



Office of Information
Technology Services

State GIS Career Opportunities

Demystify GIS Hiring and Advancement in New York State Government

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Disclaimer

These are geographers talking, not an HR professionals. The content here is presented so you can benefit from our experience and understand something about the options you can look into. For the real scoop and for advice on your own career advancement see your HR representative.

Outline

- What we need in order to fill an opening
- Civil Service Basics
- Postings
- Canvas
- ITS2
 - Lert
- ITS3 – DITS3
- Strategies
 - Read the exam announcements – do not assume they are the same as last time.

GIS contracting – HBITS

- Staff augmentation
- Contractors sit in State offices – working alongside State employees
- Staff are employed by one of the companies on the HBITS contract
- Salary, benefits and terms are negotiated between the employee and the company
- Contract details - www.ogs.ny.gov/Bu/PC/hbits/,
or **Google 'ogs hbits'**

20 Active Companies

- Artech Information Systems & Unique Comp Inc.
- CMA Consulting Services
- Computer Aid Inc. & Linium LLC
- Experis US Inc.
- GCom Software Inc
- Genesys Consulting Services Inc.
- IIT Inc.
- Infopeople Corporation & Mitchell Martin Inc.
- NTT Data Inc
- Knowledge Builders Inc.
- Logic House Ltd.
- Logic Technology Inc.
- MVP Consulting Plus Inc.
- Precision Task Group Inc.
- PSI International Inc.
- Software People Inc.
- System Edge (US) LLC
- Universal Technologies LLC
- US Tech Solutions Inc.
- V Group Inc.

<https://www.ogs.ny.gov/Bu/PC/hbits/docs/contractorstatus.pdf>



Civil Service Basics

- Competitive permanent appointment
 - Probationary
- Reachable on a list – results of a test
- Rule of 3
- Lists – must be used in this order
 - Internal Promotional (A,B)
 - within *Promotion Unit*
 - Multi-agency Promotional (A,B)
 - *General Promotion* list
 - Open Competitive

Postings

- For lateral transfer
- <https://www.statejobsny.com/>
- Some generic
- Some specific
- 52.6 lateral (could be a 2 SG bump)
 - Must have been list appointed last time

Information Technology Specialist 2 (ITS2)

- SG 18
 - \$55,494 - \$70,566*
- ITS2, ITS2(programming)
- www.cs.ny.gov/pstit/itsoptions.cfm or Google 'nys cs its2'
- LERT
 - IT related degree
 - Coursework
 - Certifications
 - Work Experience
 - Competencies



Name	Score
Thor Webster	95
Eileen Allen	95
Ann Deakin	95
Albert Einstein	90



Candidate profile



job criteria

LERT – entering the State workforce

LERT examples*

- Degree: Computer-related Associates, Bachelor's, Master's
- Coursework
 - Introductory GIS
 - Advanced GIS
 - Spatial Analysis
- GIS Certifications
- Work Experience
 - Convert GIS data between different formats
 - Clean and edit topological data formats
 - Perform statistical analysis or spatial modeling
- Competencies
 - Arc INFO / Arc GIS
 - MapInfo

*From www.cs.ny.gov/pstit/overviewfaq.cfm#test

Exams Announced

- August 30 Deadline

- Promotion

<https://www.cs.ny.gov/examannouncements/types/prom/>

- Open Competitive

<https://www.cs.ny.gov/examannouncements/types/oc/>

ITS3 – DITS3

- ITS3 SG23 \$71,847 \$90,876*
- ITS4 SG25(M1) \$79,849 \$100,645*
- MITS1 SG27(M2) \$88,603 \$109,133*
- MITS2 SG29(M3) \$98,160 \$120,219*
- ADITS1 SG31(M4) \$104,640 \$132,054**
- DITS1 SG31(M4) \$104,640 \$132,054**
- ADITS2 SG33(M5) \$116,189 \$146,795**
- DITS2 SG33(M5) \$116,189 \$146,795**
- DITS3 SG35(M6) \$128,643 \$161,809**

*CS PS&T <https://www.cs.ny.gov/businesssuite/Compensation/Salary-Schedules/index.cfm?nu=PST&effdt=04/01/2017&fullScreen>

** CS MC <https://www.cs.ny.gov/businesssuite/Compensation/Salary-Schedules/index.cfm?nu=M/C&effdt=04/01/2017&fullScreen>



Name	Score
Thor Webster	95
Eileen Allen	95
Ann Deakin	95
Albert Einstein	90
Bruce Oswald	85



Candidate profile



filter

job criteria

Selective Certification – Promotions list and OC list

Selective Certification Examples

- Education
 - Degree: Geography, Planning or GIS
 - Minor: Undergraduate minor or academic certificate program in GIS
 - Graduate-level certificate program in GIS
 - Course work: GIS, Advanced...
- Certifications
 - ESRI, Enterprise Geodatabase Management
 - GISP
- Experience/Competencies (23 GIS items)
 - Arc INFO/ ArcGIS
 - Google Maps API
 - MapInfo
 - National Standard for Spatial Data Accuracy
 - Specifications and contract for orthoimagery
 - GeoServer
 - QGIS

Selective Cert for a specific opening

- Manager will use job criterial which will provide the best candidate pool for a specific job being filled.

Any combination of:

Education

Certifications

Experience/Competencies

3 Experience/Competencies &
2 course work criteria

Or

Degree requirement &
GIS-P

Or

2 other Experience/Competencies &
another certification & 2 other course work criteria

- Up to 5 collections of qualifications

Strategies

- Read the exam announcements – do not assume they are the same as last time
- Sign up for every flavor of the titles you qualify for.
- Be thorough in filling in your LERT or selective certification questionnaire.
- Update the questionnaires. – Your experience changes, and the questionnaire may change.
- Get you certifications.
- Finish your degrees or minors.
- Get into the title series where you can best compete and be happy.
- Use Got-it to understand promotion eligibility form every title.
 - www.careermobilityoffice.cs.ny.gov/cmo/gotit/
or **Google 'nys got-it'**
- Work hard...Be patient.

Questions?

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