



Job Posting Planner

About BACTS

The Bangor Area Comprehensive Transportation System (BACTS) is a nonprofit Metropolitan Planning Organization (MPO) dedicated to improving transportation in the greater Bangor region. Our service area includes 11 municipalities in urban Penobscot County, including the Penobscot Nation. BACTS evaluates and implements transportation improvement projects and fosters collaboration among member communities, the regional transit agency, and state and federal transportation agencies. To learn more, visit www.bactsmpo.org.

Position Overview

We encourage both experienced candidates with a strong foundation in regional planning and those with a demonstrated capacity and eagerness to learn and grow in this field to apply.

The Planner will support BACTS' regional transportation goals and priorities under the direction of the Executive Director. This role involves project management, community outreach, and relationship-building with stakeholders. Additionally, the Planner will assist staff with contracts, studies, and task forces as needed. Other duties may be assigned by the Executive Director.

Supervision - The level of supervision will be determined by the experience of the successful candidate. Experienced candidates will operate with minimal supervision, while those with less experience will receive structured guidance, professional development opportunities, and ongoing mentorship to support their growth.

Required Knowledge - Principles, practices, industry standards, and objectives of regional planning

Qualifications & Physical Requirements

- Bachelor's degree (or equivalent experience) in planning, GIS, engineering, or a related field
- Strong technical and analytical skills
- Preference for candidates with -
 - Project management experience
 - Strong communication skills
 - Knowledge of GIS
 - Familiarity with local, state, and federal transportation planning regulations and programs
- Essential skills
 - Organization
 - Time management
 - Problem-solving
 - Facilitation
- Occasional in-field data collection required, including:
 - Driving to collection sites with appropriate equipment
 - Navigating uneven terrain safely
 - Lifting up to 50 pounds
 - Responding to potential hazards
- Valid State of Maine driver's license required



Employment Details & Benefits

- **Work Schedule** - 40 hours per week, with flexible scheduling and hybrid work options
- **Salary** - \$53,000-\$74,000, commensurate with experience and qualifications
- **Benefits**
 - Employer-contributed health, dental, and vision insurance
 - 13 paid holidays per year
 - Generous sick and personal leave

Equal Opportunity Employer

BACTS is an equal opportunity employer and shall continue to pursue a policy of non-discrimination in all employment actions, practices, and conditions of employment.

- Recruitment and selection will be administered without regard to race, color, religion, sex, national origin, age, disability, sexual orientation, or any other characteristic protected by law.
- Reasonable accommodations for any qualified individuals, applicant or employee, will be made in accordance with the provisions of the American with Disabilities Act (ADA).

How to Apply

Interested candidates should submit a completed BACTS [application](#), resume, and a cover letter to:

Paige Nadeau, Administrative and Finance Manager

paige.nadeau@bactsmo.org