



GIS Fellow (Spring 2026)

Bayou City Waterkeeper (BCWK) in Houston, Texas, seeks a part-time GIS fellow to support analysis of public sewage data and additional mapping using ArcGIS and maintenance of our existing maps and data sets. The fellow will report directly to BCWK's Education and Resource Hub Coordinator. This is a paid, remote position.

Overview of fellowship

Through this fellowship, you will maintain, update, and visualize data related to water, infrastructure (such as that on our [Justice in the Sewers mapper](#)), and climate injustices affecting communities across greater Houston.

About Bayou City Waterkeeper

BCWK furthers justice, health, and safety for the waters and people of the greater Houston region through bold legal action, community science, and creative, grassroots policy. Data analysis and visualization are important tools in our work that allows us to identify water injustices and their community impacts, grow community understanding and power, and develop data and community-powered policy solutions. Learn more on [our website](#).

Our values

Our work is guided and informed by five values:

- **Interconnectivity:** Collaborate across disciplines and create multiple ways to engage
- **Fluidity:** Embrace movement and adaptability in our work
- **Bold action:** Have hard conversations, disrupt dysfunctional systems, create new frameworks, bring together unconventional allies, move data and research into action
- **Justice and equality:** Call out and act to undo inequities in our watershed
- **Regeneration:** Water is a site for healing, joy, celebration, reflection, and growth

Responsibilities

- Data visualization - analyze existing data sets to design charts, dashboards, and infographics that simplify complex trends for non-technical audiences using ArcGIS;
- Platform management maintain and update our existing tools including the [Justice in the Sewers mapper](#);
- Data management - clean, organize and maintain spatial datasets ensuring all metadata is accurate and up to date;
- Workflow documentation - maintain clear records of data sources and methodology to ensure all mapping projects are reproducible;
- Collaboration - consult with our staff to identify additional mapping needs, determine data visualization goals, and provide technical spatial support for various projects

Qualifications & Requirements

Candidates must have the following to be considered for the role:

- A senior or graduate-level student or recent graduate in a relevant field

- Sufficient mapping experience to comfortably work with Google Earth, ArcGIS, geospatial data management, and GIS application development and deployment
- Commitment to producing high-quality results on deadline

*Highly competitive candidates may also have the following:****

- Interest in learning more about how data analysis and visualization can strengthen advocacy and gaining familiarity with water justice concepts
- Commitment to excellence in data analysis and visualization
- Comfort interpreting scientific and technical concepts
- Ability to translate technical concepts to non-technical audiences
- Strong interpersonal skills, self-awareness, and enthusiasm for teamwork
- Self-motivated, creative, organized, diligent, and efficient
- Commitment to centering impacted communities
- Understanding of and commitment to advancing justice, equity, diversity, inclusion, and accessibility
- Connection to and enthusiasm for the greater Houston region or the Gulf South

Compensation

We will offer a stipend that roughly equates to \$15-17 per hour worked. We will also work with you to meet any requirements for earning academic credit. Depending on funding, the fellowships may be renewed by mutual agreement for additional semesters. We cannot arrange H1B visas.

Schedule/Location

We allow for flexible work schedules so our fellows can be responsive to community needs while balancing work and personal responsibilities. This position is virtual and remote, requiring a minimum commitment of 10-15 hours of work per week with the flexibility to work more hours during Spring Break. While our work hours are flexible, fellows should be available for virtual check-ins and occasional coordination with our team during standard business hours.

Application Instructions

For priority consideration, please send (1) a resume and (2) a letter explaining your interest in the position and BCWK's work, and (3) a sample of your GIS or data visualization work to careers@bayoucitywaterkeeper.org with the subject line "BCWK GIS Fellow - Spring 2026" by January 25, 2026.

For (3), examples of what would be appropriate include:

- **Static Maps** - PDF or Image files of maps created for reports, presentations, or posters that show how you simplify complex data for the public.
- **Interactive Web Maps** - Links to ArcGIS Online dashboards, StoryMaps, Mapbox projects, or other web-based mapping applications
- **Data Visualizations** - Infographics, charts, or diagrams that translate complex spatial data to easy-to-understand visuals.
- **Personal or Academic Projects** - Mapping projects from your studies, hobby maps, or community mapathons, that showcase your creativity and passion for using maps and data to answer complex questions.

Applications will be reviewed on a rolling basis until the position is filled. Early applications are encouraged.

****Research shows that women and people of color are more hesitant to apply for a job because they may not meet all the qualifications listed. The candidate hired may not precisely meet all of these qualifications, but will meet the mandatory requirements while showing the desire and capacity to grow into the other qualifications for the role and fit within our small, close-knit team. If you feel passionate about our efforts and believe you have the skills to contribute to the growth of our organization, we want to hear from you.*

Our core values lead us to seek a broad range of perspectives and backgrounds to achieve our mission and maintain an inclusive environment where all staff are valued and respected. As an equal opportunity employer, we are committed to employment practices that ensure that employees and applicants for employment are given equal opportunities without regard to race, color, national origin, ancestry, sex, age, religion, physical or mental disability, medical condition, veteran status, marital status, pregnancy, sexual orientation, gender identity, gender expression, genetic information or any other factor that is not related to the position.