



Based in Seattle, Washington, this hybrid position includes both remote work and in-person project and client meetings. Employees must reside in Washington State.

Base salary: \$90,000 to \$130,000 (depending on experience)

Benefits:

- Guaranteed 401(k) match
- Medical, dental, vision, and life insurance
- Flexible spending account
- Generous paid time off
- Annual merit-based bonuses and profit sharing

We are proud of our healthy and inclusive team culture, the opportunity to contribute to important, mission-driven work, and access to professional development and long-term career development opportunities.

Job Spotlight: **Senior Land Use or Economic Analysis Project Manager**

Are you a **senior project manager with five or more years of experience?** Can you lead projects related to land use planning, community economic development, and/or housing market analysis? BERK wants you on our team!

Our ideal candidate will **bring a passion for partnering with communities in Washington to help solve complex interdisciplinary challenges** in areas such as housing affordability, equitable development, and climate resiliency.

You may be a good fit if you have a background in: long range comprehensive planning under growth management laws, programmatic environmental analysis, economic development, housing policy, real estate analysis, or demographic/market analysis.

Equity in Hiring

Our mission is best advanced by the leadership and contributions of people with diverse backgrounds, beliefs, and culture. We prioritize recruiting and mentoring staff to create an inclusive organization that reflects our region's diversity, and we encourage applicants from all backgrounds, identities, and walks of life to apply.

Recent Examples of Project Work

- City of Burien Comprehensive Plan Update
- City of Redmond Climate Vulnerability Assessment
- City of Woodinville Economic Development Strategy
- City of Spokane Valley Annexation Study
- Washington State Affordable Housing Advisory Board 2023-2028 Housing Advisory Plan

Required Skills and Abilities

Our senior project managers are expected to contribute in several areas:

- **Project Leadership:** Leading project teams, including subconsultants, and manage multiple projects simultaneously.
- **Excellent Communication and Interpersonal Skills:** Building relationships, listening, and honing interpersonal skills along with excellent oral, written, and visual communication abilities to engage staff, clients, partners, and public audiences. Leading candidates will bring experience facilitating discussions among decision-makers.
- **Research and Problem-Solving:** Gathering relevant information and applying creative solutions to complex projects.
- **Mentorship:** Supporting learning at BERK by mentoring colleagues and advancing internal equity efforts.

Desired Expertise

While the role will be tailored to the specific qualifications of the successful candidate, we are especially interested in candidates with expertise in one or more of the following areas:

- **Long Range Planning:** Developing complex comprehensive plans, subarea plans, and zoning or other development regulation amendments focused on land use, urban design, parks systems, or housing. Familiarity with Washington's Growth Management Act.
- **Environmental Planning:** Engaging with programmatic SEPA and non-project SEPA requirements, shoreline master programs, and environmental policy, including climate resiliency.
- **Economic Development:** Analyzing markets and determining economic development policies and strategies at the cluster, regional, community, and organizational levels.
- **Housing and Real Estate Analysis:** Assessing regional and local market conditions, developing strategies and policies to support community needs for growth, and evaluating potential outcomes of policies and plans.
- **Community Engagement:** Leading the design and implementation of public participation efforts.

Who We Are

We are **BERK Consulting**, a Seattle-based public policy consulting firm that has collaborated with public and non-profit agencies for the past 35 years.

Our passion is working in the public interest. Our clients include state agencies and local governments, tribes, ports, foundations, and nonprofits. While our focus is primarily here in Washington, the impact of our client work extends further afield.

Our Mission is *Helping Communities and Organizations Create Their Best Futures.*

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Would You Like to Work With Us?

Please send the following materials to

careers@berkconsulting.com:

- A **letter of introduction** that briefly discusses your interest in BERK and how you can contribute to furthering equity in Washington communities through work as a consultant.
- A **resume/CV**, including a list of relevant project work.

Our Work

- We focus our work in Washington to impact the communities in which we live and build a deep and nuanced understanding of local dynamics.
- We pursue projects that dedicate time and resources to lead with equity and foster belonging.
- We love a challenge and seek out work that requires deep dives and calculated risks.
- We seek to challenge the status quo and address systemic barriers to equitable outcomes.

Our Values

Four key values guide how we interact with our clients and partners and how we work as a team:

- **Agility:** We creatively adapt to changing contexts and priorities in our work and world.
- **Collaboration:** We understand that together we know a lot.
- **Curiosity:** We listen to understand, challenge assumptions, and try new approaches.
- **Equity:** We commit to a more just and resilient present and future through our work.