



The San Diego Association of Governments invites applications for the position of:

senior environmental planner

A job at SANDAG is guaranteed to stimulate your mind, expand your skills, and accelerate your professional development. We are committed to recruiting highly talented individuals who are dedicated to working on important issues and passionate about making significant contributions that impact the lives of people all around the region. We look for people who have extraordinary leadership and vision; people who drive change and produce results; people who take ownership of projects and never settle for "good enough!"

SANDAG values and rewards continuous improvement. We offer a fulfilling work environment that will challenge your capabilities. And it is a place where you can take ownership for the next steps in your career while being supported with opportunities, tools, and resources that will allow you to be successful.

Applications due by Friday, June 30, 2017
Expected start date: September 2017



TransNet Environmental Mitigation Program

The Department of Land Use and Transportation Planning (LUTP) provides the regional framework to connect land use to transportation systems, respond to population growth, preserve the environment, and sustain economic prosperity. Through the Environmental Mitigation Program (EMP), SANDAG protects, preserves, and restores native habitats as offsets to disturbance caused by regional and local transportation projects.

The EMP is funded by TransNet, a regional half-cent sales tax for transportation administered by SANDAG. The EMP goes beyond traditional mitigation for transportation projects by including a funding allocation for habitat acquisition, management, and monitoring activities as needed to help implement regional habitat conservation plans, such as the Multiple Species Conservation Program and the Multiple Habitat Conservation Program. As of July 2016, the EMP has helped conserve more than 8,600 acres of habitat with a value of nearly \$158 million, in partnership with nonprofit conservation groups and local, state, and federal agencies. In addition, the program has supported scientific research and regional collaboration on land management, joint use of resources, promotion of best management practices, and strategies for long-term funding.

Senior Environmental Planner Role

The Senior Environmental Planner will serve as the project manager of the TransNet Environmental Mitigation Program (EMP). This role includes coordinating with federal, state, and local agencies to identify and secure mitigation opportunities for transportation projects, collaborating and promoting regional management and monitoring efforts, and reconciling public policy on inter-jurisdictional Habitat Conservation Plans. Additional duties include, conducting and reviewing biological assessments, reviewing habitat restoration plans, developing habitat management and monitoring reports, tracking the compliance of biological conditions of federal and state permits, and providing high-level professional staff assistance to upper management.

Job Responsibilities

This opportunity is ideal for an experienced environmental planning professional with knowledge and skill in developing and applying effective strategies that support the implementation of environmental programs, projects, and plans. We anticipate significant career development will occur while working on the types of duties and responsibilities described below and through mentoring and close collaboration with senior staff. Examples of primary responsibilities include:

- Serve as project manager for the Environmental Mitigation Program (EMP), Shoreline Preservation Strategy, Comprehensive Regional Sand Management Plan, Sand Compatibility and Opportunistic Use Program, and beach sand monitoring programs; research, develop, and implement mitigation strategies that satisfy state and federal environmental requirements and are consistent with local habitat conservation planning efforts and programs.
- Coordinate and provide complex administrative staff support for the EMP and Shoreline Preservation Working Groups; prepare agendas, reports, and meeting summaries; participate in the development of staff recommendations to committees/working groups.
- Work with project teams, Caltrans, and local agencies to identify, develop and implement mitigation strategies such as the Multiple Species Conservation Program and the Multiple Habitat Conservation Program; coordinate with federal and state resource agency staff on the identification and acquisition of mitigation land for projects identified in the TransNet Extension Ordinance.
- Coordinate the San Diego Management and Monitoring Program to develop regional assessments of species and habitat management, promote regional and inter-regional monitoring collaborations, and develop work plans to formulate best management practices.
- Develop project plans, Requests for Proposals, scopes of work, project deliverables, budgets, and schedules; participate in the consultant selection process; manage project consultants and ensure projects are completed on schedule, within the prescribed budget, and with a high-level of effectiveness; ensure projects are completed in adherence to funding agency requirements; manage task order budgets, timelines and quality of deliverables.
- Analyze the effects of new legislation on planning programs, projects, and plans; assist with the review and development of proposed state and federal legislation in support of SANDAG habitat conservation, advanced biological mitigation, and shoreline preservation goals.
- Prepare written technical, analytical, and policy reports and present findings and recommendations to technical and policy committees, the SANDAG Board of Directors, member agencies, committees, community groups, private organizations, and members of the public.
- Participate in the California Habitat Conservation Planning Coalition and/or other similar groups to coordinate conservation efforts across California and secure federal and state funds for environmental programs.

- Coordinate a wide variety of interest groups involved in environmental issues concerning endangered species, habitat preservation, and open space; facilitate consensus among conflicting viewpoints.
- Supervise, mentor, train, and provide career development opportunities for professional staff with expertise in planning and program implementation.

Experience and Qualifications

Numerous factors contribute to an individual's ability to be successful in any given role. For this position, we are searching for a candidate with an aptitude for analytical thinking and problem solving who is responsible, organized, and demonstrates initiative. Excellent project management skills, oral and written communication skills, the ability to work collaboratively and build consensus with community groups, and the use of sound judgment are important.

The minimum education, training, and qualifications include a bachelor's degree with major course work in ecology/conservation biology, environmental planning, environmental science, geography, or a related field and five years of progressive career development in professional regional environmental planning, including some lead or supervisory experience. An advanced degree is desirable.

The following information describes the specific types of career experiences that are most relevant to this position.

- Demonstrated knowledge of the principles and practices of comprehensive regional planning, particularly in the areas of environmental planning, open-space resource management, and conservation biology; knowledge of regional transportation planning principles is desirable.
- Knowledge of federal and state laws, regulations, and requirements pertaining environmental planning; direct experience with the Endangered Species Act (ESA) and the California Endangered Species Act (CESA); the National Environmental Policy Act (NEPA) and the California Environmental Quality Act (CEQA); experience obtaining environmental clearances for major capital projects is desirable.
- Knowledge of techniques used in environmental impact assessments and biological conservation evaluations.
- Demonstrated experience preparing environmental assessments/environmental impact statements in support of projects; ability to negotiate agreements with federal, state, and local agencies regarding environmental compliance.
- Ability to interpret legislative and regulatory mandates and assess their impact on the environment.
- Experience leading studies and analyses related to environmental planning, evaluating alternatives, and preparing policy recommendations to decision makers.
- Demonstrated knowledge of the principles and practices of project management and administration; ability to plan, coordinate, and manage concurrent major projects to ensure they are completed on time, within budget, and at a consistently high level of quality.
- Successful project management experience including preparing budgets and schedules; RFPs, scopes of work, and contracts; experience evaluating proposals and selecting and managing consultants.
- Experience staffing committees and/or working groups; experience preparing agendas, reports, and meeting summaries.
- Experience supervising and evaluating the work of professional and technical personnel; experience providing administrative and professional leadership and direction for assigned programs.
- Ability to communicate effectively, both orally and in writing; ability to prepare and deliver public presentations and recommendations regarding various program elements to Boards, Working Groups, Policy Advisory Committees, community groups, and other audiences.
- Effective time management and organizational skills and the ability to prioritize multiple tasks in a fast-paced environment; ability to establish and maintain priorities and work independently.
- Demonstrated ability to establish and maintain effective working relationships with those contacted during work including representatives from local, state, and federal agencies, other government officials, community leaders, and the public; ability to gain cooperation and consensus through discussion and persuasion.
- Demonstrated computer software proficiency using various programs from the Microsoft Office Suite and other PC-based applications.
- The selected candidate can anticipate a driving record check upon hire, and approximately annually thereafter. The results of the check may determine whether the selected candidate will be permitted to drive for SANDAG business.



About SANDAG

SANDAG is one of the most recognized regional agencies in the nation with responsibilities that cover a broad range of complex, interrelated program areas connected by a quality of life theme. We are best known for our efforts related to transportation and this role continues to expand as we push beyond traditional boundaries to deliver a state-of-the-art transportation system for the region. In recent years, leadership in areas such as comprehensive land use and environmental planning, public safety, and modeling and data systems also have earned SANDAG much acclaim. With an employee group about 350 strong, we work for our Board of Directors - mayors, city council members, county supervisors, and other leaders representing the jurisdictions within the San Diego region and neighboring areas. They play the important role of making policy decisions that shape the future of the region. Our collaboration with stakeholders, partners, and the community, the precision of our data, the completeness of our reports and studies, and our sound recommendations are essential components of the regional decision-making process.

Salary and Benefits

SANDAG rewards the efforts of its employees with a comprehensive compensation package. Competitive salaries are supplemented with a flexible offering of health, financial security, and time-off benefits to meet the work and life needs of employees and their families.

The annual salary range for the Senior Environmental Planner position is \$67,580 to \$112,454 per year.

Our benefits include traditional health, dental, and vision insurance as well as employee assistance, wellness, and work/life balance programs. Retirement and financial security benefits are provided through a pension plan and deferred compensation program. To support the need to rest and rejuvenate, employees are provided with a bank of paid time off in addition to paid holidays.

How to Apply

We encourage all interested candidates to apply for this position by completing a SANDAG Employment Application. Resumes, cover letters, and work samples may be submitted in addition to the Employment Application but are not a substitute for this document.

The Employment Application can be downloaded in PDF format from the SANDAG website. Alternatively, a copy can be requested by calling (619) 699-1900 or emailing hr@sandag.org. Completed applications and related materials can be submitted via email, fax, regular mail, courier, or delivered by hand. See our *Careers / How to Apply* webpage for additional information.

Applications for the Senior Environmental Planner position will be accepted until 5 p.m. on Friday, June 30, 2017.

In compliance with the Americans with Disabilities Act (ADA), SANDAG will accommodate persons who require assistance in order to apply for a position at SANDAG. Applicants requiring an accommodation due to a disability during any stage of the recruitment and selection process, including requesting this document and related application materials in an alternative format, should make their needs known by contacting Human Resources at (619) 699-1900, (619) 699-1904 (TTY), fax (619) 699-6905, or hr@sandag.org.

Application Supplement

To help us further evaluate the skills and experience of individuals interested in this position, candidates are asked to respond to the Supplemental Questions below. The information can be up to 500 words and should be submitted with the Employment Application. This is considered a required component of the application; applications received without a response will be screened out of the selection process.

Supplemental Questions

1. The EMP takes a proactive approach to mitigating the impacts of transportation projects throughout the region, and often-times begins mitigation efforts prior to approval of the project. What challenges and opportunities do you see with this approach?
2. Provide an example of a complex negotiation you had with federal and state wildlife agencies, and/or stakeholders related to biological mitigation. Please describe your approach and the results of the negotiation.

Candidate Selection and Notification

All candidates will receive written confirmation that their application has been received. The hiring manager will begin reviewing and evaluating applications within a few days of the close date. Based on this evaluation, the best qualified candidates will be invited to continue in the selection process. All candidates will receive written notification as to the final outcome of their application.

Further Information

The SANDAG website contains a wealth of information about our various project and program areas. The Careers section of the site lists all of our current Job Openings as well as information on how to apply for positions and Frequently Asked Questions about our recruitment process.

In compliance with the Immigration Reform and Control Act of 1986, applicants hired by SANDAG must show acceptable proof of identity and evidence of authorization to work in the United States.