

Tunbridge Wells Borough Council

Person Specification



POST TITLE: GIS Data Engineer

GRADE: H

SERVICE: Digital Services Team

CRITERIA	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
EXPERIENCE	<p>Experience with advanced GIS software packages.</p> <p>Experience of spatial data transformation.</p> <p>Experience working with large and complex data sets, providing insights through analysis.</p> <p>Experience working within a multi-functional team.</p> <p>Experience using reporting and analytical tools.</p> <p>Experience working with multiple systems and understanding data transfer technologies (e.g., web services, APIs, flat file transfers, geoJSON, Shapefiles).</p> <p>Experience providing customer-focused technical advice or training to staff at all levels, both individually and in group settings.</p> <p>Experience of providing technical support to end users.</p>	<p>Experience of administering Esri's ArcGIS enterprise geospatial platform</p> <p>Experience of administering Windows servers.</p> <p>Experience of database administration (e.g., SQL, Oracle, MySQL) and spatial data structures.</p> <p>Experience in project delivery and project management methodologies.</p> <p>Experience of working with IDOX Uniform</p>	<p>Application form and interview</p>
QUALIFICATIONS / TRAINING	<p>Five GCSEs (including English Language and Maths to grade C / 4 or above).</p> <p>A degree or equivalent experience in a relevant subject such as GIS, Data Analytics, Data Science.</p>		<p>Application form and interview</p>

CRITERIA	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
KNOWLEDGE	<p>Strong IT skills and proficiency with Microsoft 365.</p> <p>Proficient in writing code either directly or through a GUI in a GIS environment (e.g., Python, JavaScript).</p> <p>Strong analytical skills with the ability to collect, organise, and analyse significant volumes of data with attention to detail and accuracy.</p> <p>Creative and logical thinking skills for problem-solving.</p> <p>Ability to recognise errors and discrepancies, investigate intuitively, analyse outcomes, validate findings, identify causes, and find remedial solutions.</p> <p>Strong communication and customer service skills.</p> <p>Ability to work effectively both as part of a team and independently.</p> <p>Ability to prioritise and manage workloads and competing demands within agreed timeframes.</p> <p>Excellent written and verbal communication skills.</p> <p>Database skills, including the ability to query and extract relevant data.</p>	<p>Awareness of the M365 Power Platform.</p> <p>Knowledge of local government operations and services.</p> <p>A good understanding of Web Adaptors, Firewalls, SSL certificates, and network proxies.</p> <p>A basic knowledge of HTML and CSS.</p>	<p>Application form and interview</p>
PRACTICAL & INTELLECTUAL SKILLS	<p>Strong analytical and problem-solving skills.</p> <p>Ability to manage and manipulate large datasets.</p> <p>Proficiency in GIS software and tools.</p>	<p>Coding skills in Python, Arcade, JavaScript and SQL</p>	<p>Application form and interview</p>

CRITERIA	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
	<p>Effective communication skills, both written and verbal.</p> <p>Ability to provide training and technical support.</p> <p>Project management skills.</p>		
DISPOSITION/ ATTITUDE	<p>Proactive and customer-focused approach.</p> <p>Ability to manage multiple priorities and deliver high-quality outputs within agreed timeframes.</p> <p>Strong interpersonal skills to foster a culture of data-driven decision-making.</p> <p>Commitment to continuous professional development.</p>		Application form and interview
SPECIAL REQUIREMENTS	<p>Ability to work with a variety of stakeholders, including service managers, software providers, and consultants.</p> <p>Able to travel to various Council-operated sites within the Tunbridge Wells borough and, when necessary, to other local authority areas in Kent.</p>	Flexibility to adapt to changing technologies and processes.	Application form and interview