



Job Posting #:	06FB10012026	Posting Type:	External
Job Title:	Enterprise GIS Analyst	Grade/Classification/Pay:	Grade 105/Exempt Hiring Range: \$74,355 - \$98,520 annually
Department:	Enterprise Geospatial	Location:	Fredericksburg, VA

Job Description

OVERVIEW

The Enterprise GIS Analyst supports and advances the organization's enterprise Geographic Information System (GIS) environment, ensuring the availability, accuracy, and integrity of spatial data used for operational and engineering decision-making. This role partners closely with the business and technical stakeholders to maintain high-quality GIS data, resolve complex issues, and assist with design and implement of GIS tools, integrations, and workflows. The GIS Analyst also contributes to the long-term GIS strategy and modernization initiatives while providing expert guidance, training, and support across the organization.

ROLE AND RESPONSIBILITIES

- Support the enterprise GIS system with daily updates, maintenance, and operational needs.
- Administer industry-standard data quality and validation processes to ensure accurate and reliable GIS data.
- Maintain GIS data as an authoritative system of record for operational and engineering use.
- Diagnose and resolve complex, high-impact GIS issues affecting data quality, system performance, or business operations.
- Support GIS requirements for Oracle NMS, company outage systems, and client support.
- Partner with business stakeholders to design, implement, and support GIS integrations within enterprise systems.
- Design, develop, and deploy GIS tools, applications, and new functionality to meet evolving business needs.
- Perform database design, advanced data modeling, to support Esri's Utility Network (UN) implementations and enhancements.
- Apply advanced cartographic principles and Esri ArcGIS Pro functionality to produce high-quality maps and visualizations.
- Participate in maintaining enterprise GIS architecture, standards, and best practices.
- Collaborate with internal departments to understand workflows and translate operational needs into GIS solutions.
- Provide expert professional guidance on GIS capabilities, limitations, and best practices to both technical and non-technical stakeholders.
- Establish and enforce GIS data standards, metadata requirements, and quality assurance processes.
- Ensure compliance with organizational data governance policies, security protocols, and regulatory requirements.
- Develop and maintain system documentation, workflows, configuration standards, and troubleshooting procedures.
- Provide advanced user training, documentation, and best-practice guidance for GIS technologies and applications.
- Contribute to long-term GIS strategy, system expansion, and modernization initiatives.
- Proactively identify opportunities for system improvements, process optimization, and risk reduction.
- Provide GIS support during storm events and emergency response situations as required.
- Support and promote GIS knowledge growth within the team.
- Perform other related duties as assigned.

QUALIFICATIONS AND EDUCATION REQUIREMENTS

Expert-level proficiency with enterprise GIS platforms, including Esri ArcGIS Enterprise and ArcGIS Pro, is required, along with strong knowledge of the Esri Utility Network Model (UN), utility GIS data structures, and familiarity with the UPDM data model and structure. A minimum of three years of professional GIS experience in an enterprise environment is required. Experience in the electric utility industry is strongly preferred, and experience with AutoCAD is preferred. Experience with land rights and easements and knowledge of NISC and Oracle NMS products are a plus. Candidates must demonstrate expertise in cartography and map design and experience developing training materials and documenting workflows, including field data collection processes. Strong analytical and problem-solving skills are required, including the ability to evaluate complex datasets and technical constraints and efficiently diagnose and resolve complex GIS and data quality issues.

Candidates must possess excellent verbal and written communication skills, including the ability to explain technical concepts to nontechnical audiences, and strong collaboration skills to work effectively across departments. A customer-focused mindset, commitment to delivering reliable, high-quality GIS services, and high attention to detail and data accuracy and integrity are essential.

Candidates must have three to five years of GIS work experience and a bachelor's degree in GIS, Geography, Computer Science, or a related field, or equivalent professional experience. A GIS certificate or specialized geospatial training is strongly preferred. A master's degree in GIS, Geospatial Analytics, or a related field is a strong advantage. Esri technical certifications and ongoing professional development are considered a plus.

The primary work location is the Fredericksburg, VA office, with occasional field visits or travel to other organizational locations. Overnight travel and extended hours may occasionally be required for meetings, training, or conferences. This position is subject to extended or irregular hours during storm events or emergency response situations.

HOW TO APPLY

Applicants: Use our <https://brillit.co/careers> to apply for the opportunity. Please indicate the Job Posting ID #06FB10012026

Deadline: Thursday, October 8th, 2026

*The above statements are intended to describe the general nature and level of work being performed by people assigned to this classification. They are not intended to be construed as a complete list of all responsibilities, duties, and skills required of personnel so classified.