JOB DESCRIPTION

Senior Regional Transportation Planner and Project Manager

SUPERVISOR Regional Planning Manager	**FLSA STATUS** Exempt	**TRAVEL** 20% within CAMPO region
SALARY RANGE $90,000–$110,000 annually	**APPLICATION OPEN** November 20, 2026	**APPLICATION CLOSING** Until Filled

ABOUT CAMPO

The Capital Area Metropolitan Planning Organization (CAMPO) is the federally designated metropolitan planning organization for the six-county Austin region: Bastrop, Burnet, Caldwell, Hays, Travis, and Williamson counties. CAMPO works with local governments, transit providers, the Texas Department of Transportation, and federal partners to plan for and fund the region's transportation system.

POSITION SUMMARY

CAMPO is seeking a Senior Regional Transportation Planner and Project Manager to join its regional planning team and lead the development and implementation of complex transportation plans and studies for CAMPO's six-county region. The position will manage local and regional studies, direct CAMPO staff and consultants, lead transportation safety analysis and planning, and guide implementation of priorities from CAMPO's Regional Safety Action Plan. The ideal candidate will be an experienced project manager with strong problem-solving and data analysis skills, a keen eye for graphical presentation, proven stakeholder engagement experience, and advanced technical and verbal communication skills. Work is performed under the supervision of the Regional Planning Manager, with considerable latitude for independent judgment and self-direction.

DUTIES AND RESPONSIBILITIES

- Serve as project manager for complex local and regional transportation plans, multimodal corridor studies, subarea studies, and safety planning initiatives, managing and delegating consultant and staff work to meet project scopes, budgets, and schedules.
- Lead transportation safety planning and analysis, including identifying safety trends, evaluating high-injury networks, and integrating systemic safety improvements into regional and local planning frameworks.
- Lead implementation of priority strategies and policies from CAMPO's Regional Safety Action Plan and the Transportation Policy Board (TPB), including coordination with safety task forces and partner agencies.
- Direct the development of short- and long-range transportation plans, subarea studies, multimodal corridor studies, performance metrics, and grant applications that support CAMPO's efforts and member agencies' local and cross-jurisdictional opportunities.
- Conduct and oversee advanced research, data collection, and planning-level analysis of multimodal performance, travel patterns and behavior, traffic and safety forecasting, conceptual design, and safety countermeasures.

- Provide support for the development and maintenance of the Regional Transportation Plan (RTP), Transportation Improvement Program (TIP), Unified Planning Work Program (UPWP), and required annual reporting.
- Create and oversee the development of infographics, graphs, tables, and other static and dynamic data displays that communicate complex technical information clearly.
- Lead stakeholder and public engagement, including materials and logistics for technical meetings, safety workshops, surveys, public hearings, open houses, and tabling events.
- Prepare reports and deliver presentations to audiences including the TPB, CAMPO Technical Advisory Committee (TAC), member agency staff, stakeholders, and the public.
- Perform other related duties as assigned.

REQUIRED QUALIFICATIONS

- Bachelor's degree from an accredited college or university in urban or regional planning, transportation planning, geography, civil engineering, environmental science, public policy, or a related field.
- Four (4) years of progressively responsible transportation planning experience, including demonstrated success in project management and transportation safety planning. A master's degree in one of the fields above may substitute for one (1) year of the required experience.
- Advanced knowledge of multimodal transportation planning methods, techniques, and strategies, and the ability to communicate those principles effectively both graphically and in writing.
- Knowledge of the metropolitan planning organization (MPO) planning process, its governing rules and regulations, federal and state safety performance measures, regionalism in transportation, and current federal and state transportation statutes, safety mandates, policies, priorities, and funding requirements.
- Experience managing transportation planning projects, including consultant procurement and oversight, budget management, schedule tracking, and direction of multidisciplinary tasks.
- Experience in transportation safety planning, crash data analysis, policy and goal setting, and the application of safety countermeasures or systemic safety frameworks.
- Experience contributing to or leading transportation safety action plans, including high-injury network development, project prioritization, adherence to the Safe System Approach, progress tracking, and task force coordination.
- Proficiency in core Microsoft Office products (Excel, Word, PowerPoint) and in either Adobe products (Acrobat, InDesign, Illustrator) or ESRI products (ArcGIS Pro and ArcGIS Online).
- Experience researching, evaluating, and interpreting complex information, especially related to transportation safety, and preparing technical and statistical reports and documents.
- Ability to solve problems and think critically by researching and suggesting appropriate alternatives and by identifying and addressing workflow issues before they develop into more significant problems.
- Ability to communicate at an advanced level in writing, visually, and verbally, including developing and delivering presentations to a variety of audiences.
- Ability to manage multiple assignments and changing priorities, meet deadlines with limited supervision, and establish and maintain cooperative working relationships with internal and external contacts.
- Access to reliable transportation to and from work-related functions.

PREFERRED QUALIFICATIONS

- Master's degree in urban or regional planning, transportation planning, geography, civil engineering, environmental science, public policy, or a related field.

- Experience developing and leading comprehensive public outreach campaigns for planning processes and safety initiatives.
- Experience working directly with elected officials, policy boards, and government leadership.
- Experience applying both Adobe and GIS products at an advanced level for visual communication and mapping.
- Knowledge of capital and comprehensive planning and programming.
- Knowledge of transportation systems, plans, policies, and safety programs within Texas and the six-county CAMPO region.
- Experience directly supervising and developing staff.
- Experience leading the development of a transportation safety action plan through adoption.

SALARY

The starting salary for this position is $90,000–$110,000 annually. Actual starting salary is dependent on candidate qualifications and experience. The salary for this position is reviewed annually, and the employee may be eligible for a salary adjustment at the conclusion of the six-month introductory period.

BENEFITS

This position provides employee benefits through Williamson County, which currently include accrual of paid vacation, sick leave, 13 regular holidays throughout the year, and two floating holidays for use at employee discretion. Full-time employees are eligible for medical, vision, dental, group term life, voluntary term life, flexible spending accounts for healthcare and dependent care expenses and voluntary supplemental benefits coverage on the first of the month following the completion of 30 days of employment. Employees will also participate in the Texas County & District Retirement System (TCDRS), which provides pension benefits once vested, and may also participate in a retirement savings program (Deferred Compensation). The actual benefit package offered is determined by Williamson County and is subject to change. To review our benefit options and associated costs, click here to visit our interactive benefits cost estimator.

LOCATION

This position is based at CAMPO's office at 8303 N. MoPac Expy., Suite A-210, Austin, TX 78759. The employee will work in the office full time for approximately the first six months of employment while onboarding and becoming established in the position. After that period, hybrid work may be available in accordance with CAMPO's telework policy and with manager approval.

WORKING CONDITIONS

Work is primarily performed in an office environment and requires extended periods of computer use. The position requires travel within the CAMPO region and occasional evening or weekend work for public meetings, hearings, and outreach events, including transporting and setting up event materials weighing up to 25 pounds.

HOW TO APPLY

Please send a cover letter, resume, writing sample, and references to **careers@campotexas.org**. Candidates must submit at least one professional writing sample from a transportation plan or study authored by the candidate. Work samples should highlight original work primarily authored by the candidate, if a sample was

created by a team, please identify the portions developed by the candidate. Candidates will not be considered until all required application materials are provided.

Qualifying individuals will be contacted for an introductory phone interview with the supervising manager to discuss the position and candidate qualifications. Individuals will then be invited to participate in a formal panel interview and provided an opportunity to learn about the office culture, ask questions, and meet with staff and leadership.

> *CAMPO is an Equal Opportunity Employer and does not discriminate on the basis of race, color, creed, national origin, religion, sex (including pregnancy, sexual orientation, and gender identity), age, disability, genetic information, veteran status, or any other status protected by law. CAMPO is committed to compliance with the Americans with Disabilities Act and provides reasonable accommodation to qualified individuals with disabilities. To request an accommodation during the application or interview process, contact Theresa Hernandez at Theresa.hernandez@campotexas.org or call 737-224-3358. CAMPO is a Drug-Free & Tobacco-Free Workplace. Employment may be subject to the successful completion of a background check and pre-employment drug screen.*