

The SANDAG Data Science and Analytics (DSA); Data, Analytics, and Modeling (DAM); Research and Program Management (RPM); Government Relations; Planning; and Mobility & Innovation Departments are seeking forward-thinking professionals to join our teams.

We are looking for qualified individuals with varying levels of expertise to fill multiple positions to help advance how data, partnerships, and pilot projects are leveraged regionally, state-wide, and nationally to support various initiatives and deliver innovative projects.

Manager of GIS and Data Solutions

Manager of Government Relations

Principal Data Scientist

Principal Business Analyst

Senior Product Manager

Senior Research Analyst / Senior Economist

Senior Quality Assurance Data Scientist

Senior Socioeconomic and Land Use Data Scientist

Senior Government Relations Analyst

Senior Regional Planner/Housing

Innovative Mobility Analyst

Graphic Designer

GIS Analyst (I/II/Associate/Senior)

Economic/Demographic/Land Use/Real Estate/Quality

Assurance Research Analysts (I/II/Associate)

Data Scientist/Econometrician (I/II/Associate)

Research Assistant

Researcher and Transportation Modeler (I/II/Associate)

Regional Planner (I/II/Associate)

Planning Intern

Data Science Intern

As we expand our teams to become the leader in data-driven planning, SANDAG is also seeking an experienced administrative professional with expertise in providing complex support to senior-level Executives. This position will support staff in the DSA, DAM, and RPM departments.

Executive Assistant II

About SANDAG

The San Diego region is entering a new era of innovation, driven by exciting advances in technology, biotechnology, renewable energy, cybersecurity, and automation that will change the way people live around the world. Our region's future prosperity depends on mobility – the ability of people in all communities to connect quickly and easily to centers of innovation and opportunity. As a hub for innovation, the San Diego region will continue to attract innovators and investors. The region is a point of convergence for personal mobility, affordability, and widely shared opportunities for advancement that support a high quality of life for more than three million residents.

SANDAG provides local governments in the San Diego region with a forum to plan and execute projects that promote economic growth, sustainable communities, personal mobility, and equity for the region's residents. We build consensus; make strategic plans; obtain and allocate resources; plan, engineer, and build public transportation projects; analyze and disseminate data; and publish information on a broad range of topics related to the region's quality of life. SANDAG is responsible for responding to most state and federal mandates that apply to the region, and to many locally generated mandates that must be handled regionally.

SANDAG is a leader in integrating Big Data into its decision-making, by providing member agencies, partner agencies, and members of the public with the data and analysis they need to improve their communities and the quality of life for all residents of the region. For example, real-time transportation data can be used to reduce peak hour traffic congestion, and limit delays during traffic incidents. Data pertaining to major corridors of travel and high-use areas can be used to help decision-makers maximize investments in infrastructure – promoting more efficient travel connections, improved economic growth, and a higher quality of life for a broader segment of the overall population.

Overview of Data Science and Analytics; Data, Analytics, and Modeling; and Research and Program Management

SANDAG's DSA, DAM, and RPM Departments support regional planning and decision making by collecting, managing, and analyzing data. Specifically, the teams are responsible for collecting original data to inform regional forecasts, models, and planning; compiling and ensuring the integrity of data from other sources for the same uses; meeting the software and database needs of the agency, as well as local, state, and federal public safety agencies; develop and manage a suite of transportation and socioeconomic modeling software platforms, completing regional demographic and economic forecasts; modeling the transportation needs of the region in the short- and long-term; serving as the regional Criminal Justice Clearinghouse and conducting action research for public safety stakeholders; formulating actionable and transparent business intelligence strategies and implementing valuable initiatives related to big data, open data, data analytics, and economic research; and disseminating data and information to stakeholders in a clear and concise way that can inform policy and other decisions.

Overview of Government Relations

The Government Relations Department implements the Legislative Program, including supporting SANDAG's priority projects and Strategic Initiatives by utilizing relationships and outreach to elected members and stakeholders to advance project development and by securing funding and policy updates at the federal level through stimulus, grants, annual appropriations, and the next transportation reauthorization and at the state level through the annual budget process, grant programs and by working closely with state regulatory agencies and the Legislature; supporting member agencies and local jurisdictions by improving communications, providing project updates and SANDAG programs; and supporting the Board of Directors and Policy Advisory Committees to ensure timely and successful meetings and strategic outcomes.

Overview of Mobility and Innovation

The Mobility and Innovation Department develops and implements strategies and partnerships to accelerate the delivery of mobility services that create more transportation choices for the region; collaborating on research that measures the impact of transportation technology and new mobility services on travel behavior and demand.

Overview of Regional Planning

The Regional Planning Department leads work to chart the future for the San Diego region through development and implementation of the Regional Plan, Regional Transportation Plan and its Sustainable Communities Strategy. These planning efforts set forth a vision for the region's future growth and development in ways that provide more housing and transportation options, address social equity in a meaningful way, preserve important open space and reduce greenhouse gas emissions in accordance with California Climate Change legislation. Using data, the latest innovations in technology and community input, the Regional Planning team works closely with local, regional, state, and national stakeholders to further plan and implement the regional vision.

How to apply

Submit your cover letter and resume/vitae to: Michelle Posada, Michelle.Posada@sandag.org

In the subject line of the email please identify the position of interest.

All positions are open until filled.

FY 2022 Classification Salary Range Table can be found [here](#).

[About SANDAG](#)

Education/Experience Requirements for Manager of GIS and Data Solutions, Principal Data Scientist, Senior Research Analyst / Senior Economist, Senior Quality Assurance Data Scientist, and Senior Socioeconomic and Land Use Data Scientist Positions

Education: A bachelor's degree with major course work in computer science, data science, management information systems, regional, urban or transportation planning, geography, demography, economics, statistics, mathematics, computer programming, or a related field. An advanced degree is desirable.

Experience: Seven years of increasingly responsible, professional research, quality assurance, data analysis, relational database architecture, design and administration, GIS analysis and enterprise GIS platform management, and experience developing and managing web-based mapping and data dissemination solutions.

Experience with the implementation and management of economic and land use modeling systems such as PECAS, Urbansim and REMI are highly desirable. Experience pulling and manipulating data in relational databases via SQL is required; advanced experience using the suite of Esri's GIS software, ArcPy, Python (or R), Python libraries such as NumPy, Pandas, Matplotlib, SciPy, scikit-learn, TensorFlow, Seaborn, Microsoft Office Suite especially Excel and Access, SharePoint or other collaboration portal systems, SQL Server or other relational database management systems, custom and/or template-based GIS web applications; knowledge of the principles, practices, and objectives related to developing and maintaining data systems; experience developing and implementing effective methodologies and procedures for collecting, transforming, organizing, maintaining, and archiving information; ability to develop and implement data standards that document specifications and procedures; information or content management, with knowledge of current technologies and standards such as repositories, encoding standards, and metadata standards; advanced knowledge of quantitative research methods, including survey methods and output, descriptive statistics, and analysis of microdata; ability to develop Requests for Proposals, scopes of work, and project budgets; evaluate competitive project proposals and make recommendations for consultant selection; manage project consultants and ensure projects are completed on schedule, within budget, and with a high-level of effectiveness; knowledge of quality assurance and quality control practices used for validating data and ensuring data integrity, including statistical analysis, and sampling techniques, preferably for demographic and economic data. Demonstrated ability to build and lead teams, perform in a lead or supervisory capacity, and manage consultant projects is highly desirable. Ability to oversee and deliver a variety of SANDAG key initiatives and projects.

Education/Experience Requirements for Business and Innovative Mobility Analysts and Product Manager Positions

Education: A bachelor's degree with major course work in public or business administration, urban planning, or a related field.

Experience: Experience managing projects and programs appropriate for the position desired, developing and managing scopes of work, schedules, and budgets, tracking the progress of deliverables, and ensuring timely project communication with staff and project partners. Ability to develop and deliver products, programs, and services, preferably in support of data science and analytic initiatives; experience coordinating project teams; experience in developing product plans and product roadmaps; experience with business and technical requirements analysis, elicitation, modeling, verification, and methodology development; experience in analyzing and documenting product requirements, conducting and incorporating risk assessments into requirements while incorporating agency priorities; experience keeping complex projects on track, managing competing demands, and effectively communicating impact of changes to schedule; knowledge of organizational, business management, and strategic planning practices, as applied to the delivery of projects and services; successful product management experience including development of Requests for Proposals (RFPs) or other bid solicitations, scopes of work, budgets, and schedules, consultant/vendor selection, and contract management for a broad range of services; experience in information or content management, with knowledge of current technologies and standards such as repositories, encoding standards, and metadata standards; knowledge of data analysis and research methodologies; knowledge of data acquisition and quality control methods used for gathering and compiling various types of information; knowledge of factors that contribute to the reliability and integrity of collected data; experience coordinating the efforts of technical professionals to concurrent projects at various stages of completion; ability to collaborate with senior staff, technical experts, vendors/consultants, and upper management; ability to gain cooperation and consensus in the face of competing priorities.

Education/Experience Requirements for I/II/Associate Data Scientist, GIS, Research and Quality Assurance Analyst Positions

Education: A bachelor's degree with major course work in computer science, data science, management information systems, regional, urban or transportation planning, geography, demography, criminal justice, sociology, psychology, economics, statistics, mathematics, computer programming, or a related field.

Experience: One to three years of increasingly responsible, professional research, quality assurance, data analysis, database, GIS analysis, mapping, and web application development and programming experience, including some lead or supervisory experience. Depending on the position, experience with relational databases such as SQL Server, including writing queries that pull, combine and summarize data; research and/or experience in the development of algorithms, machine learning and artificial intelligence is desirable; data acquisition, compilation, and quality assurance/quality control methods; programming in languages such as Python, Java, R, and SQL; experience with other statistical packages such as SPSS, experience developing and maintaining custom software applications to support modeling functions; basic understanding of research methods, survey design and quasi-experimental designs; data visualization systems like Tableau, Power BI, Plotly, ArcGIS Online for Organizations (AGOL) etc. is a plus; experience performing complex dataset queries, to include developing and maintaining various tests and data strategies for risk identification and highest quality data standards assurance; experience using Census and demographic data, as well as regional and small area analyses using Esri's suite of GIS software, including feature creation, scripting, mapping, and spatial analytics, familiarity with transportation network coding and management principles is desirable. Basic understanding of research methods, survey design, and quasi-experimental designs. Experience developing and implementing Extract, Transform and Load (ETL) processes is highly desirable.

Education/Experience Requirements for Planner I/II/Associate

Education: A bachelor's degree with major course work in regional, urban or transportation planning, geography, demography, economics, environmental science, or a related field.

Experience: These are entry level (I), experienced (II), and more experienced (Associate) professional planning positions. Under direct supervision (Planner I and II) or general supervision (Associate Regional Planner), these positions are expected to perform a variety of professional, analytical, and coordination duties in support of short- and long-range regional planning activities which include land use, housing, transportation, social equity, environmental, sustainability, goods movement, demand management, interregional, and binational planning; gather, analyze, and report on social, economic, and regional planning data; and provide technical and professional assistance to senior level staff. Knowledge of principles and practices of planning. Ability to communicate effectively both orally and in writing.

Education/Requirements for Planning Assistant/Intern Positions

Education: Undergraduate or Graduate level with major course work in regional, urban or transportation planning, geography, demography, economics, environmental science, or a related field.

Requirements: With guidance and mentoring from senior staff, this position provides a "hands-on" learning experience in the planning profession. Examples of intern responsibilities include: Contribute as a team member to various research projects and planning studies; Participate in meetings and liaise with project partners; Assist with coordinating activities and meeting logistics; Ability to independently complete complex assignments that involve researching, analyzing, and synthesizing information into written summaries, reports, or recommendations; Ability to conduct field research and reporting.

Education/Experience Requirements for Research Assistant/Intern Positions

Education: Undergraduate or Graduate level coursework in business analytics, data science, economics, statistics, criminal justice, sociology, psychology, mathematics, or a related field.

Experience: Knowledge and some experience with primary and secondary research principles and methods; ability to accurately collect, compile, and document data from a variety of sources; ability to identify and resolve data inconsistencies and other problems; experience preparing tables, graphs, and charts used for presenting and analyzing information; intermediate computer skills with MS Word, MS Excel, MS PowerPoint, and Internet research; ability to maintain confidentiality of highly sensitive data; excellent organizational skills, attention to detail, and ability to maintain a high level of accuracy; ability to ensure the accuracy of information and participate in the quality assurance and quality control processes; ability to contribute to the preparation of reports, summaries, correspondence, and presentations; experience with SQL, R, Python or Java, SPSS, and concepts of query language is highly desirable.

Education/Experience Requirements for Executive Assistant Position

Education: A high school diploma or equivalent supplemented by specialized secretarial training or college level business courses and seven years of increasingly responsible experience providing administrative support to senior Executives.

Experience: Proficiency using various programs from the Microsoft Office Suite and other PC-based applications; experience providing complex administrative support services for senior executive staff; previous experience with data analytics, elected officials, municipal government, city/county departments, and operations is desirable; experience scheduling and coordinating a high volume of appointments/meetings with numerous attendees, and maintaining a calendar of activities, meetings, and events for senior executives; demonstrated ability to understand appointment priorities and negotiate requests for time; advanced document formatting and ability to create and format a wide variety of electronic documents ranging from routine letters and memos, complex agendas and reports, notes, and more; experience coordinating employee travel requests and preparing expense reports/requests for reimbursement; ability to work well under pressure; effective time management skills; excellent organizational skills and the ability to exercise good judgment, work independently, and meet strict deadlines; experience in records management; experience preparing invoices for payment; ability to research, gather, organize and arrange a diverse range of information; strong verbal and written communication skills; ability to establish and maintain effective working relationships with department executives, elected and appointed officials of other governmental agencies, employees, community and business leaders, the public and others encountered in the course of work.

Education/Experience Requirements for Senior Regional Planner

Education: The minimum education, training, and experience qualifications include a bachelor's degree with major course work in urban, regional, or transportation planning, geography, or a related field, and at least seven years of recent, progressive career experience in land use, housing, or smart growth planning including some lead or supervisory experience. An advanced degree is desirable.

Experience: Demonstrated knowledge of the principles, practices, and current trends related to regional program planning; knowledge of federal, state, and local laws, regulations, and requirements pertaining to regional policies, programs, and plans; knowledge of current political trends and recent technological enhancements; experience developing programs and delivering projects and services in support of regional planning initiatives; experience managing technical research and planning studies and evaluation; supervising and evaluating the work of employees; experience evaluating internal business processes and balancing workload with staff resources; experience providing leadership and direction for assigned programs; ability to delegate authority and responsibility; successful project management experience including preparing budgets and schedules; RFPs, scopes of work, and contracts; experience evaluating proposals and selecting and managing consultants; demonstrated ability to establish and maintain cooperative and collaborative relationships with those contacted in the course of work including local, state, and federal agencies, project partners, consultants, and committees; ability to gain cooperation and consensus through discussion and persuasion; outstanding written and oral presentation skills and the ability to communicate technical information effectively to a broad range of audiences; experience preparing clear and concise administrative and management reports; experience preparing and delivering presentations and recommendations to audiences with diverse viewpoints; ability to exercise discretion and political acumen in dealing with complex, sensitive, and confidential issues and conflicting agendas and positions; experience managing and developing effective public outreach efforts to inform, educate, and involve the public in the regional planning process; excellent organizational skills and the ability to manage several concurrent projects at various stages of completion; ability to establish and maintain priorities and work independently.

Education/Experience Requirements for Manager of Government Relations

This is a limited-term position for one year.

Education: A Bachelor's degree from an accredited college or university, with major course work in political science, regional planning, public or business administration, International relations, or a related field. A Master's degree is desirable.

Experience: Seven years of increasingly responsible, professional legislative analysis or governmental relations experience, including two years of supervisory experience. Knowledge of operational characteristics, practices, and activities as they apply to a comprehensive Government Relations program; various federal, state, and local laws, codes, and regulations pertaining to SANDAG programs, activities, and operations; State and federal legislative processes and budget cycles; modern and complex principles and practices of inter-regional and bi-national planning program development and administration; advanced project management principles and concepts; principles and practices of personnel management, including supervision, training, and performance evaluation; and advanced marketing and public relations principles and concepts. Experience providing administrative, management, and professional leadership for the

Government Relations program; develop, implement, and administer goals, objectives, and procedures for providing effective and efficient Government Relations programs and services; select and supervise staff; provide training and development opportunities; ensure work is performed effectively; evaluate performance in an objective and positive manner; establishing and maintaining cooperative working relationships with those contacted in the course of business, including member agencies, community groups, contractors, and the public.

Education/Experience Requirements for Senior Government Relations Analyst

This is a limited-term position for one year.

Education: A Bachelor's degree from an accredited college or university, with major course work in political science, regional planning, public or business administration, International relations, or a related field. A Master's degree is desirable.

Experience: Advanced principles and practices of government relations, including legislative analysis and collaboration with local, state, and federal elected officials, and representatives from neighboring counties, tribal governments, and countries; Research and reporting methods, techniques, and procedures; State and federal legislative processes and budget cycles; experience with computer and software programs (e.g. Microsoft software packages) to conduct research, assess information, and/or prepare documentation; ability to perform complex, responsible and difficult professional, analytical, and administrative work involving the use of independent judgment and personal initiative; analyze, track, and monitor proposed legislation, and prepare sound responses and recommendations; communicate legislative programs to the public, member agencies, and other stakeholders; work in a fast-paced, professional office environment and balance multiple projects and deadlines.

Education/Experience Requirements for Graphic Designer

This is a limited-term position for one year.

Education: The minimum education, training, and experience qualifications include a bachelor's degree with major coursework in graphic design, communication, marketing, business or public administration, or a related field and may substitute for some experience, three to five years of progressive career development in a professional marketing environment.

Experience: Software expertise in Adobe Photoshop, Illustrator, InDesign, PowerPoint, and Microsoft Office is required; strong attention to detail; demonstrated experience designing marketing and advertising content in a fast-paced environment, collaborating with diverse geographically dispersed teams; design expertise in typography, layout, color, and brand systems; clear communication and contemporary design; well organized; can present complex information in engaging charts, graphs, images; and demonstrates the ability to independently lead all aspects of the design process from conception to completion.

Further Information

In compliance with the Americans with Disabilities Act (ADA), SANDAG will accommodate persons who require assistance in order to apply for a position at SANDAG. Applicants requiring an accommodation due to a disability during any stage of the recruitment and selection process, including requesting this document and related application materials in an alternative format, should make their needs known by contacting Human Resources at hr@sandag.org, (619) 699-1900, (619) 699-1904 (TTY), or fax (619) 699-6905.

Positions hired to work with criminal justice data will be required to successfully complete a background check. There may be other requirements that will be shared if a job offer is made.

In compliance with the Immigration Reform and Control Act of 1986, applicants hired by SANDAG must show acceptable proof of identity and evidence of authorization to work in the United States. SANDAG is an Equal Opportunity Employer.