



Job title: Senior Planner, Policy Development & Decision Analysis
Job ID: 20230710
Location: Greater Vancouver
Full/Part Time: Full-Time
Regular/Temporary: Regular and Temporary

Marketing Statement

A career at TransLink and our family of companies means working with people with a wide range of skills and perspectives, all teaming up towards a common goal: preserving and enhancing the region's world-envied quality of life. Together, we connect the region and enhance its livability by providing a sustainable transit and transportation network, embraced by our communities and people.

At TransLink we are dedicated to building a workforce that reflects the diversity of the communities in which we live. We're committed to fostering an inclusive, equitable and accessible workplace, recognizing the unique value and skills every individual brings.

Looking for a great place to work where your contributions are valued, and you can make a difference in a vibrant city? At TransLink, one of BC's Top Employers, you'll help make Metro Vancouver a better place to live, built on transportation excellence. Put your future in motion!

Responsibilities

PRIMARY PURPOSE

In pursuit of making the region a better place to live for everyone, built on transportation excellence, this role provides advanced transportation planning expertise, leadership and project management to programs/projects of moderate to high impact, risk, and complexity, that can be highly visible and sensitive in nature.

KEY ACCOUNTABILITIES

To advance Enterprise and regional goals, provides advanced transportation planning expertise, leadership and project management to lead the development of transportation planning policies, plans and strategies, ensuring compliance with Enterprise standards, policies and procedures, and legislative requirements for work of moderate to high impact, risk and complexity.

In support of evidence-based decision-making, identifies analytical research needs, conducts research and analysis and oversees the development of advanced methods, techniques, and



models to ensure successful delivery and execution of work that is of moderate to high impact, risk and complexity.

Contributes as a member of a program/project team to manage projects of moderate to high impact, risk, and complexity in designing and developing project scope, schedules, and work plans; defining and prioritizing deliverables; preparing and monitoring project budgets, ensuring compliance with department standards, policies and procedures, and the alignment to program, Enterprise, and regional goals, identifying and recommending/taking action on planning and project risks and opportunities, based on analysis of transport data, trends, and issues. Alerts management to critical issues and risks. Identifies and resolves project issues such as those related to scheduling, resourcing, cost-overruns, conflicting agendas and technical issues.

Seeks to understand the lived experience and transportation needs of people and businesses in Metro Vancouver, and especially of disadvantaged and marginalized groups. Identifies opportunities and recommends for action to integrate this understanding in plans/projects.

Collaborate with and provides advanced technical expertise and stewardship to leaders and professionals across the organization with a view to optimizing planning services and project outcomes.

Presents to and facilitates interactive discussions with Executives, elected and appointed officials, including the Board and Mayors' Council.

Nurtures collaborative relationships with internal colleagues and external stakeholders including advisory committees, staff at other government and public agencies, and other organizations and interest groups, to understand needs, maintain open communication and proactively resolve issues of moderate to high impact, risk and complexity. These issues can be highly visible, and often with no previous precedent or set parameters.

In support of advancing Enterprise and regional goals in open, inclusive and collaborative ways, collaborates with internal stakeholders to design and lead public, stakeholder, and partner consultation processes; represents TransLink to external audiences on issues of lower to moderate to high impact, risk and complexity, including presentations to the public; oversees the development of feedback report from the public consultation.

Oversees the work of contractors and consultants; provides work direction and monitors contract compliance to ensure service standards, budgets and project deliverables are adhered to. Recommends remedial actions to address non-compliance practices.



Manages reporting staff, including selection, development, performance management and other people practices.

Qualifications

EDUCATION AND EXPERIENCE:

Typically requires a Master's degree (in Planning, Engineering, Public Policy or a related discipline), plus six (6) years of related experience with progressively increasing levels of responsibility.

OTHER REQUIREMENTS:

Advanced knowledge of the principles, theories, concepts and practices of transportation planning.

Advanced knowledge of plans, products, roles and responsibilities of government agencies, NGOs and relevant associations.

Sound understanding of the regional transportation authority, transportation and land use planning, social planning, related engineering process, modelling, finance mapping, legal and statutory processes, political structures and governance.

Solid leadership skills with the ability to communicate and provide a advanced level of technical guidance and expertise to other transportation planning professionals and to lead projects.

Strong oral and written communication skills to develop and deliver reports and presentations and to facilitate meetings.

Excellent critical thinking, analytical, problem-solving and conflict resolution skills to identify and assess impact of transportation planning and project-related risks and opportunities in an integrated, multi-disciplinary, highly sensitive environment.

Strong Interpersonal skills to build trust by consulting with internal and external contacts and



applying a team approach and negotiation skills to make refinements to contracts and to conflict resolution at a basic level of risk and complexity.

Solid decision-making skills to make recommendations/resolve transportation planning and project-related issues, and conflict resolution skills to mitigate and minimize project risks and issues.

Other Information

We have two Senior Planner positions available within our Policy Development and Decision Analysis team - one is full-time regular and the other is for a temporary (10-month) basis.

The two positions will have different emphases – applicants should highlight if they have background and experience with coincide with one or both of these:

- **Regional Transportation Planning** - Portfolio will focus on regional policy development in support of implementing Transport 2050, the Regional Transportation Strategy (RTS). These may include policy files related to parking, commute trip reduction, goods movement, and new mobility. Work over the next few years will also lean heavily into topic areas such as equity, resilience, reconciliation, and affordability, so content expertise in these areas is an asset. Familiarity with multi-agency stakeholder collaboration is required. The successful candidate for this position should have experience with public policy development and structure decision-making processes.
- **Structured Decision Support** - Projects will focus on leading and supporting other business units in facilitating and applying Structured Decision Support (or equivalent) tools and techniques to decision processes. The position includes providing advisory and analytical services to support decision-making and analysis of risk and uncertainty in evaluations. Work also includes supporting other business units in developing and reviewing content for business cases for major projects, policies and initiatives with a focus on framing, problem definition or opportunity identification, alternatives development and evaluation. The projects include both corporate decision processes as well as regional decisions that involve partners and external stakeholders. The position may also involve leading or helping to prioritize potential projects or initiatives for funding and implementation. The position is suited to a candidate with strong strategic thinking, project management, analytical and facilitation skills. Experience with decision analysis is an asset.

Recruitment Process: An applicant will be required to demonstrate their suitability for this position by meeting the minimum level of qualifications and experience in order to be invited into



the selection process. A standard interview format will be used including general, scenario and behavioural descriptive interview questions.

Work Schedule

37.5 hours per week.

Full-time regular and full-time temporary (10-month)

Work Designation

Hybrid

This position offers the flexibility of working both on-site and remotely within B.C.

Rate of Pay

Salary: \$97,441- \$121,800 per annum (Actual salary offered will be commensurate with education, experience and internal parity).

The Total Compensation Package includes Extended Health, Dental, Transit Pass and enrollment in the Public Service Pension Plan. Focus on your development through tuition reimbursement, training, and mentorship programs. Enjoy a variety of health and wellness programs, including access to gym facilities. Speak to us to know more about what we offer.

How to Apply

Please click the 'Apply' button at the top right corner of the page or go to <http://www.translink.ca/careers> to apply for this position and view instructions on the process.

INSTRUCTIONS: Please save your (1) cover letter, and your (2) resume as one pdf document prior to uploading your application on-line.

Posting Date: September 20, 2023

Closing Date: Until it is filled

Please note that only those short listed will be contacted.



Having trouble applying? Please view the System Requirements & FAQ's by going to <http://www.translink.ca/careers>.

Equal Employment Opportunity

TransLink is committed to employment equity and building a diverse workforce, representative of the customers we serve and the many communities in the Metro Vancouver region. We welcome and encourage Indigenous applicants, people of colour, all genders, 2SLGBTQ+ and persons with disabilities to apply. Learn more about TransLink's commitment to equity, diversity and inclusion.

Accommodations are available on request for candidates taking part in all aspects of the selection process. For a confidential inquiry, simply email us at jobs@translink.ca.