

Land Use Review Board: Members and Chair

Overview

[Act 181](#) of 2024 creates the Land Use Review Board in January 2025, a reorganization of the Natural Resources Board, the independent state entity responsible for the administration of Act 250, Vermont's land use and development law.

The [Land Use Review Board Nominating Committee](#) will review the applicants to determine which are well qualified for appointment to the Board and recommend those candidates to the Governor. The Governor shall appoint, with the advice and consent of the Senate, a chair and four members of the Board from the list of well-qualified candidates. The new Land Use Review Board will be staffed by five full-time paid professionals, and no two members may reside in the same county.

Candidates who have experience, expertise, or skills relating to one or more of the following areas: environmental science, land use law, policy, planning, and development and community planning are encouraged to apply.

In reviewing applicants, the Committee shall also ensure applicants possess the following attributes:

- Integrity. A candidate shall possess a record and reputation for excellent character and integrity.
- Impartiality. A candidate shall exhibit an ability to make determinations in a manner free of bias.
- Work ethic. A candidate shall demonstrate diligence.
- Availability. A candidate shall have adequate time to dedicate to the position.

[Act 181](#) requires candidates to disclose to the Committee their financial interests and potential conflicts of interest.

Duties of the Land Use Review Board:

The Board's primary responsibility is to promulgate and enhance operational accountability for fair, efficient and effective administration of Act 250's land use permitting program, including management of five Act 250 District Offices, recruitment, training, and supervision of staff and providing administrative and technical guidance and oversight support to nine District Environmental Commissions.

Among the new Land Use Review Board responsibilities is transitioning Act 250 to location-based jurisdiction and creating new areas of exemption that will promote responsible development, as well as delineating natural resource areas for additional protections.

The Land Use Review Board will also be responsible for rulemaking, guidance and policy initiatives to achieve statutory and internal performance standards.

Board members are expected to assist with major policy formulation and goal setting for the organization, collaborating with the Governor's Office and other state agencies on legislative

and policy initiatives, and may include engagement with the legislature. Board members will also lead the preparation and delivery of statewide education and training for staff and appointed district commissioners and outreach to external partners and participants in the Act 250 process.

Interested candidates are strongly encouraged to review [Act 181](#) for a complete list of Board responsibilities and Act 250 program changes including information about timing and rollout of the new Land Use Review Board.

Who May Apply

These positions are open to all State employees and external applicants. These are exempt positions, appointed by the Governor (with consent of the Senate), with staggered five-year terms. If you would like more information about this position or other details, please contact (insert contact name and email). Resumes will not be accepted via e-mail. You must apply online to be considered.

Environmental Factors

Duties are performed largely in an office setting and/or in a hybrid telework environment with some in-state travel and possible site visits required. Applicants are required to have access to reliable transportation for occasional travel within the state. Work outside of “standard” business hours will be required, such as participation in evening meetings or occasional weekend events. Strong differences of opinion and emotionally charged situations may be encountered.

Minimum Qualifications

Three or more years of experience in one or more of the following fields: the environment, land use planning or policy, and community development and planning.

Preferred Qualifications

- Completion of coursework, technical certification, or post-secondary degree, in one of the following areas: environmental science, land use law, or state or local policy planning and development.
- Professional experience or knowledge of Act 250, other state or local permitting, community planning and development, and/or housing development.
- Experience or knowledge with environmental justice principles and policies.

Equal Opportunity Statement

The State of Vermont celebrates diversity and is committed to providing an environment of mutual respect and meaningful inclusion that represents a variety of backgrounds, perspectives, and skills. The State does not discriminate in employment on the basis of race, color, religion or belief, national, social or ethnic origin, sex (including pregnancy), age, physical, mental or sensory disability, HIV Status, sexual orientation, gender identity and/or expression, marital, civil union or domestic partnership status, past or present military service, membership in an employee organization, family medical history or genetic information, or family or parental status. The State’s employment decisions are merit-based. Retaliatory adverse employment actions by the State are forbidden.

Total Compensation:

Pay: \$142,542 (chair); \$129,771 (board members)

Job type: Exempt, full-time

Shift and schedule: Regular

Location: Hybrid/Montpelier, VT

Benefits

As a State employee you are offered a great career opportunity, but it's more than a paycheck. The State's total compensation package features an outstanding set of employee benefits, including:

- 80% State paid medical premium and a dental plan at no cost for employees and their families
- State Paid Family and Medical Leave Insurance (FMLI)
- Two ways to save for your retirement: A State defined benefit or defined contribution plan and a deferred compensation 457(b) plan
- Tuition Reimbursement
- Flexible spending healthcare and childcare reimbursement accounts
- Low-cost group life insurance
- Incentive-based Wellness Program
- Qualified Employer for Public Service Student Loan Forgiveness Program

Want the specifics? Explore the [Benefits of State Employment](#) on our website.