

Toole Design Group in Oakland, CA is looking to hire an experienced and talented full-time **Senior Planner to lead Safe Routes to School and Active Transportation Plans**. At Toole Design, we recognize that children and youth are active users of our transportation system, and addressing their needs is a critical step towards creating a safer system for all road users. Youth travel safety is at the core of our 20+ year Safe Routes to School practice and carries into our other active and multimodal transportation projects.

Are you passionate about roadway safety, active transportation, and youth engagement? Do you want to help communities create places and systems that benefit people of all ages, abilities, and backgrounds? If so, please consider joining our Oakland team.

This Senior Planner position earns a competitive salary and great benefits, including medical, dental, vision, life insurance, disability, a health savings account (HSA), a flexible spending account (FSA), and all staff start with at least 24 days PTO. We practice what we preach and ensure that our employees also have access to transportation by providing them with financial incentives to bike, walk, or use transit for a better quality of life.

### **About Toole Design**

Toole Design is the leading engineering, planning, and landscape architecture firm specializing in multimodal transportation and Safe Routes to School. Our plans focus on projects that are feasible and implementable in the near term to improve conditions for people of all ages and abilities who bike, walk, or roll. Since our start in 2003 as a single office in Maryland, we have expanded throughout the United States, and our offices in Oakland and Los Angeles work together to serve all of California.

Our talented team of planners, landscape architects, urban designers, and engineers are committed to delivering quality work that meets the needs of all people, regardless of age, ability, race, or gender. We help clients find people-first solutions that prioritize safety and active transportation at all different scales: national, state, regional, local, corridor, and intersections and crossings. Underpinning our work is our unwavering commitment to human-centered planning and design and streets and places that exemplify equity, ethics, and empathy. As an *Engineering News-Record* top 500 design firm, we have also been named a "best firm to work for" and have one of the lowest staff turnover rates in the industry.

### **A Day in the Life of a Senior Planner**

As a Senior Planner focusing on Safe Routes to School and Active Transportation Plans, you will develop relationships with clients, mentor others, and lead exciting, fun, and challenging projects throughout California (while also supporting projects across our North American offices). You will lead teams from a variety of disciplines on complex and impactful work, pursue and win work, and reinforce our firm's reputation as trusted experts and advisors. You will engage with and integrate input from a broad range of stakeholders to create impactful plans that build momentum towards positive change in communities. And you will work with community-based organizations (CBOs), school districts, cities, and counties to assess the safety needs around schools and craft policy, program, and infrastructure recommendations to improve youth safety.

**We are targeting a salary range of \$110,000-135,000 for this position.** *Candidates with exceptional qualifications or years of experience may fall into a different salary range.*

### **Qualifications of a Senior Planner**

- Project management experience, including client management, subconsultant management, scope/budget development and management, and delegating/overseeing multiple parallel tracks of work
- 8+ years of experience working on active transportation and Safe Routes to Schools projects, preferably in California
- A bachelor's or master's degree in planning or a related field, or additional work experience
- Experience planning and conducting public outreach and engagement
- A proven track record delivering high-quality projects on-time and on-budget
- Experience leading projects that involve coordinating collaborative work between staff teams, consultant partners, and public sector or nonprofit partners
- The motivation to win work, including forming and managing client relationships, identifying potential opportunities, and developing proposals and interview materials
- Fluency or a working knowledge of the Spanish language a plus
- Exceptional organizational and communications skills

### **Work Schedule for a Senior Planner**

This full-time position typically works a flexible schedule of 40 hours a week. We also provide employees with the flexibility and necessary equipment to work from home up to two days per week. The Oakland office of Toole Design is conveniently located in Uptown Oakland, just blocks from Lake Merritt and the 19th Street BART Stations. The office is easily accessed on foot, by bicycle, and via transit.

## Ready to Join our Oakland Team?

We understand your time is valuable, so we have a quick and easy application process. If you feel that you are right for this **Senior Planner** position, please visit our [career page](#) to apply.

At Toole Design, we have a collaborative culture where people of all backgrounds come together to share ideas and build better, more inclusive communities. We encourage everyone, including those from underrepresented communities - women, people of color, LGBTQIA+, immigrants, first-generation college students/graduates, those with disabilities and people at all the intersections in between - to apply. Even if you don't think your current skill set checks every box below, but this role seems to align with your strengths, we want to hear from you.

We're proud that about half of our managers are women and are committed to achieving diversity in our leadership to better represent the communities where we work, as well. Toole Design is a woman-owned business and an equal opportunity employer (EO/AA/VEV/Disabled employer).

Individuals may request accommodations or assistance with the application process by contacting 301-927-1900 and asking for Human Resources or emailing [HR@tooledesign.com](mailto:HR@tooledesign.com).

For more information about Toole Design, visit our [website](#) and follow us on [LinkedIn](#), [Instagram](#), or [Facebook](#).