



We are hiring!

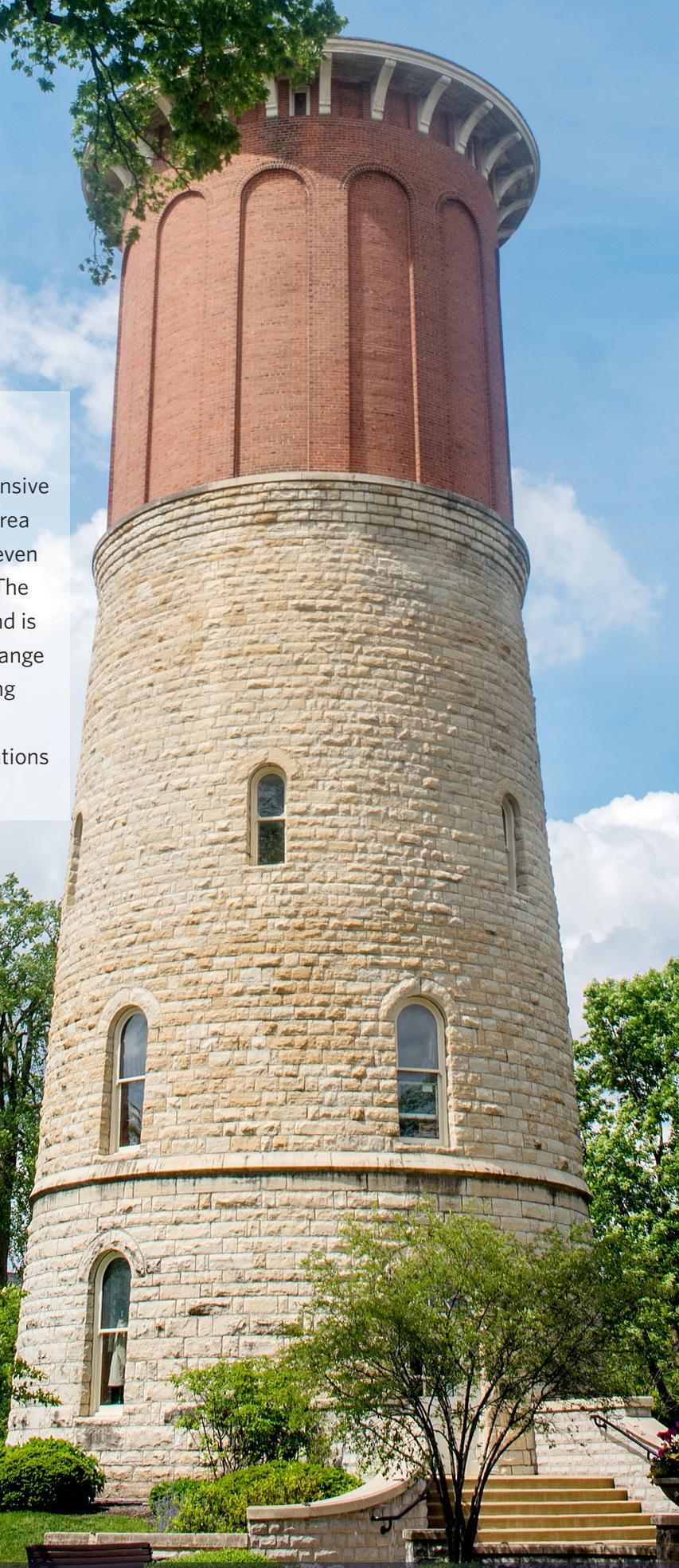
Join a passionate team dedicated to serving the region

Chicago, IL (hybrid)

 Chicago Metropolitan Agency for Planning

The opportunity

This is an exciting opportunity to work for the comprehensive planning organization in the third-largest metropolitan area in the country and help improve public policies for the seven counties and 284 communities of northeastern Illinois. The Chicago Metropolitan Agency for Planning developed and is implementing ON TO 2050, northeastern Illinois' long-range comprehensive plan. The plan identifies three overarching principles — inclusive growth, resilience, and prioritized investment — that inform all ON TO 2050 recommendations and the agency's work.



About CMAP

Our history

The Chicago Metropolitan Agency for Planning (CMAP) was created in 2005 to help the northeastern Illinois region address land use and transportation challenges. The Regional Planning Act consolidated within CMAP the two agencies previously responsible for land use and transportation planning — the Chicago Area Transportation Study and the Northeastern Illinois Planning Commission. Since its inception, the CMAP Board has had balanced representation from across the counties of Cook, DuPage, Kane, Kendall, Lake, McHenry, and Will.

Our team

Erin Aleman is CMAP's executive director. Appointed in June 2019, Aleman is the first woman and first professional planner to lead the agency. Aleman has more than 15 years of experience developing transportation and land use policies.

Aleman oversees more than 120 employees across CMAP's five major divisions, including:

- Planning
- Plan implementation and legislative affairs
- Research, analysis, and programming
- Communications and engagement
- Finance and administration

Our focus

ON TO 2050, our long-range plan, provides a comprehensive approach to building a more thriving region. But some problems more acutely affect our region than others and require a more focused effort. CMAP has prioritized three core areas from ON TO 2050:

Transportation

Goal: A transportation system that works better for everyone

Regional economic competitiveness

Goal: A robust and inclusive regional economy

Climate

Goal: A region that takes action to mitigate and adapt to the impacts of climate change and preserve high-quality water resources



Our vision

An inclusive and thriving region.

Our mission

To serve the people of the region by driving innovation, fostering shared action, and advancing toward a common vision.

Our core values



Serve with passion. We are passionate about serving the people of metropolitan Chicago. We build public trust by being good stewards of public resources and proactively sharing information.



Pursue equity. We are guided by the principle that everyone has a right to opportunity and a high quality of life. We work to realize equity for all.



Foster collaboration. We believe inclusion and collaboration strengthen our work. We seek out the voices of those who often go unheard or face barriers to public participation.



Lead with excellence. We lead on issues that advance the region. We believe in the power of data and the story it tells. We identify and share solutions and inspire others to adapt them for their communities.



Drive innovation. We are driven by the desire to find more efficient methods to achieve the most impact. We do this by seeking new solutions to old problems, taking calculated risks, and daring to try them.



Compensation and benefits

CMAP offers competitive salaries and a number of great benefits, including:

- Paid time off, including vacation, personal days, sick time, and 13 holidays annually
- Health, vision, dental, and disability insurance and AFLAC (supplemental insurance)
- Hybrid working environment (office and remote)
- Parental leave
- Deferred compensation (457 plan)
- Retirement savings plan through Illinois Municipal Retirement Fund (IMRF service credits may be eligible to transfer)
- Flexible spending accounts
- Professional development opportunities, including certifications/licenses and association dues, conferences/trainings, and tuition reimbursement
- Employee assistance program
- Gym membership reimbursement

CMAP supports work-life balance. During the pandemic, we learned that team members valued the benefits of remote work. That's why we now offer a hybrid working environment, with most employees working 50 percent remotely.

To apply

At CMAP, when we say we serve everyone in the region, we mean everyone. To do that well, we need a workforce that's representative of our diverse region. Accordingly, CMAP is committed to pursuing equity and creating and maintaining a diverse and inclusive workplace. We have and will continue to hire and promote great people from a wide variety of backgrounds because it makes our agency and our work stronger. If you share our values of serving with passion, fostering collaboration, driving innovation, pursuing equity, and leading with excellence; and you share our enthusiasm for building a thriving and inclusive region, we invite you to apply for a position at CMAP.

[View current job openings and apply.](#)

CMAP is an Equal Opportunity Employer that recruits and hires qualified candidates without regard to race, religion, sex, sexual orientation, gender identity, age, national origin, ancestry, citizenship, disability, or veteran status.

