

Land Your Next Job in Geospatial



GeoSearch

GeoSearch: Your Partner in Geospatial Careers

For over 30 years, GeoSearch has helped geospatial professionals like you advance their careers. We connect you with top opportunities in GIS, remote sensing, Lidar, and other geospatial fields.

WHY WORK WITH GEOSEARCH?

GeoSearch specializes exclusively in geospatial recruiting — which means we understand your world.

We know:

- The tools you use (ArcGIS, QGIS, Python, Lidar, Remote Sensing)
- The certifications you've earned
- The career paths that aren't always obvious to outsiders

From GIS Analysts and Lidar Technicians to Remote Sensing Specialists, Photogrammetrists, Geospatial Developers, and Project Managers — we speak your language.

WHAT SETS US APART

Because we work directly with geospatial employers across the country, we have real insight into:

- What hiring managers are truly looking for
- Which technical skills are in highest demand
- How teams are structured and evolving
- Where the geospatial job market is headed

We build long-term relationships — aligning the right skills, goals, and growth potential with the right opportunity.

What you will find in this guide

This resource is designed to help you take actionable steps in your job search:

- ✓ Resume guidance tailored to geospatial roles
- ✓ LinkedIn and portfolio optimization tips
- ✓ Networking strategies that actually work
- ✓ Insider advice from geospatial recruiters

Landing interviews isn't about sending the same resume to dozens of job postings. Recruiters review hundreds of resumes for each role. The ones that stand out:

- **Tell a clear story**
- **Show real results**
- **Speak the language of hiring managers**

Your resume is your first impression — make it count.

TAILOR YOUR RESUME FOR EVERY ROLE

Keywords Matter

Job descriptions are more than guidelines — they're a roadmap.

Hiring managers and Applicant Tracking Systems (ATS) look for keywords like:

- ArcGIS / ArcGIS Pro
- Python
- Lidar

But don't just list them — show how you used them.

Instead of:

ArcGIS, QGIS, Python

Write:

Used ArcGIS Pro to develop parcel-based zoning maps for a municipal planning department serving 50,000+ residents

Highlight Relevant Experience

If You're Early in Your Career

Your experience still matters — even if it's not from a full-time role.

Include:

- Internships
- Capstone projects
- Coursework with applied mapping
- Fieldwork or research

Focus on what you built, analyzed, or improved.

If You Have Professional Experience

Shift your focus from tasks to impact.

Highlight:

- Measurable outcomes
- Workflow improvements
- Automation or efficiency gains
- Cross-team collaboration

Employers want to see how you contribute — not just what tools you've used.

Show Your Work: Build a Strong Portfolio

A technical portfolio is a fast way to stand out.

Include:

- StoryMaps
- GitHub repositories
- Interactive web maps
- Dashboards and visualizations
- Capstone or personal projects

Hiring managers love seeing real work. It demonstrates both technical skill and initiative.

Keep It Clean and Readable

Your resume should be easy to scan in seconds.

- Use clear headers and bullet points
- Focus on results, not responsibilities
- Avoid overly complex or niche jargon
- Keep formatting consistent



Stand Out to Geospatial Recruiters

A strong LinkedIn profile and professional portfolio can open doors to opportunities even before you submit a single application. LinkedIn is where recruiters actively search for top talent in geospatial fields. If your profile is incomplete or outdated, you could be missing opportunities that align perfectly with your skills and career goals. By keeping your profile current and showcasing your expertise, you increase your visibility and make it easier for recruiters to find you.

OPTIMIZE YOUR LINKEDIN PROFILE

Your LinkedIn profile is often your first impression with recruiters — make it count. A strong, well-crafted profile increases your visibility and helps the right opportunities find you.

Headline: Make your headline specific, keyword-rich, and results-focused so recruiters immediately understand your expertise.

Example: *GIS Analyst | ArcGIS Pro | Municipal Planning & Data Visualization*

About Section: Use 3–5 concise sentences to tell your professional story. Focus on clarity and impact by including:

- Who you are
- What you specialize in
- Key tools and technologies you use
- Notable accomplishments and career goals

Experience Section: Go beyond listing responsibilities — highlight measurable results and impact.

Example: Developed and maintained interactive StoryMaps for a city planning department, improving project approval time by 15%.

Skills & Endorsements: Showcase the skills that matter most for your target roles, including:

- Tools: ArcGIS, QGIS, Python
- Techniques: Spatial analysis, data visualization
- Industry knowledge: Relevant geospatial applications or sectors

Network & Engagement: Being active on LinkedIn is just as important as having a strong profile. Increase your visibility by:

- Joining geospatial groups
- Participating in discussions and webinars
- Connecting with peers, alumni, and industry professionals

Portfolio: Show Don't Just Tell

A well-curated portfolio gives recruiters tangible proof of your abilities. Include:

- StoryMaps or interactive web maps
- GitHub or code repositories
- Dashboards or visualizations
- Projects from internships or capstones

Insider Tip: Linking your portfolio in both your resume and LinkedIn profile signals initiative and professionalism — recruiters take notice.

Small Actions That Make a Big Difference

- Keep your LinkedIn profile updated
- Add new projects to your portfolio regularly
- Engage with industry groups and content
- Follow up with recruiters and contacts after events

Even small, consistent actions put you ahead of other candidates.



Networking isn't about collecting contacts — it's about building visibility, credibility, and meaningful relationships. In geospatial, the right connection can open doors to your next role, mentorship, or collaborative project. Here's how to do it effectively.

BUILD THE RIGHT CONNECTIONS

Join Industry Groups

Professional groups are where geospatial professionals exchange ideas, learn about trends, and connect with recruiters and hiring managers. Being active matters more than just joining.

Top Groups to Consider:

- Geospatial Professional Network
- Esri Young Professionals Network
- NSGIC (National States Geographic Information Council)
- Local Meetups / User Groups: many cities host GIS, UAV/drone, or Lidar user groups.

Insider Tip: Engage actively by asking questions, offering insight, and following up with connections afterward. Recruiters notice consistent participation.

Attend Webinars & Virtual Conferences

Virtual events are a low-effort, high-value way to get noticed by hiring managers and peers.

How to Maximize Impact:

- Introduce yourself in the chat — keep it concise and professional.
- Take notes on speakers or projects that excite you.
- Follow up afterward on LinkedIn with a personalized message: reference the webinar topic or a question you asked.

Examples:

- Esri User Conference (virtual sessions available)
- GPN Webinars
- NSGIC GeoWomen Monthly Meetings
- URISA / GIS-Pro Annual Conference

Let People Know You're Looking

Your network is your hidden job market. Many geospatial roles are never posted publicly — they come from referrals.

Who to Tell:

- Former classmates from GIS, remote sensing, or survey programs
- Professors or academic advisors
- Internship supervisors
- Industry peers and colleagues you've met at conferences or projects

How to Reach Out:

- Email or LinkedIn message sharing your current goals
- Include what you're looking for and what value you can bring
- Keep it concise, respectful, and actionable

Insider Tip: Keep your contacts updated monthly or quarterly with a brief note — not spammy, just friendly updates on your job search or projects.

Small Actions Add Up

- Comment on posts in geospatial groups or LinkedIn threads
- Share articles or projects you find interesting
- Volunteer to present a short talk or demo at a local meetup
- Offer mentorship to students or new professionals

Each small action increases your visibility and builds credibility. In geospatial recruiting, relationships often open doors faster than applications.



You've landed the interview — now it's time to turn that opportunity into an offer. This stage is where preparation, confidence, and strategy make all the difference.

CLOSING THE DEAL

How to Ace the Interview - Do Your Homework!

Before your interview, take time to understand:

- The company's mission, projects, and clients
- The team structure and role expectations
- How your skills align with their needs

Pro Tip: Be ready to explain how your experience directly supports their goals — not just what you've done.

Tell Your Story Clearly

Hiring managers aren't just looking for skills — they're looking for impact.

Be prepared to:

- Walk through your experience with confidence
- Highlight specific projects and outcomes
- Explain your role and contributions clearly

Use real examples whenever possible.

Prepare for Technical & Behavioral Questions

Geospatial interviews often include both.

Technical topics may include:

- GIS workflows and tools
- Data analysis and visualization
- Programming (Python, SQL, etc.)

Behavioral questions focus on:

- Problem-solving
- Collaboration
- Communication

Ask Thoughtful Questions

Interviews are a two-way conversation.

Ask questions like:

- "What does success look like in this role?"
- "How is the team structured?"
- "What are the biggest challenges this role will tackle?"

This shows interest, preparation, and professionalism

How to Navigate the Offer & Salary Conversation

Know Your Value

Before discussing compensation:

- Research typical salaries for your role and location
- Consider your experience, certifications, and specialized skills
- Factor in the full compensation package (benefits, flexibility, growth)

Compensation Conversations

It's natural to have questions about compensation, and there may be room for discussion. The key is to keep the conversation professional and collaborative.

- Express appreciation for the opportunity
- Ask questions to understand the full offer
- Share your expectations based on experience and market data
- Focus on the value you bring

Example:

"Thank you for the offer — I'm really excited about the role. Based on my experience and market research, I was hoping we could discuss a range closer to [X]. Is there flexibility?"

Look Beyond Salary

Compensation isn't just base pay.

Consider:

- Bonuses or incentives
- Remote flexibility
- Professional development opportunities
- Career growth potential

Sometimes these can be just as valuable as salary.

Closing the deal is about more than getting an offer — it's about finding the right opportunity for your goals.