

CENTRAL VERMONT REGIONAL PLANNING COMMISSION

SENIOR PLANNER

Job Description

GENERAL DESCRIPTION

The Senior Planner position is multi-faceted, requiring advanced professional planning experience of high complexity and variety, and broad knowledge of municipal and regional comprehensive planning, federal and state planning law, and a variety of regulatory and non-regulatory implementation tools.

The Senior Planner works independently under the general direction of the Executive Director and, in consultation with the Executive Director, may oversee specific Commission programs. The Senior Planner is expected to work closely and effectively with other staff as part of a strong interdisciplinary planning team. The position requires significant contact, communication, and coordination with volunteer groups, municipal representatives, and regional and state organizations and agencies.

Work is required throughout the region and attendance at a substantial number of evening meetings and some weekend meetings is required. Limited field work may be required.

MAJOR AREAS OF WORK

Major areas of work will vary among Senior Planners. Major areas of work are assigned prior to the hiring/promotion process. Initial areas of work will be documented in an employment offer or employee promotion letter. Major area(s) of work will also be included as an attachment to the job description in an employee's personnel file.

The Commission may modify or add to major areas of work and/or may assign special projects or duties outside major areas based on its needs. Special projects and duties outside major areas of work typically would constitute no more than 25% of the Senior Planner's workload. The Commission may designate a Senior Planner to function as Acting Director in the absence of a Program Manager, but in no case shall an employee function in this capacity without written documentation in the employee's personnel file.

CHARACTERISTIC DUTIES

- Perform advanced professional work related to a variety of planning assignments.
- Manage complex planning studies, review development applications, and review consultant proposals and deliverables.
- Develop and review complex long-range plans, studies, analysis, and policies.
- Develop project budgets, administer bidding process, verify contract expenditures and compliance.
- Conduct research and prepare statistical reports on land use, physical, social and economic issues.
- Provide professional planning assistance to member communities on varied planning projects.
- Work in regional-level program areas relating to major area(s) of work.

- Schedule and conduct meetings with advisory groups, local boards, and elected officials.
- Present reports and other findings to municipal boards and officials and State and Federal agencies. Serve as liaison to project and program committees.
- Write funding applications.
- Work on statewide project teams with staff from other Regional Planning Commissions, when designated.
- Supervise more junior planners within the organization.
- Pursue professional development opportunities.

TYPICAL KNOWLEDGE

- Advanced knowledge of the philosophies, principles, practices and techniques of planning.
- Well-developed knowledge of one or more areas of specialization, including but not limited to the Commission's Major Areas of Work.
- Knowledge and experience in construction processes.
- Knowledge of principles, methodology, practices of research and data collection.
- Knowledge of effective writing techniques.
- Knowledge of computer hardware and software programs, which may include Microsoft Office, Internet applications, and GIS.
- Knowledge of spatial structure or physical design and the way in which cities and rural areas work.
- Extensive knowledge of plan-making and project evaluation.
- Well-developed understanding of local, state, and federal government programs and processes, including regulations that guide those programs.
- Well-developed understanding of the social and environmental impact of planning decisions on communities.
- Sufficient understanding of the legal foundation for land use regulation to review and comment on proposed legislation and state and federal policy.
- Understanding of the interaction among the economy, transportation, health and human services, and land-use regulation.

TYPICAL SKILLS

- Excellent oral and written communication skills for preparing and presenting planning reports and projects.
- Excellent interpersonal skills for facilitating relationships with elected/appointed officials or other decision-makers.
- Mastery of techniques for involving a wide range of people in making decisions.
- Group facilitation skills for use with community workshops, including the ability to function as a mediator or facilitator when community interests substantially conflict.
- Creative problem-solving skills to gather relevant information to solve less well-defined planning problems.
- Ability to analyze demographic information to discern trends in population, employment, and health, and to frame policies to influence those trends.
- Ability to work with the public and articulate planning issues to a wide variety of audiences.

- Ability to envision alternatives to the physical and social environments in which we live and develop projects and policies to achieve those alternatives as appropriate.
- Demonstrated ability to work on several projects or issues simultaneously.
- Demonstrated ability to manage projects effectively and meet firm deadlines.
- Experience in providing effective supervision and staff management to achieve team goals.

MINIMUM QUALIFICATIONS

- Degree in planning or closely related field and seven years of professional experience in planning or related field.
- AICP or similar professional certification preferred. CFM, GISP or other program-specific certification is preferred.
- Supervisory experience is preferred.
- The employee must be flexible in their scheduling and have their own means of transportation.
- Must be a U.S. citizen or otherwise lawfully authorized to work in the United States.

Adopted: 5/2/16

CENTRAL VERMONT REGIONAL PLANNING COMMISSION
MAJOR AREAS OF WORK
Natural Resources

- Draft and update local and regional natural resource plans, gather local and regional data, assist municipalities to draft and implement natural resource conscious land use regulations and policies, and design and implement projects and programs to protect, conserve, and use natural resources.
- Provide assistance to municipalities and engage with stakeholders to enhance and protect critical forest blocks, wildlife habitat and habitat connectors, agricultural lands, and water and mineral resources; to address invasive species impacts; and to foster robust forest and agricultural products and mineral resources economies.
- Assist member municipalities with meeting the requirements of Act 64, the Lake Champlain Total Maximum Daily Load Plan, and state and federal water quality rules, procedures and law.
- Engage municipalities in design and implementation of Green Stormwater practices and in adopting Green Infrastructure policies and practices.
- Develop strategies and tools for regions and municipalities to maintain and enhance environmental health.
- Work with local and regional partners to develop and implement projects to support natural resources and community health.
- Design and deliver educational and outreach programs and engage stakeholders in regional conversations about state and local natural resource initiative, natural resource goals, and actions that can be taken to address them.
- Work with the Office Manager, Accountant, and Executive Director on administration and management of the Clean Water Service Provider program.
- Prepare and administer project proposals, grant applications, work plans, budgets, and contracts.
- Solicit, supervise, and manage consultants and subcontractors.
- Prepare and present comprehensive reports.
- Manage projects by developing and monitoring budgets, planning activities, preparing requests for qualifications and proposals, reviewing contracts, managing vendors, ensuring robust communication, completing reporting, and participating in the invoicing process.
- Assist municipalities and the region to measure and track metrics for success.
- Monitor federal, state and/or local regulations and guidance and recommend actions to achieve compliance with climate and energy policies and practices.
- Serve on committees of statewide or regional focus to represent the interests of the CVRPC and the region.
- Prepare and administer project proposals, grant applications, work plans, budgets, and contracts.
- Prepare and present comprehensive reports.

Adopted: 11/01/21

CENTRAL VERMONT REGIONAL PLANNING COMMISSION
MAJOR AREAS OF WORK
Cross-Discipline Duties

Public and Community Engagement

- Serve as staff support and a technical resource for standing and advisory committees established by CVRPC and for various modal or project based committees, including conducting orientation meetings with new committee members.
- Develop draft correspondence, reports, presentations, publications, newsletter, press releases, and digital media articles.
- Prepare contact lists, surveys, databases, and mailings, and coordinate printing and distribution as necessary.
- Establish and maintain effective working relationships with government officials at all levels, private groups, the press, and the public.
- Attend meetings with local and regional officials, boards, and committees as needed.
- Work with, and be responsive to, local officials and the public on matters of local and regional planning.
- Respond to requests for information and data.
- Serve on committees of statewide or regional focus to represent CVRPC's interests.
- Represent the region on regional and state projects during their development.
- Conduct informational meetings and public hearings.
- Prepare and implement public engagement plans for Major Area of Work.

Training and Education

- Organize and/or conduct trainings, conferences, and educational workshops for local officials, regional commissioners, and/or the general public.
- Develop handbooks, templates, and model documents for use by local boards and officials.
- Maintain and update CVRPC's digital and hard copy files, federal and state data, and library resource materials.
- Monitor relevant legislation and inform the Executive Director and other staff of legislation development and potential impacts.

Municipal Technical Assistance

As they relate to Major Areas of Work, provide technical assistance to member municipalities in areas including, but not limited to:

- comprehensive plan and bylaw development and adoption;
- local bylaw administration and project reviews;
- municipal ordinances and policies;
- growth management;
- project development including use of non-regulatory tools to achieve Major Area of Work and community development goals;
- grant writing, project development, and grant administration;

- special studies; and
- proper procedures and compliance with state and federal law.

Regional Planning

- Participate in, assist with, and/or serve as project coordinator/manager for special projects and regional planning efforts as assigned, including but not limited to: data collection, analysis, and report/draft preparation associated with regional plan development and updates, other Commission work areas, and special studies.
- Participate in state planning efforts. Review state agency plans, policies and programs for conformance with regional planning efforts. Prepare draft responses to public and agency correspondence for review by the Executive Director.
- Coordinate local and regional planning activities with state and federal agencies.
- Provide primary technical planning support to other Commission staff, CVRPC and its standing and advisory committees, and other groups as assigned.
- Undertake professional technical analysis, prepare written reports, and/or make public presentations as needed.
- Identify municipal and regional needs, develop projects and funding applications to meet those needs, and manage implementation projects.
- Develop project budgets, administer bidding process, and verify contract expenditures and compliance as needed.
- Work with the Finance/Office Manager and Executive Director on administration and management of relevant planning program, including, but not limited to:
 - preparing and administering project proposals, funding applications, work plans, budgets, and contracts; and
 - soliciting, managing, and supervising contractors.
- Carry out the Local Liaison Role as outlined in the DEMHS/RPC Memorandum of Understanding when requested by CVRPC's emergency management staff.

Adopted: 5/2/16