

San Francisco Bay Conservation and Development Commission

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JOB ANNOUNCEMENT TO HELP PROTECT SAN FRANCISCO BAY

Shoreline Development Analyst

Coastal Program Analyst I or II

Full-Time, 24-Month Limited-Term Position with Possibility of Permanent Employment

September 20, 2018

About Us

The award-winning San Francisco Bay Conservation and Development Commission (BCDC) is a small state agency located in San Francisco's Civic Center. BCDC has planning and regulatory responsibility over development located in and around San Francisco Bay, one of the most urbanized estuaries in North America. BCDC is offering an exciting opportunity to participate in shaping the development of the Bay's shoreline, with particular focus on providing world-class public spaces and opportunities for people to enjoy and experience San Francisco Bay.

Who We Want

You'll be responsible for reviewing proposals for development projects along the Bay shoreline. We are looking for a person who enjoys working across the table from accomplished builders, designers, engineers and environmentalists. You must be solution-oriented, flexible, self-driven and have the ability to change course, think big and start small, and thrive in a forward-thinking environment. The ability to interact well and fit into a small, highly motivated, multi-disciplinary team that is working in a rapidly changing regulatory environment is essential. So is an appreciation for BCDC's mandate to balance conservation and development of the Bay's diverse resources.

BCDC's Shoreline Development Analyst has a rare opportunity to take ownership in the evaluation and analysis of shoreline development projects, so knowledge about California land use and environmental planning principles is highly advantageous. This role requires superior project management skills and close communication with permit applicants, consultants, project stakeholders, other government agencies and, of course, BCDC's regulatory and planning teams. You should be an effective and analytical problem solver with excellent writing and public speaking skills and the capacity to become a strong negotiator.

What You'll Do

BCDC's Shoreline Development Analyst will analyze and provide recommendations to the Executive Director and the 27- member Commission on proposals involving a wide range of development types, including:

- mixed-use residential and commercial developments
- shoreline parks and open spaces
- San Francisco Bay Trail extensions and improvements
- commercial recreation facilities, including marinas
- marine industrial facilities
- transportation facilities
- seaport and airport development
- restoration and resource protection efforts



Through every project, you will explore opportunities to expand public access to the Bay shoreline and encourage development of new shoreline public access facilities. You will also look at the resiliency of proposed shoreline development to future flooding from sea level rise, and help permit applicants ensure that their project can adapt to rising tides.

Essential job duties include:

- Research and analysis of complex development proposals and guiding permit applicants and stakeholders on project issues in relation to BCDC's laws, policies, and regulations.
- Write correspondence and reports on proposed projects—including those proposed by the federal government, private and public sectors, and nongovernment organizations—and policy and regulatory issues.
- Negotiate with project proponents and stakeholders.
- Lead and participate in meetings, planning and policy discussions, site visits, and workshops.
- Review and comment upon local, state, and federal planning and regulatory documents, and environmental impact reports.
- Respond to inquiries on general BCDC matters, assist with report mailings and filing, and other related duties.

Term, Salary, and Benefits

BCDC's Shoreline Development Analyst is a full-time, 24-month, limited-term position with a possibility of becoming permanent. Coastal Program Analyst I salary range: \$3,512 to \$5,439/month; Coastal Program Analyst II salary range: \$5,223 to \$6,542/month. Benefits include paid vacation/sick leave or annual leave; public transit subsidy; 11 paid holidays each calendar year; health, dental, and vision benefits; and deferred compensation and retirement programs.

Eligibility

Candidates must be eligible for appointment to the California civil service classification of Coastal Program Analyst (CPA) I/II. Current State employees or former State employees with transfer or reinstatement rights at the CPA I/II level may apply. To be eligible for transfer or reinstatement, applicants must meet the minimum qualifications of the CPAI/II classifications. Appointment is subject to the State Restriction of Appointment (SROA) provisions. Applicants must clearly indicate the basis of their eligibility, including SROA, surplus, transfer, reinstatement status, or list eligibility in the Examination or Job Title section on the State Application Form #678. If you are not a current or past State employee or have not successfully participated in an appropriate civil service examination, you cannot be considered for this position. For more information on the State hiring process, please visit the CalHR website at www.jobs.ca.gov.

To Apply

The job opening is at the San Francisco Bay Conservation and Development Commission; however, the California Coastal Commission handles BCDC's personnel work. Therefore, to apply, please submit a current resume, State Application STD 678 (available at www.jobs.ca.gov), and brief writing sample (5 pages or less) to:

Human Resources Office
California Coastal Commission
45 Fremont Street, Suite 1930
San Francisco, California 94105-2219
(415) 904-5430 or toll free (866) 831-2540
HumanResources@coastal.ca.gov

The position will be open until filled. Applications will be screened and only the most qualified candidates will be interviewed. No relocation expenses will be offered.

For more information, see BCDC's website at www.bcdc.ca.gov or contact Ethan Lavine (Chief of Bay Resources and Permits) at 415-352-3618 or ethan.lavine@bcdc.ca.gov.

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.

Before you can apply for the Shoreline Development Analyst position...

Every California state job requires you to take and pass a civil service examination. To apply for the Shoreline Development Analyst position, you must first pass the exam for the Coastal Program Analyst I or II job classification.

Click here for instructions on how to apply:

- Coastal Program Analyst I: <http://www.bcdc.ca.gov/employment/ExamCPAI.pdf>
- Coastal Program Analyst II: <http://www.bcdc.ca.gov/employment/ExamCPAII.pdf>

If you meet the entrance requirements and wish to compete in both exams, you can apply to take both using the same application form. The application form is available here: <https://jobs.ca.gov/pdf/std678.pdf>

You must submit an application to participate in the exam no later than November 7, 2018.

Upcoming exams are scheduled for the week of November 26, 2018 – November 29, 2018 in San Francisco and Long Beach. Once you pass the exam, you must apply separately for the Shoreline Development Analyst position. Please follow the instructions on the Job Announcement to apply.

Need help with the exam and application process? We can walk you through it! Contact Ethan Lavine, BCDC Chief of Bay Resources and Permits, at 415-352-3618 or ethan.lavine@bcdca.gov.