



JOB ANNOUNCEMENT

COASTAL PROGRAM MANAGER TRANSPORTATION MANAGER FOR NORTHERN CALIFORNIA STATEWIDE TRANSPORTATION PROGRAM FULL-TIME, 12-MONTH LIMITED TERM POSITION (WITH THE POSSIBILITY OF EXTENSION OR BECOMING PERMANENT) San Francisco or Santa Cruz

The California Coastal Commission (Commission) is offering an exciting opportunity to lead the coastal zone planning and regulation of transportation projects and activities through interagency efforts with the Department of Transportation (Caltrans), local transportation agencies, other resource agencies and our Local Coastal Program (LCP) partners. Under the direction of the Supervising Environmental Planner, the primary responsibilities of this position are to manage the Commission's Transportation Program in southern California, lead coordination on critical infrastructure with the Commission's Statewide Planning Unit and facilitate early and continuous coordination between the Commission and Caltrans on issues related to transportation project planning, design and construction that involve the Commission's State and federal consistency authorities, including activities within certified LCPs. The position also involves coordinating on programmatic efforts aimed at promoting coastal resilience, enhancing multi-modal public access and improving environmental and transportation outcomes. The Transportation Program Manager will lead Commission staff work teams to support timely reviews of Caltrans proposals, perform some of the more complex project analysis, oversee coastal development permit (CDP) review and report writing activities associated with the Commission's planning and regulatory responsibilities, explore opportunities for better integrating transportation and land use decisions in the coastal zone, and assist in meeting commitments under interagency agreements with Caltrans.

The work includes: supervising Northern California Transportation Program staff; participating in interagency work groups and Caltrans' project development team meetings; developing policy and coordinating programmatic efforts for addressing sea level rise and building coastal resilience in transportation infrastructure; evaluating corridor and regional transportation plans and proposals; reviewing coastal resource impact analyses and environmental review (NEPA/CEQA) documents; conducting research into current efforts in California related to smart growth and mobility, GHG emission reductions, sustainable communities and multi-modal transportation systems; attending stakeholder and other related public meetings; and assessing specific and advance mitigation proposals related to transportation projects. It will also involve supporting the Commission's Northern California District Offices in the tracking and processing of Caltrans' transportation and public access proposals requiring coastal program reviews, including Local Coastal Program (LCP) amendments, public works plans, federal consistency submittals and coastal development permit applications.

The Commission values diversity at all levels of the organization and is committed to fostering an environment in which employees from a variety of backgrounds, cultures, and personal experiences are welcomed and can thrive. We believe the diversity of our employees and their unique ideas inspire innovative solutions to further our mission of protecting and enhancing California's coast and ocean for present and future generations.

DUTIES will include but will not be limited to:

- Lead implementation of the Commission's and Caltrans Plan for Improved Agency Partnering;
- Oversee the analysis of environmental documents, transportation plans, technical reports, coastal permit applications, appeals, federal consistency submittals, and Local Coastal Program (LCP) amendments, etc. involving transportation projects and help prepare, review and approve memos, workshop materials, issue summaries, staff reports on coastal development permits or related materials for action by the Coastal Commission;
- Supervise the Transportation Program's Northern California staff;
- Provide coordination with the Program's Southern California staff and promote general statewide policy application consistency within the Transportation Program relative to coastal resiliency for transportation networks;
- Help lead programmatic interagency efforts, particularly those that support coastal resilient adaptation to sea level rise;
- Plan, organize and prepare advance materials, in coordination with Caltrans and Commission staff, for regular coordination meetings in Northern California (at least semi-annually for the Commission's San Francisco and Santa Cruz District Offices) and ensure follow up on identified action items;
- Participate in Caltrans project scoping/development meetings and field reviews to identify coastal issues related to such plans and projects;
- Review and/or assist in the development of project alternatives and project-related mitigation and monitoring measures;
- Assist in the development of policies to address sea level rise in transportation planning throughout the State, and coordinate sea level rise planning and adaptation efforts related to transportation with Caltrans, other transportation agencies and local governments;
- Assist in the preparation and review of any technical information needed to resolve Coastal Act issues that may be raised by transportation plans or projects under consideration;
- Assist with and oversee the review of Transportation Concept Reports and Regional Transportations Plans for consistency with the Coastal Act, applicable certified LCPs and provisions for the California Coastal Trail;
- Assist in the development of training programs for Caltrans and Commission staff; and
- Prepare work products and reports to meet obligations under existing interagency agreements with Caltrans.

DESIRED SKILLS & ABILITIES:

- Knowledge of land use planning and regulatory techniques and/or specialized technical capabilities in the areas of: law and policy; biology; coastal wetlands; geology; coastal engineering; transportation planning; climate resilience; as well as mass transit, smart growth and/or public access design principals;
- Familiarity with the functions and relationships of federal, state, regional, county, and city governments and special districts;
- Experience with staff supervision;
- General familiarity with transportation planning and resource management concepts and procedures;
- Ability to analyze information, creatively explore alternative approaches, and develop defensible policy positions;
- Excellent communication skills and the ability to work well with others and to write accurate, complete, and concise staff reports and correspondence;
- Experience with environmental justice and/or tribal consultation;
- Ability to work independently or in a team setting;

- Ability to read and interpret project plans, grading plans, and maps; and
- Advanced degree in environmental, regional or transportation planning or related field.

ELIGIBILITY: Individuals on the Coastal Program Manager list are eligible to apply. Current or former State employees with transfer or reinstatement rights at the Coastal Program Manager level are also eligible to apply. (Please note that in order to be eligible to transfer/reinstate, applicants **must** meet the minimum qualifications of the Coastal Program Manager classification) All applicants must clearly indicate the basis of their eligibility, including SROA, surplus, transfer, re-employment status, or list eligibility in the Examination or Job Title section on the CA State Application (std678).

EXAMINATION: Coastal Program Manager

- Exam Bulletin:
https://documents.coastal.ca.gov/assets/jobs/CPM_Interim%20Bulletin_January%202021.pdf

To apply for the Coastal Program Manager (CPM) examination, please submit a CA State Application (std678) to the Commission's Human Resources Office. Resumes, references and writing samples are not required to apply for the CPA III or CPM examination. You may email your exam application to HumanResources@coastal.ca.gov or fax it to (415) 904-5482 or mail it to the address below. You can find the CA State Application (std678) at www.jobs.ca.gov.

The CPM examination takes the form of a qualifications appraisal interview. Once on the CPM eligible list, an applicant may submit a full application packet (CA State Application, resume, references, writing sample) and apply for CPM positions in different locations at the California Coastal Commission or the BCDC. Job packages may be sent via the Cal Careers website (www.jobs.ca.gov) or directly to the California Coastal Commission's Human Resources Office at the address below.

The joint CPA III/CPM examination may soon be given via Zoom (<https://zoom.us/>). Applicants for the CPA III and/or CPM examination will be scheduled to take the exam in the order in which their examination applications are received by the California Coastal Commission's Human Resources Office.

SALARY: Coastal Program Manager \$6,722 - \$8,352 per month

Effective July 1, 2020 through June 30, 2022, State employees are subject to a 9.23% salary reduction in exchange for 16 hours of the Personal Leave Program 2020 (PLP 2020) per month.

BENEFITS: CA State Civil Service Employee Benefits Summary
<https://www.calhr.ca.gov/Pages/California-State-Civil-Service-Employee-Benefits-Summary.aspx>

CONTACTS: For more information about this position: Tami Grove, Statewide Transportation Manager, at (831) 427-4863 or Tami.Grove@coastal.ca.gov.

For more information about the application and/or hiring process: Human Resources Office at (415) 904-5430 or toll free 866-831-2540 or HumanResources@coastal.ca.gov.

Please note that public counter hours for all Commission offices are currently suspended in light of the coronavirus. However, in order to provide the public with continuity of service while protecting both you and our employees, the Commission remains open for business, and you can contact staff by phone, email, and regular mail (see staff contact information

at www.coastal.ca.gov). In addition, more information on the Commission's response to COVID-19 can be found on our website at www.coastal.ca.gov. Thank you for your patience and understanding as we all work through this public health crisis.

FILING: The position will be open until filled. Applications will be screened and only those most qualified will be interviewed. No relocation expenses will be reimbursed. Submit a current resume, a CA State Application (std678) (available at www.jobs.ca.gov), a minimum of three references, and a brief writing sample (5 pages or less) to:

Human Resources Office
California Coastal Commission
455 Market Street, Suite 200, Room 228
San Francisco, CA 94105-2421
(415) 904-5430 / toll free: 1-866-831-2540
HumanResources@coastal.ca.gov

For more information about the California Coastal Commission and what we do and to obtain a CA State Application (std678), visit our website at: www.coastal.ca.gov. If you have questions you may e-mail us at HumanResources@coastal.ca.gov or call the above numbers.

The State of California is an equal opportunity employer to all, regardless of age, ancestry, color, disability (mental and physical), exercising the right to family care and medical leave, gender, gender expression, gender identity, genetic information, marital status, medical condition, military or veteran status, national origin, political affiliation, race, religious creed, sex (includes pregnancy, childbirth, breastfeeding and related medical conditions), and sexual orientation.

It is an objective of the State of California to achieve a drug-free workplace. Any applicant for state employment will be expected to behave in accordance with this objective because the use of illegal drugs is inconsistent with the law of the State, the rules governing Civil Service, and the special trust placed in public servants.

Assistance for the Hearing Impaired can be accessed by dialing 711