



Northwest Indian Fisheries Commission

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VACANCY ANNOUNCEMENT

Position: GIS Specialist

Salary: \$49,392 - \$71,106 annual salary range DOQ with the highest portion of the range reserved for future growth.

Location: Northwest Indian Fisheries Commission (NWIFC) Olympia, WA
Employees must be located within commutable distance of Olympia, WA for a hybrid working schedule.

Close Date: **May 12, 2026**

APPLY: [Application – GIS Specialist](#)

Position Overview:

NWIFC is seeking eligible candidates for the open role of **GIS Specialist**. This role is integral to the Salmon and Steelhead Habitat Inventory and Assessment Project (SSHIAP) team which is within our Environmental Protection Program. Our GIS Specialist will provide ArcGIS and Microsoft SQL technical assistance to tribal and NWIFC programs, acquiring and maintaining environmental data, performing routine and complex geospatial operations. Administer ArcGIS Online and ArcGIS Enterprise systems while providing data sharing tools such as data collection apps, dashboards and web maps to support tribal natural resource management needs.

Key Responsibilities:

- Provide ArcGIS and Microsoft SQL technical assistance to tribes in the management, analysis, and sharing of their environmental data, including legacy data migration, database management, and web map development.
- Analyze a variety of environmental data for use in analysis and mapping products, reviewing data for accuracy and currency.
- Manage maps and data across ArcGIS platforms (ArcGIS Online, Portal, and ArcGIS Enterprise) and Microsoft SQL relational databases. Develop data collection applications (Field Maps and Survey123) and web maps for tribal use. Assist in the administration of ArcGIS Online and Enterprise systems including user management, data publishing, system maintenance, and enterprise geodatabase (SDE) administration.
- Assist in preparing data and performing analysis for inclusion in the State of Our Watershed report.
- Implement rigorous QA and QC processes to ensure accuracy of data and maps.

Required Qualifications:

- An earned Bachelor's degree in GIS, Geography, Natural Resources, or a related field with one year of pertinent work experience.
 - Or an equivalent combination of education, training, and experience that demonstrates the ability to perform the essential functions of the position.
- Strong background in the use of relational databases (i.e., Microsoft SQL). Experience with Enterprise GIS administration and system management.
- Ability to analyze and compile technical information to prepare reports and present information.
- Highly proficient in Esri ArcGIS Pro, ArcGIS Enterprise, extensions, geoprocessing tools, Microsoft SQL Server, Word and Excel. Advanced experience with ArcGIS Enterprise architecture and geodatabase administration. Working knowledge of Python, JavaScript, SQL, ArcGIS Server, ArcGIS Online, ArcGIS Portal and Microsoft SQL. Experience with enterprise system administration, user management, and data publishing.
- Must have a good understanding of GIS best practices and standards. Knowledge of system security, data governance, and Enterprise GIS deployment.
- Able to travel to conduct site visits to gather data and to attend relevant meetings.
- Ability to work independently under minimal supervision and to work cooperatively in a team setting to contribute to the tribe's ability to manage, analyze and share their environmental data. Ability to coordinate technical projects and provide system administration support.

Why NWIFC?

Joining NWIFC means being part of a mission-driven organization dedicated to serving the treaty tribes of Western Washington. Our work is guided by the member tribes' commitment to protect natural resources for the next seven generations. We have a 50-year history of providing direct support to the treaty tribes.

This role offers the chance to contribute to impactful work in a collaborative environment that values innovation, cultural sensitivity, and professional growth. NWIFC shares the values of the tribal communities it serves, including prioritizing culture, and the preservation of traditions.

Application Process:

To be considered for this role, please apply here [GIS Specialist](#). If you have any questions or need further assistance throughout the application process, don't hesitate to reach out to Human Resources at Iridgley@nwifc.org.

The Northwest Indian Fisheries Commission operates under a PL 93-638 contract and applies an Indian Preference policy in employment.

Applicants must be authorized to work in the U.S., as we are unable to sponsor work visas.

NWIFC is committed to building an inclusive team that reflects the communities we serve, and we strongly encourage all qualified individuals to apply.