



Explore A Career At Mosaic

Mosaic Forest Management Corporation is a 100% Canadian-owned timberlands manager, managing private timberlands and public forest tenures in Coastal British Columbia for more than a century. We are committed to forest practices and land use that prioritize environmental stewardship, create value, and enhance the lives of British Columbians. For more information, visit MosaicForests.com.

The Opportunity

Mosaic is seeking a **GIS Analyst & Developer** to work out of our Nanaimo office on Vancouver Island, British Columbia.

The Role

Reporting to the Manager, FIS Services, the GIS Analyst & Developer will support enterprise-wide decision-making through advanced spatial analysis and modern GIS solutions. This role blends traditional GIS expertise with web application development and ArcGIS Enterprise administration, delivering interactive, high-quality tools for internal teams and external partners. Specific responsibilities include but are not limited to:

- > Design and develop custom GIS web applications using Esri Web AppBuilder, Experience Builder, and ArcGIS APIs;
- > Publish, manage, and integrate map and feature services across enterprise systems;
- > Design, build, and maintain geodatabases, including data schemas, standards, and optimized workflows;
- > Collaborate with internal teams and external stakeholders to deliver effective GIS solutions;
- > Provide technical guidance and ongoing support for GIS tools and applications;
- > Conduct complex spatial analyses to support business decisions, operational planning, and strategic initiatives;
- > Work closely with planners, foresters, project managers, and other professionals to translate spatial data needs into actionable insights;
- > Create high-quality web maps, cartographic products, charts, and visualizations for reports, presentations, and applications; and
- > Provide GIS expertise and technical support to users across the organization.

What We're Seeking:

- > Post-secondary degree or diploma in GIS, Forestry, Computer Science, Engineering, Geography, Data Science, Natural Science, or a related field;
- > Minimum of 3+ years of experience in GIS analysis, ArcGIS Enterprise administration and GIS web development;
- > Experience automating GIS workflows using Python, ModelBuilder, and relational databases;
- > Strong working knowledge of ArcGIS Enterprise and the ESRI ArcGIS Suite (ArcGIS Pro, ArcMap, ArcGIS Online);
- > Experience developing GIS web applications using Esri Web AppBuilder, Experience Builder, and ArcGIS APIs;
- > Proficiency with JavaScript, HTML, CSS, Python, and REST APIs;
- > Familiarity with Trimble Land Resource Manager, forest information systems, and coastal BC terrain is considered an asset;
- > Strong analytical, problem-solving, and organizational skills;
- > Ability to collaborate effectively, communicate clearly, and manage multiple priorities; and
- > Forestry work experience and/or registration with the ABCFP as an RPF or RFT (or eligibility for registration) is considered an asset.

Mosaic values diversity and recognizes that talent comes in many forms. Even if you don't meet every qualification, we encourage you to apply. We're eager to learn about your unique knowledge, skills and experiences.

What You Get

We are proud of our highly collaborative, respectful, and innovative work environment. Our employees are empowered with high levels of role autonomy and the ability to make decisions and lead change.

At Mosaic, we believe in rewarding our employees with a comprehensive and competitive package that reflects the value they bring to our team. Here's a glimpse of what you can expect when you join us:

- > Competitive compensation that matches your skills and experience.
- > Annual bonus tied to both individual and company performance, recognizing your contributions to our success.
- > Employer-paid premiums for a robust benefits package to support your wellness.
- > Company-funded defined contribution pension plan to help secure your future.
- > Generous paid vacation program, to recharge and relax.
- > We also offer various additional benefits and programs, including maternity and parental leave EI top-ups, opportunities for continuing education and professional development, and various discounts on goods and services.

All programs and benefits are subject to change.

Compensation

The annual salary range for this position is \$72,000 to \$110,000. Individual compensation is commensurate with skill, relevant experience, and education.

To Apply

Visit [**mosaicforests.com/careers**](https://mosaicforests.com/careers) and click on the **Job Opportunities** to apply. This position will remain posted until filled.

At Mosaic, we believe in creating a workplace where everyone feels they belong and can contribute their whole, authentic selves to help us achieve our strategic goals. We're proud to be an Employer Partner of the Canadian Centre for Diversity and Inclusion and we are dedicated to fostering an inclusive environment that values diversity and promotes equity.

If you require accommodation at any point during the recruitment process, please email careers@mosaicforests.com