

JOB DESCRIPTION
November 2025

Title & Reporting Relationships

Position Title:	Senior Geospatial Analyst, Kaihangarau Papawhenua, Digital Solutions Team, Corporate Services Group
Grade:	SP 15
Reports to:	Geospatial Intelligence Manager
Direct/Indirect Reports:	Nil
Purpose of the Group and the Position:	The Corporate Services Group comprises: Digital Solutions; Finance; Governance and Legal Services; and Risk and Assurance. The Corporate Services Group is responsible for providing the strategic management and robust effective operation of all financial management, information and technology management, governance and legal services as well as ensuring organisation wide risks are assessed and monitored. Within this Group the Senior Geospatial Analyst works within the Digital Services team to provide GIS (Geospatial Intelligence System) systems and data that is accurate, consistently available and supports staff in their own roles. This role will also work on GIS projects while providing support for service requests from other business units. In addition, this role will provide expert advice and support to users of Council's GIS applications and data and be involved in analysing staff needs through to implementing solutions. Council's GIS platform is based on the Esri suite of products.

Internal Customers:

This role is responsible for establishing and maintaining effective, co-operative and professional working relationships with all stakeholders including:

- Chief Information Officer
- Digital Solutions Leadership Team
- Application Support Officers
- Service Desk Officers
- District Planning Officers
- Asset Management Officers
- Staff from across all Council teams

External Customers:

- Key Vendors and Service Providers
- Key staff in other Regional and District Councils
- Members of the Public
- Property Professionals
- External Consultants

KEY RESPONSIBILITIES AND OUTCOMES

In the current local government environment, Council must be well positioned and supported to meet the current and future needs of our communities for good quality local infrastructure, local public services, and performance of regulatory functions in a way that is cost-effective for businesses and residents. The Council needs to be ready for, and respond appropriately to, changes in external operating environments (such as shifts in government policy), which in turn influences how we do things. The Council is working to be well-positioned not only to see what is coming but also to take opportunities to influence the shape of these externally driven changes.

We require all staff to demonstrate behaviours that underscore our commitment to build and maintain an organisation that is acknowledged and respected for being:

- Caring – we understand our customers' needs, share information and work as a team
- Dynamic – we bring a can-do attitude to make it happen
- Effective – we get it right and deliver consistent, value for money services.

Staff will be aware of political sensitivities, support equal employment opportunities, and demonstrate an understanding of Te Tiriti o Waitangi within the context of a local authority.

Functional Key Requirements

- **Build and maintain GIS web applications** using tools like Experience Builder and LocalMaps.
- **Publish layers, maps and apps** for both internal use and public access.
- **Support geospatial projects** by analysing data and helping design practical solutions.
- **Create custom maps** for council staff - both interactive web maps and printed versions.
- **Connect and automate systems** using FME (Feature Manipulation Engine).
- **Understand and work within the council's ArcGIS Enterprise setup**, including its structure and tools.
- **Manage GIS-related hardware and software** to ensure smooth operations.
- **Provide geospatial data** to staff and members of the public when needed.
- **Identify training needs** around GIS and help deliver training to staff.
- **Offer expert advice and support** to users of the council's GIS tools.
- **Stay current with Esri product updates** and apply best practices from the industry.
- **Ensure data quality** by maintaining accuracy and integrity across GIS datasets.

Personal Key Results

- Demonstrate commitment to organisational values through behaviour that is consistent with our caring, dynamic and effective approach to customer service.
- Establish and maintain effective and efficient working relationships with all stakeholders.
- Contribute collaboratively, positively, and effectively to the operation of the team, the Group, and the organisation as a whole.
- Take responsibility for your own self-development to enhance skills and knowledge applicable to current and future positions.
- Exhibit behavior which is consistent with the understanding of Te Tiriti o Waitangi and its application for the Council.

Health and Safety

All employees have a responsibility to work towards keeping a safe and healthy work environment by following all safe work methods, identifying work place risks and hazards and using appropriate safety equipment. This includes but is not exclusive to demonstration of the following:

- Taking all reasonable steps to ensure your own safety at work, and that no action or inaction of yours while at work causes harm to any person or the environment.
- Reporting any risks and/or hazards you become aware of in the workplace.
- Observing all safety policies, procedures and precautions, including wearing and using protective clothing and equipment.

- Notifying your manager/Group Manager/H&S Advisor immediately if you have an accident/incident/near miss at work and completing the required forms within 24 hours.
- Notifying your manager/Group Manager/H&S Advisor within 24 hours of filing any ACC claim for a work related accident or gradual process injury, and provide your manager/Group Manager/H&S Advisor with copies of relevant medical information specific to your claim.
- Complying with all policies and procedures that are in place.

At the discretion of the Council, as part of a rehabilitation programme, you may be required to return to work to undertake such alternative duties as are available and are as reasonably within your capability and level of fitness as determined in consultation with a registered medical practitioner.

Essential Skills, Knowledge and Experience

- A relevant tertiary qualification and solid experience managing GIS systems.
- Formal training in GIS, ideally with expertise in the Esri ArcGIS suite.
- Advanced skills using the Esri products ArcGIS Enterprise, ArcGIS Pro, Experience Builder and mobile apps Survey 123, Field Maps and Quick Capture.
- Hands-on experience with ArcGIS Online or Portal, and LocalMaps.
- Skilled in using FME to load, transform, and manage GIS and other data, both using FME Form and FME Flow.
- Able to combine GIS data with other sources such as property data, aerial imagery, and LIDAR, for specialised analysis and reporting.
- Comfortable writing Python scripts to maintain automated tasks.
- A strong interest in integrating artificial intelligence and machine learning techniques into GIS workflows.
- A willingness to join KCDC's Emergency Management GIS team
- Familiar with Microsoft tools including SQL Server, Word, and Excel.
- Strong people skills, with a commitment to great customer service and the ability to work well with a wide range of people.
- A confident written and verbal communicator who earns trust and respect across all levels of the organisation.
- Good at managing time, working independently, and collaborating as part of a team.
- Able to juggle multiple tasks and projects at once.
- Ideally holds a current and valid New Zealand driver's licence.

OTHER INFORMATION

From time to time, the position holder may be required to perform other duties in conjunction with the role, and which are reasonably within their experience and capabilities.

Te Tiriti o Waitangi

Kāpiti Coast District Council has a responsibility to contribute to meeting obligations under Te Tiriti o Waitangi. Meeting our commitment to Te Tiriti will contribute towards creating an organisation that is grounded, dynamic and resilient and supports our organizational values of being Caring, Dynamic and Effective in how we work.

Staff will contribute to the promotion of Te Tiriti o Waitangi and the involvement of Māori within the decision-making process for matters related to and important to them within the Council management processes and procedures.

Inclusion of Te Tiriti o Waitangi within all aspects of the role and its outcomes is necessary, while ensuring the engagement processes include appropriate mechanisms to meet the needs and aspirations of our hapori Māori, informed by our mana whenua partners – in an appropriate and safe manner.

To give effect to our responsibilities and achieve our respective outcomes – Tiriti training will be appropriate and organised through Te Rōpū Hononga ā-Iwi / Iwi Partnerships Group.

Civil Defence, Emergency Management and Business Continuity Duties

All staff of Kāpiti Coast District Council may be required to undertake Civil Defence and/or Emergency Management duties in the event of an emergency. (Training will be given as appropriate.) Staff will also be required to assist with maintaining business continuity in the event of a disruption to Council business and/or the impact of a pandemic by undertaking duties in accordance with how the Council responds to the interruption.

The Council likewise recognises the staff member's need to ensure their family's needs are adequately catered for.

Performance Review

Performance in this position will be assessed in terms of an agreed performance plan.

JD APPENDIX - GENERIC ORGANISATIONAL COMPETENCIES

Leadership	• All employees of the Council are expected to be leaders in supporting the Council's vision, role modelling the delivery of consistent high customer service levels to internal and external customers and championing Council values. • Leaders are expected to actively contribute to achieving the Council's aspirations with respect to the relationships with Te Āti Awa ki Whakarongotai, Ngāti Toa Rangatira and Ngā Hapū o Ōtaki; and be willing and able to provide thought leadership and quality advice to enable our elected members to make good decisions. • People Leaders are expected to: effectively build and maintain an engaged, healthy, thriving and high performing team; ensure their people are current in their knowledge of legislation and training is available to keep pace with best practice. • Ensure people policy and practices are consistently observed and implemented and opportunities exist for ongoing professional growth and development; ensure their people are consistently working collaboratively with other Council teams in the delivery of operational and strategic outputs; effectively manage day to day work output and timeframes; schedule and conduct regular team meetings to enable opportunities for team members to be informed and up to date in their areas and those areas that cross over with other teams. • Ensure individual team member performance is monitored, reviewed with appropriate and timely feedback, and written performance reviews are formally completed in a timely manner; ensure adequate provision of backup/cover for team members; establish an effective performance culture within their team, including ongoing performance appraisals with clear performance indicators and consistent standards. • Team Leaders/Supervisors/Managers are accountable for the leadership, support and coaching of their team members, the fostering of a teamwork approach to the delivery of both the team and the Group's outputs, and the identification of training and development as appropriate; enable, create and encourage linkages across the Council and the region for the benefit of all, the delivery of work programmes and the achievement of strategic priorities; embed strong leadership within their team and across the wider Council leadership group that drives increased diversity, engagement, capability and performance.
Legislative Compliance	• Keep up to date with legislation/amended legislative frameworks and be able to demonstrate the application of such changes (in work and or communicate them to others).
Project Management	• Effectively manage assigned projects to ensure on time and within budget, monitor and report regularly to manage risk and provide updates to key stakeholders. • Ensure documentation is current, available as required and is

	prepared using Council standard templates/documentation. • Ensure Council processes and procedures are complied with.
Customer Service	• Maintain a professional, courteous, and helpful attitude to all customers (internal and external) ensuring communication is accurate, succinct and in a manner which promotes customer service excellence and demonstrates organizational values. • Always maintain confidentiality.
Teamwork	• Participate willingly and positively in the orientation, training and support of new staff in specific areas, providing coaching/buddy support as required. • Provide a contribution to or participate in any projects and initiatives within the Group/organisation where required and the opportunity arises. • Participate in initiatives and contribute suggestions as to improvements and/or efficiencies to enable ongoing quality improvement. • Demonstrate a collaborative working style and participate as a member of the team undertaking all tasks maintaining positive working relationships with other staff members and internal and external customers.
Financial Management	• Ensure all financial activity is conducted in accord with current policy and procedures. • Ensure you work within your financial delegation.
Monitoring and Reporting	• Ensure any written reports are produced using Council standard templates and are provided within the required Peer Review timeframes. • Review, monitor and report on activity or projects as required by the manager.
Relationship Management	• Build and maintain effective professional working relationships with all key stakeholders. • Build and maintain effective working relationships with other council staff members based on a collaborative, collegial and cooperative working style.
Information Management	• Take responsibility for ensuring Council information is stored with the appropriate accessibility in the designated systems, using processes and tools as described in the current Information Management Policy.