications in ways that will meet user end needs and become familiar with region/facility/department policies and procedures.	<u>6.0</u>
Independent Judgement Designs, installs and implements new technological solutions according to project plans and requirements. Judgement is exercised when troubleshooting, maintaining, operating and researching innovative solutions to GIS projects.	<u>4.5</u>
Working Relationships Contacts with end users regarding the Geographical Information System may involve specialized situations. Provides technical explanation and/or instruction in the design, installation, implementation, operation, maintenance and support of the Geographic Information System. Provides training to staff.	<u>4.0</u>

Impact of Action	Degree
Misjudgements in analyzing research data may lead to incorrect conclusions which may result in an identifiable deterioration in public/employee relations. Insufficiently considered decisions associated with data collection/retrieval/analysis and reports may result in substantial delays in funding initiatives or inadequate planning for business/service decisions.	<u>3.0</u>
Leadership and/or Supervision Provides limited direction to end users. Provides functional guidance/specialty advice to operational leaders based on research results.	<u>3.0</u>
Physical Demands Regular physical effort with keyboarding and computer operation with accurate coordination of fine motor skills.	<u>2.0</u>
Sensory Demands Frequent sensory effort associated with designing, constructing, implementing, maintaining and supporting Geographical Information System requiring mental, visual and interpretative attentiveness.	<u>3.0</u>
Environment Occasional exposure to minor conditions such as interruptions, multiple deadlines and minor travel.	<u>2.0</u>