

We're Hiring: Principal Planner or Senior Planner

Location: Fresno, Merced, Visalia, or Bakersfield, CA

Position Type: Full-Time

Salary Range:

- Principal Planner: \$120,000 – \$140,000 annually, DOE
- Senior Planner: \$90,000 – \$115,000 annually, DOE

Precision Civil Engineering (PCE) is seeking a skilled and motivated planning professional to join our expanding team. Depending on experience, we are hiring either a Principal Planner or a Senior Planner to support our growing portfolio of public and private planning projects across California.

Whether you're a seasoned leader in municipal and environmental planning or a mid-career planner ready to take on more responsibility, we invite you to help shape the future of our communities alongside a tight-knit and ambitious team.

1. Position: Principal Planner

Overview:

The Principal Planner will lead high-level planning projects, mentor staff, and represent the firm in public and client-facing roles. This position is ideal for someone with significant experience in CEQA compliance, municipal planning, and land use entitlement processes who is looking to step into a leadership role within a growing division.

Key Responsibilities:

- Serve as project manager and lead planner on complex CEQA and entitlement projects.
- Oversee preparation of CEQA documents (EIRs, IS/MNDs, Exemptions) and technical studies.
- Provide QA/QC review for planning and environmental documents.
- Advise public agencies and private developers on land use, zoning, and general plan policies.
- Prepare proposals, scopes, and budgets for planning and environmental work.
- Attend and present at public hearings and client meetings.
- Supervise and mentor a team of junior and senior planners.
- Collaborate with internal engineering and surveying teams.

Qualifications:

- 5-7+ years of progressive planning experience (public and/or private sector).
- Strong CEQA experience required; municipal planning experience highly desired.
- Demonstrated success managing multidisciplinary planning projects.

- Strong communication and leadership skills.
- Bachelor's degree in Urban Planning or related field (Master's and/or AICP preferred).

2. Position: Senior Planner

Overview:

The Senior Planner performs advanced-level planning work, including processing entitlements, preparing CEQA documents, and managing land use studies. This position is perfect for a planner ready to grow into a project leadership role within a collaborative and supportive team.

Key Responsibilities:

Manage and prepare planning studies, CEQA documents, development applications, and zoning updates.

Process entitlement applications, including General Plan Amendments, Rezoning, CUPs, and parcel maps.

Represent private development projects in front of public agencies.

Conduct land use and environmental research and prepare technical reports.

Assist with proposal writing and marketing efforts.

Present findings to clients, public agencies, and elected officials.

Supervise and mentor junior planning staff.

Qualifications:

3+ years of planning experience in a public or private setting.

Experience preparing CEQA documents and processing development entitlements.

Knowledge of California planning law, CEQA, zoning, and general planning principles.

Strong writing, communication, and presentation skills.

Bachelor's degree in Planning, Geography, Political Science, or related field (Master's and/or AICP a plus).

Work Culture & Benefits

- Comprehensive health benefits (medical, dental, vision)
- Life insurance & disability coverage
- 401(k) with generous company contribution
- Paid vacation & sick leave
- Onsite gym (Fresno office)
- Annual events and regular training opportunities
- Supportive leadership and opportunities for advancement

How to Apply:

Submit your resume and a brief cover letter indicating whether you are applying for the Principal Planner or Senior Planner position. If you're unsure which role is the best fit, we encourage you to apply and we'll assess the match based on your qualifications.

 Email: careers@precisioneng.com, bemerson@precisioneng.net

 Website: www.precisioneng.com