

Urban Planning Senior Associate Position

Project Manager, Land Use and Housing Policy Specialist



www.Cascadia-Partners.com

The Position: Cascadia Partners seeks a Senior Associate team member who is a detail-oriented professional with relevant experience in urban planning or design, land use and housing policy, and real estate development. We seek a team leader who is excited about working in a fast-paced, diverse work environment, and making a positive impact on the communities we work in.

Our Work: Cascadia Partners is a multidisciplinary firm headquartered in Portland, OR, with staff that work in-person, hybrid, or remotely. We work on 30-40 projects across the country annually, ranging from large-scale master plans, mission-driven public-private developments, housing policy and zoning analysis, scenario planning, and community engagement. We focus on actionable plans that get built and solutions rooted in equitable community engagement.

Our Values: We value diversity, equity, and inclusion on our team and in our work. We value intellectual curiosity and lifelong learning and offer professional development stipends and frequent internal skill building courses. We value a healthy life-work balance and offer every other Friday off and 4-weeks starting paid vacation.

Position Details: Under the guidance of a Principal-in-Charge, Senior Associates are responsible for implementing and managing project work, including delegation to Associates. This role will be a thought leader in the firm on housing, sustainability, zoning, and land use policy and planning. They will manage projects that could include zoning code audits and updates centered on housing or climate goals, code rewrites and citywide zoning reform projects, subarea or corridor plans that include code updates, housing action plans, and affordable housing incentives.

Required Qualifications

- Minimum of 2 years experience in planning, real estate development, or public policy.
- Master's Degree in Urban Planning, Real Estate Development, Public Policy, Economics, or related fields.
- Critical thinker who can analyze a policy or regulation from multiple perspectives, including legal compliance, economic feasibility, housing affordability, urban design, and sustainability.
- Strong writer who can break down complex issues clearly and concisely and synthesize complex information.
- Effective public speaker with passion for hands-on public and stakeholder engagement.

Desirable Qualifications

- Project management experience, such as managing the production of deliverables, coordinating the work of internal and/or external teams, communicating with clients, and managing project schedules.
- Experiencing reviewing, drafting, and/or administering land use regulations.
- Familiarity with Oregon's land use planning system or other statewide long-range planning systems.
- Interest in land use and housing policy and how detailed regulations impact systemic issues and inequities.
- Visual storyteller with ability to direct the creation of compelling, public-friendly graphics and documents.

The Ideal Candidate

- Enjoys consulting work and appreciates the variety and flexibility that comes with consulting on complex projects in different communities and contexts.
- Demonstrates leadership in working with respect, dignity, and empathy in diverse, multicultural settings.
- Centers relationship-building and collaboration in their work, seeking to engage authentically with their teams, clients, and stakeholders and understand their interests, values, and backgrounds.
- Demonstrates willingness both to receive and give growth-minded feedback and to receive and respond to coaching from Black, Indigenous, and People of Color (BIPOC) leaders.
- Is excited to engage in Justice, Equity, Diversity, and Inclusion (JEDI) work

Work Location

- Preference for candidates based in Oregon or southwest Washington but remote arrangements are possible.
- If based in the Portland metro area, in-office time required 2 days per week at our office in the Pearl District.
- Travel to client locations required (once every 1-3 months)

Compensation and Benefits

- \$85,000-90,000 base salary + profit sharing bonus, based on experience.
- Gold health insurance, dental, 401k match, professional development stipend
- Every other Friday off year-round (36-hour average work week)
- Generous paid time off, including 4 weeks starting paid vacation (8 weeks max), up to 15 paid holidays, and paid parental leave (dependent on state of residence)

How to Apply

Application materials can be submitted to Info@Cascadia-Partners.com by **Friday, May 17, 2024**. Application materials should consist of the following:

- Introductory email or cover letter stating the reason for your interest in the positions
- Resume summarizing work and educational history
- One work sample such as a presentation, memorandum, or report that showcases your experience with land use or housing policy

We are stronger because of our diverse team. Women, LGBTQ+ and people of color are encouraged to apply.