

Job Boards for Planners

A Guide for Students in the Department of Urban and Regional Planning
Cal Poly Pomona

Prepared by Robin Scherr, retired community and economic developer, strategic planner, and pro-bono career coach

September 2020

Job boards are search engines that connect job seekers and employers using job posting and resume databases. Many offer free personalized job alerts, career advice, and job fairs. They are valuable resource tools to research trends, identify employers who are actively hiring and for what types of jobs and salaries. Some job boards utilize applicant tracking systems to help streamline the application process. Others redirect interested candidates to employer or their recruiter's websites to complete the application process. It is important to understand how they work, which ones are reliable, and target the ones that are best for the job types you are seeking.

Because of the high number of applications received on mainstream general job boards, planners should cultivate other job search strategies. For novice planners, strategies include targeting specialized job boards and networking with professional organizations, volunteering for nonprofits and professional associations to gain specific skills and build relationships, conducting informational interviews with professionals who may be able to make referrals and introductions, and working with mentors and career coaches. For seasoned planners, this may include contacting executive search firms with knowledge in specific fields.

Most job boards charge companies or organizations for job posts. Pricing structures range from per post costs, monthly fees, fees based on per online click. Small organizations will post job opportunities on solely on their websites due to limited financial and human resources.

Below is a selection of job boards of interest to aspiring and seasoned planners who are seeking opportunities in planning or allied professions in California, the U.S. and abroad. The list is not exhaustive but will help you learn about job boards for Government, Planning, Nonprofits, Specialized, International as well as Employee-Centric Companies and those dedicated to Diversity, Inclusion and Veterans and General. Sign up to receive free email alerts for specific types of jobs and register for an account if you want to be an active user of the site. Test out different keywords to find the best fit for the types of jobs you are seeking.

If you have identified organizations or agencies where you would like to work, contact the human resources or talent department to inquire which sites they use to list their job announcements and request alerts if they offer this service.

Job seekers should maintain a job log to monitor the status of their applications, interviews, and track the candidate search process. During an economic downturn and the uncertainty associated with the pandemic, job seekers should expect to apply to 50+ jobs that match their qualifications and be prepared for searches to be cancelled or delayed because of budget issues. Retain copies of job announcements, applications, and cover letters in case you need to refer to them in interviews. Confirm your applications have been received and contact employers to obtain feedback on your qualifications and interview performance if you were not selected. Periodically review your job log to determine turnaround times for applicant review and approval processes and adjust your expectations accordingly.

Finally, job seekers should read the job descriptions in their entirety and objectively determine that they meet minimum qualifications. Answer supplemental questions in a thoughtful and informative manner and

make sure your cover letters are professionally written and state why you are interested in the position and how you will be able to utilize your skill set to perform the job duties. Make sure that your LinkedIn profiles are updated and consistent with content and accomplishments in their resumes.

GOVERNMENT JOB BOARDS

Careers In Government (CIG) is a forum for the exchange of news and information of interest to more than 20 million Americans working, or seeking employment, in public sector occupations. CIG was created and developed by public sector employees. <https://www.careersingovernment.com/jobs/>

GovernmentJobs.com is the largest public sector job board in the country where you can create an account, upload your resume, and start applying for jobs. <https://www.governmentjobs.com/>

California Association of Councils of Governments (CALCOG) works to assure effective regional governance so that California's regional agencies have the tools, information, and capacity to best serve their member cities and counties. It facilitates communication and information sharing between our members, local officials, state and federal agencies, involved stakeholders, and the public. <https://www.calcog.org/index.php?submenu=WhatsHappening&src=gendocs&ref=JobsBoard>

Caltrans is one of the largest state employers with many opportunities for training and advancement. <https://dot.ca.gov/programs/human-resources>

Los Angeles Homeless Services Authority (LAHSA) is the lead agency in the Los Angeles Continuum of Care, which is the regional planning body that coordinates housing and services for homeless families and individuals in Los Angeles County. It coordinates and manages over \$400 million annually in federal, state, county, and city funds for programs to more than 100 nonprofit partner agencies. Its job boards advertise jobs at LAHSA and job opportunities from their community providers and organizations fighting homelessness in Los Angeles County. <https://www.lahsa.org/jobs>

National Association of City Transportation Officials (NACTO) is an association of 81 major North American cities and transit agencies formed to exchange transportation ideas, insights, and practices and cooperatively approach national transportation issues. <https://nacto.org/careers/>

National Association of Development Organizations (NADO) provides advocacy, education, research, and training for the nation's regional development organizations. Its job bank features jobs in the public sector as well as those in the private and non-profit sectors. <https://www.nado.org/jobs/>

National Association of Housing and Redevelopment Officials (NAHRO) is a membership organization of housing and community development providers and professionals throughout the U.S. <https://nahro.careerwebsite.com/>

National Association of Regional Councils (NARC) serves as the national voice for regions by advocating for regional cooperation as the most effective way to address a variety of community planning and development opportunities and issues. NARC's member organizations include regional councils, councils of governments, regional planning and development agencies, Metropolitan Planning Organizations, and other regional organizations. <https://narc.org/resources/job-posts/>

Western City magazine is a monthly publication provided by the **League of California Cities** to elected city officials and city department heads as a complimentary service. *Western City* magazine's job board is a source for job seekers looking for positions in local government. <https://jobs.westerncity.com/>

PLANNING JOB BOARDS

American Planning Association (APA) sponsors a career center with an array of resources to help planners find and get the position you want, no matter your career stage. <https://www.planning.org/jobs>

APA California is a network of practicing planners, citizens and elected officials committed to urban, suburban, regional and rural planning in the State of California. Local section (LA, Orange, Inland) also post jobs <https://www.apacalifornia.org/jobs/job-listings/>

Association of Collegiate Schools of Planning ACSP) strengthens the role of planning education in universities across the U.S. Its Career Center serves as “the resource” for finding academic positions, as well as professional planning jobs. <https://jobs.acsp.org/>

California Association of Environmental Professionals (AEP) lists public and private sector jobs for professionals with a common interest in serving the principles underlying the California Environmental Quality Act (CEQA). https://mms.califaep.org/members/classifieds4.php?org_id=CAEP

Congress for New Urbanism (CNU) is a nonprofit whose mission is to champion walkable urbanism. It offers resources, education, and technical assistance to create socially just, economically robust, environmentally resilient, and people centered places. <https://www.cnu.org/resources/jobs-rfps>

Cyberbia is a community for urban planners to share experiences and thoughts about urban planning practice and planning adjacent topics. <https://www.cyberbia.org/forums/forums/jobs-and-announcements.60/>

Department of Urban and Regional Planning, Cal Poly Pomona. The department circulated job opportunities and lists them on the APSA and GPSA Facebook sites. Also, individual faculty may be able to guide you to opportunities if they know you are looking in a specific area where they have expertise and contacts.

GeographyJobs.com is a site devoted to helping users find jobs in the field of geography. Fortunately, that includes a thorough list of positions for urban planners as well as jobs in GIS, transportation, geospatial analysis and engineering. Most of the positions are focused in the southern states of the U.S. http://www.geographyjobs.com/Urban_Planning_Jobs.html

Global Grid is a destination for urbanist news from locals. <https://theglobalgrid.org/jobs/>

Next City is a nonprofit news organization to inspire greater economic, environmental, and social justice in cities. Its job board gives direct access to professional, educated and informed people looking to make a difference in cities including innovators, leaders, and organizers. <https://jobs.nextcity.org/>

Planetizen is a planning news website, featuring articles, op-eds, jobs, courses, and information for the planning, design, and development community. <http://www.planetizen.com/jobs>

Planners Network is the organization of progressive planning. It serves as a voice for social, economic, and environmental justice through planning. <https://www.plannersnetwork.org/category/jobs/>

NONPROFIT JOB BOARDS

Bridgespan Group is a global nonprofit that strives to make the world more equitable and just. It advises and collaborates with many of the world's most extraordinary social change leaders including philanthropists, nonprofit and NGO leaders, and impact investors.

<https://www.bridgespan.org/jobs/nonprofit-jobs/nonprofit-job-board>

California Association of Nonprofits (CalNonprofits) is a statewide membership organization that brings nonprofits together to advocate for the communities they serve. Its job board has openings at nonprofits or companies that work with nonprofits.

<https://calnonprofits-jobs.careerwebsite.com/jobseeker/search/results/>

The Center for Nonprofit Management's JobScoop connects employers with job seekers to strengthen the nonprofit sector in Southern California. <https://www.jobscoop.org/>

Chronicle of Philanthropy provides nonprofit professionals, foundation executives and board members with vital news, in-depth insights and practical tools which help them advance causes and change the world.

<https://jobs.philanthropy.com/>

Idealist is a nonprofit that aims to help build a world where all people can lead free and dignified lives by connecting people and organizations. <https://www.idealists.org/en/>

Inland Empire Nonprofit Resources is a centralized hub that connects nonprofit professionals, volunteers and organizations to resources including funding, jobs, training, local events, networks throughout Inland Southern California. <https://ienonprofits.com/job-postings/>

National Network of Fiscal Sponsors (NNFS) is a professional network of organizations and individuals working in the field of fiscal sponsorship to start new nonprofits, seed social movements, and deliver public services. Fiscal sponsors are 501(c)3 nonprofits that provide administrative services and oversight to and assume some or all of the legal and financial responsibility for, the activities of groups or individuals engaged in work that relates to the fiscal sponsor's mission. View the member directory of NNFS and search jobs listed for their projects or initiatives. <https://www.fiscalsponsors.org/member-directory>

The NonProfit Times (NPT) is dedicated to supplying breaking news, in-depth reporting, and special issue coverage to help nonprofit executives run their organizations more effectively.

<https://carecenter.nptimes.com/jobs>

The Funders Network (TFN) helps its members advance shared learning, develop best practices, create policy agendas, support policy reforms and improve outcomes in communities across the U.S. and Canada. Its job board includes listings for staff or contractor positions at grantmaking institutions, philanthropy serving organizations and TFN partners. <https://www.fundersnetwork.org/employment-opportunities/>

Work for Good is a nonprofit job board to help purpose-driven organizations and talented professionals connect. <https://www.workforgood.org/>

SPECIALIZED JOB BOARDS

Advocacy, Equity, and Justice

LAANE (Los Angeles Alliance for a New Economy) is an advocacy organization dedicated to building a new economy for all. Combining dynamic research, innovative public policy, and strategic organizing of

broad alliances, LAANE promotes a new economic approach based on good jobs, thriving communities, and a healthy environment. <https://laane.org/working-at-laane/>

Urban Habitat works to democratize power and advance equitable policies to create a just and connected Bay Area for low-income communities and communities of color. <https://www.urbanhabitat.org/job-opportunities>

Working Partnerships USA is a community organization bringing together the power of grassroots organizing and public policy innovation to drive the movement for a just economy. <https://www.wpusa.org/about/jobs/>

Affordable Housing & Community Development

NeighborWorks America creates opportunities for people to live in affordable homes, improve their lives and strengthen their communities. Its job board serves its 240+ Network members. <https://www.neighborworks.org/About-Us/Careers/NeighborWorks-Network-Jobs>

Southern California Association of Non-Profit Housing (SCANPH) facilitates affordable housing development across Southern California by advocating effective public policies, sustainable financial resources, strong member organizations, and beneficial partnership. <http://www.scanph.org/jobs>

Art & Culture

Preservation Leadership Forum of the National Trust for Historic Preservation is a network of preservation leaders — professionals, students, volunteers, activists, experts — who share the latest ideas, information, and advice, and have access to in-depth preservation resources and training to protect America's heritage. <https://forum.savingplaces.org/build/jobs>

Campus Planning

Society for College and University Planning (SCUP) creates a range of learning opportunities, from publications to our annual SCUP conference, for college and professional planners to share perspectives, resources, best practices, and fresh ideas that move challenges to solutions—building upon a culture of integrated planning. <https://www.scup.org/careers/>

Disability Rights

Disability Rights Advocacy (DRA) works to achieve dramatic improvements for people with disabilities seeking access to government programs and places of public accommodation, healthcare, employment, transportation, education, disaster preparedness planning, voting, accessible technology, and housing. <https://dralegal.org/category/jobs/>

Economic Development

California Association for Local Economic Development (CALED) is a statewide professional economic development organization dedicated to advancing its members' ability to achieve excellence in delivering economic development services to their communities and business clients. Its members represent a diversity of skills, disciplines, and professional occupations involved in the economic development process. CALED manages the California Academy for Economic Development, a 501(c)3 not-for-profit, statewide center for training, education, and research for professionals in the field of economic development. <https://caled.org/jobs/>

California Downtown Association represents diversified businesses throughout California within its network of downtown associations, cities, chambers of commerce, business districts, supportive vendors and consultants. Its primary purpose is to exchange information pertinent to business districts and to formulate solutions to mutually shared problems for the long term preservation and prosperity of business districts. <https://californiadowntown.com/jobs-rfps/>

Council for Community and Economic Research (C2ER) is a membership organization that promotes excellence in community and economic research. <https://www.c2er.org/jobs/>

University Economic Development Association (UEDA) connects its members to help maximize higher education's role in creating a sense of place in their community through economic development initiatives. Its job board has jobs, internships, and other professional opportunities in higher education and private industry in economic development. <https://universityeda.org/category/job-board>

Environmental

American Society of Adaptation Professionals (ASAP) is an organization for people working on climate change adaptation connect with each other, share information, and build on successes while moving away from approaches that aren't working. <https://adaptationprofessionals.org/jobs-opportunities/>

American Trails is a national, nonprofit organization working on behalf of *all* trail interests, including hiking, bicycling, mountain biking, horseback riding, water trails, snowshoeing, cross-country skiing, trail motorcycling, ATVs, snowmobiling and four-wheeling. Its members want to create and protect America's network of interconnected trails. <https://www.americantrails.org/connect/jobs>

ACRE is a global recruitment and talent development company that works with corporates and consultancies, non-profits and NGOs, to find talent across a variety of different sectors, specializations and levels of seniority including Corporate Social Responsibility, Ethical Trade and Responsible Sourcing, Sustainable Supply Chain, Sustainability strategy and reporting, Environmental Sustainability, Social Impact, and Climate Change. <https://www.acre.com/all-job-index>

BC Water News, a free, subscription-only news aggregation service read by water industry professionals and highlights issues and events that represent the breadth and depth of water agencies and companies in California and the East, Great Lakes, Gulf Coast, Pacific Northwest and West regions. <https://bcwaterjobs.secure.force.com/ListJobs>

Center for Climate and Energy Solutions (C2ES) is an independent, nonpartisan, nonprofit organization working to forge practical solutions to climate change. It seeks to advance strong policy and action to reduce greenhouse gas emissions, promote clean energy, and strengthen resilience to climate impacts. <https://c2es.hirecentric.com/jobsearch/>

Climate Resolve builds collaborations to champion equitable climate solutions by connecting communities, organizations and policymakers to address a global problem with local action. <https://www.climateresolve.org/climate-jobs/>

Ecological Farming Association (EcoFarm) nurtures just and ecologically sustainable farms and food systems through education, alliance building, celebration and advocacy. https://eco-farm.org/jobs?items_per_page=100

Environmental Career Center provides employers and job seekers with comprehensive career, and staffing services in the environmental, sustainability, natural resources, energy, and green jobs sectors worldwide. <https://environmentalcareer.com/>

Green Jobs Network is a job board for environmental and sustainability careers.

<https://greenjobs.greenjobsearch.org/>

Green Latinos is a national non-profit that convenes a broad coalition of Latino leaders committed to addressing national, regional and local environmental, natural resources and conservation issues that significantly affect the health and welfare of the Latino community in the U.S. It amplifies the voices of minority, low-income and tribal communities and trains, mentors, and promotes the current and future generations of Latino environmental leaders for the benefit of the Latino community and beyond.

http://www.greenlatinos.org/job_bulletin_board

Growing Food Connections LinkedIn Group provides members a listing of current food systems planning and policy internships and job postings, as they become available. It develops partnerships with internship sites nationwide to facilitate the training of future food systems planning professionals.

<https://growingfoodconnections.org/education/internship-program-for-graduate-students/>

Land Trust Alliance strengthens land conservation throughout America by connecting land trusts, leading political advocacy and providing training and resources. This job board also features listings from conservation-related nonprofits, government agencies and businesses nationwide.

<https://www.landtrustalliance.org/list/land-trust-job-board>

Pinchot Institute for Conservation seeks to advance conservation and sustainable natural resource management by developing innovative, practical, and broadly-supported solutions to conservation challenges and opportunities. It accomplish this through nonpartisan research, education and technical assistance on key issues influencing the future of conservation and sustainable natural resource management.

http://www.pinchot.org/about_pic/opportunities

Trust for Public Land (TPL) creates parks and protects land for people, ensuring healthy, livable communities for generations to come. Its headquarters are in San Francisco and it has 30 offices throughout the U.S. <https://www.tpl.org/about/jobs/director-philanthropy>

Young Professionals in Energy (YPE) is a non-profit membership organization with members worldwide. By providing a forum for networking and career development through social, educational and civic service opportunities, YPE aims to facilitate the advancement of young professionals in the global energy industry. <http://ypenergy.org/jobs/find/>

GIS

GeoSearch, Inc. is a Geoscience recruiting company in mapping and geospatial! Its job board the features opportunities within GIS, GPS, Photogrammetry, LiDAR, Remote Sensing, Surveying, Aerial Surveying, Civil Engineering, Geomatics Engineering. <https://www.geosearch.com/job-seekers.html>

GJC is a GIS Jobs Clearinghouse <https://www.gjc.org/cgi-bin/listjobs.pl>

Healthy Communities

California Endowment's mission is to expand access to affordable, quality health care for underserved individuals and communities and to promote fundamental improvements in the health status of all Californians. It's *Building Healthy Communities* is a 10-year \$1 billion-funded initiative to bring health to 14 diverse neighborhoods. <https://www.calendow.org/CAREERS/#current-job-openings>

Public Health Institute (PHI) offers a broad array of career opportunities across California and around the world to build healthier, more equitable communities around the world.

<https://www.phi.org/employment/current-opportunities/>

Real Estate

Building Industry Association of Southern California (BIASC) is a leading advocate for thousands of building industry leaders who are committed to a better future for California by building communities, creating jobs and ensuring housing opportunities for everyone.

https://www.biasc.org/jobs?current_page=1&sort_type=featured_recent&filter=%7B%7D&display_type=default

Urban Land Institute's career center is powered by **SelectLeaders** and provides real estate professionals and executives in all fields and industry sectors a site to manage their careers, network, and come for valuable information about their industry. Its Job Network is an alliance of the real estate industry's most prominent Professional Associations and trade organizations.

<https://uli.selectleaders.com/candidate/find-jobs/>

Recreation & Parks

National Recreation and Park Association (NRPA) is a non-profit dedicated to building strong, healthy and resilient communities through the power of parks and recreation. It is a catalyst for positive change in service of equity, climate-readiness, and overall health and well-being. Its network of more than 60,000 professionals represent public spaces in urban communities, rural settings and everything in between.

<https://careercenter.nrpa.org/jobs/>

Technology

Code for America (CFA) is a network of people making government work for the people, by the people, in the digital age. CFA aims to bring design, product, analytical, and technical expertise to make government services more simple, effective, and easy to use. Its job board is a collection of curated opportunities in public interest technology. <https://jobs.codeforamerica.org/search>

INTERNATIONAL JOB BOARDS

Careers in Planning job board is a resource for qualified planning candidates from across Canada supported by the **Canadian Institute of Planners (CIP)**. <https://jobboard.cip-icu.ca/>

iHipo is the leading international graduate careers website. It enables users (students and graduates) to find Internships, Jobs, and Graduate abroad. <http://www.ihipo.com/Jobs>

International Development Jobs and Consulting Opportunities covers international development recruiters and jobseekers globally and offers country-level and thematic job networks. <http://www.devnetjobs.org/>

International Downtown Association (IDA) provides tools, intelligence and strategies for creating healthy and dynamic centers that anchor the well-being of towns, cities and regions of the world. <https://downtown.org/jobs-and-rfps/>

Planning Institute of Australia (PIA) hosts an employment directory as part of the national website. The PIA Employment Directory serves as a one stop shop for planning related positions in all parts of Australia. <http://www.planning.org.au/employment/employment-directory>

Planning Resource is the independent information resource for town planning professionals in the UK. Its job board is updated daily and provides planning professionals with essential news, analysis, appeals, policy, data and reference guides. Users can monitor the latest updates from local authorities regarding CIL, local and neighbourhood plans. <https://jobs.planningresource.co.uk/about-us/>

TownPlanningJobs is a website run by planners devoted strictly to advertising planning jobs. <http://www.townplanningjobs.com>

UN Sustainable Development Group lists jobs worldwide. <https://unsdg.un.org/jobs>

UN Sustainable Development Solutions Network (SDSN) operates under the auspices of the UN Secretary-General and mobilizes global scientific and technological expertise to promote practical solutions for sustainable development, including the implementation of the Sustainable Development Goals (SDGs) and the Paris Climate Agreement. <https://www.unsdsn.org/careers>

EMPLOYEE-CENTRIC COMPANIES AND THOSE DEDICATED TO DIVERSITY, INCLUSION AND VETERANS

Employee-Centric Companies

Fortune Magazine helps organizations become great places to work through its published list of annual best companies. It partners with **Great Place to Work** which considers itself a global authority on workplace culture and certifies employee-centric companies. Job seekers will need to search job opportunities listed on the website for each listed company. <https://www.greatplacetowork.com/certified-companies>.

Diversity and Inclusion

abilityJOBS is the only employment site where 100% of posted jobs are from employers specifically seeking to hire people with disabilities. <https://career.abilityjobs.com/>

DiversityJobs.com features job opportunities for diverse job seekers from employers all across the country to connect qualified minority candidates with the best companies and organizations. [DiversityJobs.com](https://www.diversityjobs.com)

Hispanic Alliance for Career Enhancement (HACE) is a national non-profit dedicated to the employment, development, and advancement of current and aspiring Latino professionals. <https://jobs.haceonline.org/>

IMDiversity.com is a one-stop career and self-development site/job board aimed to serve the cultural and career-related needs of underrepresented minority groups, specifically African Americans, Asian Americans and Pacific Islanders, Latino/Hispanic Americans, Native Americans and women. It provides job seekers with access to the largest database of equal opportunity employers committed to workplace diversity. https://jobs.imdiversity.com/candidate/search_jobs

Latpro was founded nearly 20 years ago to act as career support for Hispanic and bilingual professionals in the U.S. Today the company is committed to diversify the workplace and has expanded its services to include career guidance and support for Asian-Americans, Veterans, Workers with Disabilities, and members of the LGBTQIA+ Community and has a network of Hispanic professional associations and other organizations. <https://www.latpro.com/c>

Veterans

We Hire Heroes is a national job board for military veterans. <https://wehireheroes.com/jobs/>
Military.com has a free veteran job board to find jobs with veteran-friendly companies.
<https://www.military.com/veteran-jobs>

RecruitMilitary helps employers connect with America's veterans. Services are free of charge to veterans and their spouses during their job search. <https://recruitmilitary.com/job-seekers>

GENERAL JOB BOARDS

CareerBuilder functions much like Indeed and Monster. What distinguishes CareerBuilder, however, is its direct relationship with most Fortune 500 companies and its focus on college-educated candidates.
<https://www.careerbuilder.com/>

Glassdoor provides a search engine that aggregates thousands of jobs from a wide range of sources. It has an emphasis on employee reviews.
<https://www.glassdoor.com/sitedirectory/title-jobs.htm>

Indeed receives more internet traffic than any other job board. The site aggregates thousands of employment-related websites across many sectors to provide users in a single search engine.
<https://www.indeed.com/?from=gnav-jobsearch--jasm>

LinkedIn is the most popular social media platform for working professionals. Its networking app allows employers and job seekers to connect, share resumes, and advertise available positions.
<https://www.linkedin.com/>

Monster provides an extensive database of available jobs for job seekers and offers employers candidates with a wide range of educational experience, from high school diplomas to graduate degrees.
<https://www.monster.com/>