**PLANNER**

The City of Bryant is accepting applications for a **Planner** position. Starting annual income $35,365 plus, depending upon experience and education. Great benefits & retirement package included! Applications may be completed online at www.cityofbryant.com or picked up at the Human Resources Department at 210 S.W. 3rd Street, Bryant, AR 72022. A city application must be completed and submitted to be considered for this position. Position closes at 5:00 p.m., February 25, 2019 or will remain open until filled. The City of Bryant is an Equal Opportunity Employer.

*This job description should not be interpreted as all-inclusive. It is intended to identify the essential functions and minimum qualifications of this job. The incumbent(s) may be required to perform job-related responsibilities and tasks other than those stated in this job description. Nothing in this job description restricts management's right to assign or reassign job-related responsibilities and tasks to this job at any time. Certain functions are understood to be essential: these include, but are not limited to, attendance, getting along and communicate well with others, ability to provide great customer service, working a full shift, dependability, leadership, and dealing with and working under stress. Any essential function of this class will be evaluated as necessary should an incumbent applicant be unable to perform the function or requirement due to a disability as defined by the Americans with Disabilities Act (ADA). Reasonable accommodations for the specific disability will be made for the incumbent/applicant when possible*

**GENERAL DESCRIPTION OF POSITION**

The Planner provides professional guidance and technical assistance to the Planning Commission and Board of Adjustment and performs specialized work functions associated with city planning and zoning within the Planning and Community Development Department. Work includes site plan/permit review, enforcement of all applicable codes, maintaining and updating geographic information system (GIS) maps and permit databases as well as assisting in the daily operations of the department.

**ESSENTIAL DUTIES AND RESPONSIBILITIES**

1. Reviews building plans and zoning permit applications to assure compliance with requirements such as use, bulk, placement, and parking ratios.

2. Reviews or assists in the review of development proposals and site plans for conformance with codes, plans, and regulations.

3. Develops and maintains automated tracking systems, hard copy files and records.

4. Researches and compiles information on a variety of planning issues from multiple sources.

5. Prepares public notices or property owner verifications.

6. Investigates violations of planning regulations and ordinances, including site visits.

7. Conducts field evaluations and assessments.

8. Assists in the evaluation of re-zonings, ordinance amendments, site plans, conditional use permits, variances and other proposals.

9. Provides technical assistance and information to staff and the public in the administration of specific planning programs areas or ordinances.

10. Prepares and presents detailed reports on development proposals to government bodies.

11. Provides information to the public regarding development regulations.

12. Develops planning studies and reports in support of new and updated plans, programs and regulations.

13. Collects a variety of statistical data and prepare reports and maps on topics such as census information, land use.

14. Serves on assigned Committees and Commissions regarding Planning and Community Development.

15. Prepares the agenda of items to be considered at meetings and attends all meetings of the Planning Commission and DRC.

16. Acts as liaison between community groups, government agencies, developers and elected officials in developing plans.

17. Coordinates community review of public and private development projects.

18. Attends public meetings, assisting other planning staff as appropriate.

19. Prepares Department related maps, charts, tables, press releases, articles, summaries, agendas, and quarterly report.

20. Assists in resolving citizen and customer issues.

21. Performs routine office tasks in designated program areas, including data entry, file management, copying and answering telephone.

22. Perform any other related duties as required or assigned.

**QUALIFICATIONS**
To perform this job successfully, an individual must be able to perform each essential duty mentioned satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required.

**EDUCATION AND EXPERIENCE**
Broad knowledge of such fields as accounting, marketing, business administration, finance, etc. Equivalent to a four-year college degree, plus 2 years related experience and/or training, and 1 to 6 months related management experience, or equivalent combination of education and experience.

**COMMUNICATION SKILLS**
Ability to read, analyze, and understand general business/company related articles and professional journals; Ability to speak effectively before groups of customers or employees. Ability to write reports, business correspondence, and policy/procedure manuals; Ability to effectively present information and respond to questions from groups of managers, clients, customers, and the general public. Ability to read, analyze, and understand common scientific and technical journals, financial reports, and legal documents; Ability to respond to complex or difficult inquiries or complaints from customers, regulatory agencies, or members of the business community. Ability to write speeches and articles for publication that conform to prescribed style and format; Ability to effectively present information to top management, public groups, and/or boards of directors.

**MATHEMATICAL SKILLS**
Ability to work with mathematical concepts such as probability and statistical inference, and fundamentals of plane, algebra, solid geometry and trigonometry.

**CRITICAL THINKING SKILLS**
Ability to define problems, collect data, establish facts, and draw valid conclusions. Ability to interpret an extensive variety of technical instructions in mathematical or diagram form and deal with several abstract and concrete variables.

**REQUIRED CERTIFICATES, LICENSES, REGISTRATIONS**
Valid Arkansas driver's license.

**PREFERRED CERTIFICATES, LICENSES, REGISTRATIONS**
PCED certification or ability to obtain PCED certification
AICP certification or ability to obtain AICP certification
Four year college degree in planning, geography, public administration or related field

**SOFTWARE SKILLS REQUIRED**
Intermediate: Alphanumeric Data Entry, Contact Management, Presentation/PowerPoint, Spreadsheet, Word Processing/Typing
Basic: 10-Key, Accounting, Database, Programming Languages

**INITIATIVE AND INGENUITY**

**SUPERVISION RECEIVED**
Under general direction, working from policies and general directives. Rarely refers specific cases to supervisor unless clarification or interpretation of the organization's policy is required.

**PLANNING**
Considerable responsibility with regard to general assignments in planning time, method, manner, and/or sequence of performance of own work, in addition, the work operations of a group of employees, all performing basically the same type of work.

**DECISION MAKING**
Performs work operations which permit frequent opportunity for decision-making of minor importance and also frequent opportunity for decision-making of major importance, either of which would affect the work operations of small organizational component and the organization's clientele.

**MENTAL DEMAND**
Close mental demand. Operations requiring close and continuous attention for control of operations. Operations requiring intermittent direct thinking to determine or select the most applicable way of handling situations regarding the organization's administration and operations; also to determine or select material and equipment where highly variable sequences are involved.

**ANALYTICAL ABILITY / PROBLEM SOLVING**
Moderately directed. Activities covered by wide-ranging policies and courses of action, and generally directed as to execution and review. High order of analytical, interpretative, and/or constructive thinking in varied situations.

**RESPONSIBILITY FOR WORK OF OTHERS**
Carries out supervisory responsibilities in accordance with the organization's policies and applicable laws. Responsibilities may include but not limited to interviewing, hiring and training employees; planning, assigning and directing work; appraising performance, rewarding and disciplining employees; addressing complaints and resolving problems.

Supervises a small group (1-3) of employees in the same or lower classification. Assigns and checks work; assists and instructs as required, but performs same work as those supervised, or closely related work, most of the time. Content of the work supervised is of a non-technical nature and does not vary in complexity to any great degree.

Supervises the following departments:

**RESPONSIBILITY FOR FUNDS, PROPERTY and EQUIPMENT**

Occasionally responsible for organization's property where carelessness, error, or misappropriation would result in moderate damage or moderate monetary loss to the organization. The total value for the above would range from $150,000 to $1,000,000.

**ACCURACY**

Probable errors would normally not be detected in succeeding operations and could possibly affect organization-patron relationship, involve re-work, or additional expenditures in order to properly resolve the error. The possibility of such errors would occur quite frequently in performance of the job. May also cause inaccuracies or incomplete information that would be used in other segments of the organization as a basis for making subsequent decisions, plans, or actions.

**ACCOUNTABILITY**

**FREEDOM TO ACT**

Moderately directed. Freedom to act is given by upper level management guided by general policies and objectives that are reviewed by top management.

**ANNUAL MONETARY IMPACT**

The amount of annual dollars generated based on the job's essential duties / responsibilities. Examples would include direct dollar generation, departmental budget, proper handling of organization funds, expense control, savings from new techniques or reduction in manpower.

Medium. Job creates a monetary impact for the organization from $1mm to $10mm.

**IMPACT ON END RESULTS**

Moderate impact. Job has a definite impact on the organization's end results. Participates with others in taking action for a department and/or total organization.

**PUBLIC CONTACT**

Regular contacts with patrons where the contacts are initiated by the employee. Involves both furnishing and obtaining information and, also, attempting to influence the decisions of those persons contacted. Contacts of considerable importance and of such nature, that failure to exercise proper judgment may result in important tangible or intangible losses to the organization.

**EMPLOYEE CONTACT**

Contacts with other departments or offices and also frequently with individuals in middle level positions; consulting on problems which necessitate judgment and tact in presentation to obtain cooperation or approval of action to be taken. Also, important contacts with associates as required in advanced supervisory jobs, plus frequent contact with senior level internal officials.

**USE OF MACHINES, EQUIPMENT AND/OR COMPUTERS**

Occasional use of highly complex machines and equipment; specialized or advanced software programs.

**WORKING CONDITIONS**

Normal working conditions as found within an office setting, wherein there is controlled temperature and a low noise level, plus a minimum of distractions.

**ENVIRONMENTAL CONDITIONS**

The following work environment characteristics described here are representative of those an employee encounters while performing essential functions of this job. Reasonable accommodations may be made to enable

individuals with disabilities to perform the essential functions.

While performing the functions of this job, the employee is occasionally exposed to outdoor weather conditions. The noise level in the work environment is usually quiet.

**PHYSICAL ACTIVITIES**
The following physical activities described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions and expectations.

Moderate diversity, low physical. Work activities which allow for a moderate amount of diversity in the performance of tasks which are not as varied as those positions with high-level diversity and decision-making.

While performing the functions of this job, the employee is regularly required to talk or hear; frequently required to sit, use hands to finger, handle, or feel; and occasionally required to stand, walk, reach with hands and arms, climb or balance, stoop, kneel, crouch, or crawl. The employee must occasionally lift and/or move up to 25 pounds. Specific vision abilities required by this job include close vision; and color vision.

**ADDITIONAL INFORMATION**
Ability to attend public meetings as required, some of which may be after normal working hours.

Experience with software programs such as Microsoft Office, Internet applications, and GIS