

ISO Mid- to Senior-Level Planner to Join a Growth-Oriented Regional Team

Location: Redding, California

Mid-Level Planner Base Salary Range, Non-exempt: \$62,400 to \$79,000 per year

Senior-Level Planner Base Salary Range, Non-exempt: \$83,000 to \$125,000 per year

Total Compensation = Base Salary + Annual Performance Bonus + Benefits



seeks a Planner with experience in municipal planning to join our planning group in Redding, California. SHN assists many northern Californian counties and cities with their current and advanced planning tasks. We are adept at finding pathways for obtaining entitlements for well thought out projects. This role requires people skills to develop relationships with agency staff, and organizational skills to track and meet deadlines for multiple projects.



(Top) Architect's rendition of the Dignity Health Pavilion, Redding, CA. (Middle) SHN Senior Planner presenting to a City Council. (Bottom) SHN provides planning services for numerous housing developments, this one in Eureka, CA.

The SHN Planning Team

SHN's planning team is comprised of 6 senior planners, and numerous mid- and staff-level planners and permitting specialists. Our work is split between public clients (cities, counties, and tribes) and private sector clients (project developers, ranchers and farmers, construction company managers, mining companies, and forest products manufacturers. SHN planners are willing and able to lead complex projects because we understand and can anticipate potential impacts and how to mitigate them. We also understand the additional pressures of scheduling, funding, adjacent property owners' concerns, and project opponents.

People who thrive at SHN tend to:

- Find meaning in work that supports our local communities
- Like variety in their work more than specialization
- Function well as team leaders and members
- Be life-long learners
- Take advantage of outdoor recreation that is minutes away from our homes
- Value a culture that supports work-life balance



shn-engr.com

Mid- to Senior-Level Municipal Planner Qualifications

The ideal candidate demonstrates:

- A strong municipal planning background, minimum of 4 years experience
- Research skills using agency websites and GIS platforms
- Excellence in client care, expense tracking, and project management
- Leadership and desire to coach junior staff
- Excellent communication skills
- In-depth knowledge of CEQA/NEPA and permitting (local, CDFW, Army Corps, RWQCB)
- Experience in grant writing and administration

Shareholder Opportunities. SHN is employee-owned by approximately 25% of our employees. This allows us to define our work culture and select our clientele and projects for long-term sustainability instead of short-term profit. Share prices have steadily increased since 2015 with our highest net revenues and operating profits occurring in the last three consecutive years. Shareholders view their shares as another segment of their retirement portfolios. Additional shareholder program information is online at <https://www.shn-engr.com/about-shn/ownership/>



- A small business with fewer than 130 team-focused staff
- Employee-owned by approximately 25% of staff, which allows us to control our firm's destiny and direction.
- A company with offices in rural areas because we choose to live and work in these places.
- A company with revenues from both public and private clients, giving us stability as the economy cycles up and down.
- A team of engineers, geologists, planners, surveyors, and environmental scientists who bring a diversity of skills and expertise to our projects.

Other benefits of working at SHN include:

- Flexible work arrangements
- Collaborative on-boarding program for new hires
- Professional development and certification support
- In-house continuing education and coaching opportunities
- Group medical, dental and vision insurance, with generous [health insurance HRA plan](#).
- 401(k) plan with up to 4% SHN match
- SHN paid term life insurance with buy up options

To Apply:

Please send a cover letter that addresses your interest and experience along with your resume to SHN-Hire@shn-engr.com. All inquiries will remain confidential.

Many of SHN planners attended the Association of Environmental Professionals conference in Redding, CA.

