



Geospatial Analyst

Position Description

Position Overview

Position Title	Geospatial Analyst
Position Number	1271
Position Type	Ongoing
Classification	4 - Senior Professional/Coordinator
Structure	Resources Business Group Geospatial Unit
Location	North Lakes
Reports to	Geospatial Manager
Direct Reports	Nil
Version	1.0 as at 18 November 2024 ¹

Position Purpose

The purpose of this role is to:

- Ensure a safe and healthy workplace;
- Provide professional GIS services including system development, administration, training and user support;
- Manage the effective acquisition, processing, storage and dissemination of remote sensing datasets;
- Develop and implement spatial data analysis workflows that support business decision making;
- Foster an inclusive, culturally aligned, and high performing team; and
- Participate in fire management activities as required.

Corporate Responsibilities

You are responsible for ensuring your behaviour and performance are aligned to:

- Our commitment to achieving a *proactive and integrated Culture of Safety*;
- Our *Corporate Values* of Commitment, Drive, Integrity, Respect, and Adaptability;
- The behaviour standards outlined in our *Code of Business Conduct* that reflect our *Growing Together Culture*:
 - Growing Our Culture;
 - Reflecting Our Safety Vision;
 - Delivering Ethical Governance;
 - Applying Business Acumen; and
 - Displaying Genuine Leadership.
- Our commitment to a diverse and inclusive workplace by being open to different ideas and cultures, committing to listening to each other, treating everyone fairly, and valuing different perspectives.

Position Responsibilities

Ensure a safe and healthy workplace

- Ensure the safety of yourself, your team, and others by placing safety first in all work activities and decisions;
- All work activities are carried out in alignment with HQPlantations health and safety Policy and Standards as detailed in our Health & Safety Management System (HSMS);
- Undertake risk assessments at all times when hazards are identified, prior to all new work, and when change is introduced;
- Ensure all workers entering the workplace undertake the required inductions, and inspections and due diligence activities are carried out; and
- Ensure all Health & Safety Events are reported and undertake analysis of events as required.

¹ This Position Description may be redesigned from time to time to meet business needs



Geospatial Analyst

Position Description

Provide professional GIS services including system development, administration, training and user support

- Provide high quality GIS development, administration, user support and training services for desktop, web and mobile GIS applications;
- Manage the collection, maintenance and exchange of meta-data and external data sets in accordance with HQPlantations policy;
- Ensure HQPlantations GIS procedural documentation is maintained to a high-quality standard; and
- Proactively explore innovative work practices that deliver improved business value.

Manage the effective acquisition, processing, storage and dissemination of remote sensing datasets

- Provide guidance to internal stakeholders on effective remote sensing data capture and analysis techniques using satellite, airborne and terrestrial platforms;
- Manage the acquisition, processing, storage and dissemination of customised remote sensing datasets for the HQPlantations resource inventory program;
- Administer subscriptions to spatial data services including satellite imagery; and
- Develop and maintain positive commercial relationships with geospatial service providers to ensure high quality services are delivered safely, on time, and within budget.

Develop and implement spatial data analysis workflows that support business decision making

- In collaboration with other HQPlantations business units, develop and implement tools, systems, and models that utilise spatial data to support business decision making;
- Develop and disseminate change detection analysis workflows, dashboards and spatial layers that alert the business to forest productivity changes such as those related to pest outbreaks, fire and climate effects; and
- Test, validate and implement externally developed software and data workflows as appropriate to meet business need.

Foster an inclusive, culturally aligned, and high performing team

- Promote individual behaviour that aligns with our Corporate Behaviour Standards;
- Provide authentic leadership by encouraging diversity, being open to different ideas and cultures, treating everyone fairly, being inclusive, listening actively, and valuing different perspectives;
- Lead and foster cooperation, accountability, and high performance within the Geospatial Team; and
- Work collaboratively and participate genuinely as an effective member of the broader Resources Group and HQPlantations business.

Participate in fire management activities

- Participate in fire management activities as required based on your competency and physical capabilities, and in accordance with the procedures set out in our Corporate Fire Management System.

Behaviours & Commitments (Essential)

- I am committed and aligned to **HQPlantations Values** of Commitment, Drive, Integrity, Respect and Adaptability;
- My behaviour is aligned to the **Code of Business Conduct** behaviour standards; and
- I am committed to fostering and developing **HQPlantations Growing Together Culture**.

Knowledge & Skills

Health, Safety & Environment

- Practical and technical understanding of the application of health, safety, and environmental practices and systems required in a plantation forestry work environment; and
- Highly competent skills in the application and use of safety risk assessments in a hazardous work environment.

GIS and Remote Sensing

- Advanced knowledge of GIS desktop and mobile applications including those within the ESRI product suite;
- Extensive knowledge of remote sensing data acquisition, processing, storage and analysis techniques;
- Ability to develop and implement decision making tools and systems for operational users;
- Practical experience working with relevant programming languages such as SQL, Python, and/or R;
- Skills in data science including data visualisation, data analysis, and machine learning; and
- Demonstrated ability to provide professional coaching and support to internal stakeholders.

Workforce Management

- Practical understanding of the skills and strategies to manage contractor engagement, performance, and relationship building.

Leadership & Interpersonal

- Demonstrated genuine leadership skills to build working relationships and promote positive influence; and
- Demonstrated practical interpersonal communication skills including listening, coaching, and empathic engagement.

Business Acumen

- Ability to make safe and business oriented decisions;
- Effective understanding and practical skills in financial management including financial analysis, job costing, and budgeting;
- Demonstrated project management and planning skills that deliver quality results on time and within budget;
- Effective written communication skills including in business case development and analytical reporting;
- High level technical knowledge and skills in information technology systems including Microsoft Office applications, geospatial, financial, and forest management systems, and
- The ability to quickly acquire skills relevant to HQPlantations systems.

Experience & Qualifications

Essential

- Bachelor of Geospatial Sciences, Information Technology, Data Science, Forest Science or other relevant tertiary qualification;
- Unrestricted “C” class drivers’ licence; and
- At least 2 years’ relevant experience in the acquisition, management and analysis of spatial data from various sources including from satellite, airborne and terrestrial platforms.



Geospatial Analyst

Position Description

Highly Regarded

- Previous experience with:
 - The ESRI suite of products;
 - LiDAR data acquisition and analysis; and/or
 - A broad range of statistical analysis and predictive modelling techniques.
- Practical experience with applying machine learning and various statistical methods to remotely sensed data to develop valuable information and decision support tools;
- Postgraduate qualifications in a relevant field;
- Experience working in the plantation forestry sector; and
- Wildfire/incident management accreditations and experience.