

NYC Job Search Toolkit for Urban Studies Majors

City University of New York
Hunter College
Urban Policy & Planning Department

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Understanding the Job Market

For-Profit Jobs (Private Sector)

- **Definition:**

Businesses that exist to generate profit for owners or shareholders.

- **Where You'll See Them:**

Urban/real estate consulting firms (HR&A Advisors, Karp Strategies, Nelson\Nygaard).
Architecture, engineering, and construction (AEC) firms.
Real estate developers and property managers.
Urban tech companies (mobility, GIS/data platforms).

- **Why Apply Here:**

Often better pay, exposure to big projects, opportunity to work across cities/regions.

- **Things to Watch:**

Profit-driven goals; projects may prioritize efficiency/marketability over equity outcomes

Non-Profit Jobs (Mission-Driven Work)

- **Definition:**

Organizations reinvest surplus funds into their mission (not shareholders).

- **Where You'll See Them:**

Housing justice & community development orgs (Settlement Housing Fund, ANHD).

Advocacy groups (WE ACT, UPROSE, Make the Road NY).

Research centers & think tanks (Regional Plan Association, Pratt Center).

Environmental & climate-focused NGOs.

- **Why Apply Here:**

Impactful, mission-oriented work; strong community networks.

- **Things to Watch:**

Lower salaries; reliance on grants/donations can affect stability.

Civil Service / Public Sector Jobs

- **Definition:**

Government agencies at city, state, and federal levels serving the public good.

- **Where You'll See Them:**

City: DCP, HPD, DOT, Parks, NYCHA, DEP.

State: NYS DOT, Dept. of Environmental Conservation, NYS Budget.

Federal: HUD, EPA, DOT (FHWA/FTA), Army Corps, NPS.

- **Why Apply Here:**

Stability, pensions, health benefits, clear promotion ladders.

- **Things to Watch:**

Hiring can be slow; many roles require passing a civil service exam; promotion tied to titles.

Contract or Project-Based Jobs

- **Definition:**

Hired for a set project, grant, or time period (can be months or years).

- **Where You'll See Them:**

Non-profits delivering a grant-funded project.

Universities on time-limited research projects.

Consulting firms contracting with city agencies.

Why Apply Here:

Flexible; test different sectors; strong experience builder.

- **Things to Watch:**

May end when funding ends; fewer benefits than full-time roles.

Internships & Fellowships

- **Definition:**

Short-term structured learning (summer, semester, or 1–2 years).

- **Where You'll See Them:**

APA NY Metro Planning Fellowship.

CUNY institutes and centers.

Non-profits offering 'Policy Fellow' roles.

- **Why Apply Here:**

Skill-building, networking, resume boost; bridge from school to first job.

- **Things to Watch:**

Sometimes unpaid or low stipend; temporary by design.

Unionized Jobs

- **Definition:**

Jobs with union representation; collective bargaining for pay/benefits/protections

Where You'll See Them:

Many NYC agencies (DOT, DEP, Parks); some non-profits.

- **Why Apply Here:**

Negotiated raises, healthcare, pensions, workplace protections.

- **Things to Watch:**

Less flexibility; advancement can be seniority-based.

Where to Look — Job Boards and Career Resources

GUPPA

Hunter College CUNYfirst Blackboard Webmail OneStop Library Newsletter Give

UPP HUNTER URBAN POLICY & PLANNING

shaping the city
since 1965

ABOUT PROSPECTIVE STUDENTS ACADEMIC PROGRAMS PEOPLE & COMMUNITY NEWS & EVENTS FOR STUDENTS
GIVING

GUPPA (Graduate Urban Policy and Planning Association)

GUPPA is Hunter UPP's student organization dedicated to helping students of the Urban Policy and Planning programs make the most of their academic experience. Activities include events, field trips, movie nights, conferences and networking with fellow graduates not only from Hunter UPP but also from similar programs in New York City, the Northeast, and around the nation.

GUPPA sponsors a number of student-led, community service opportunities to assist organizations throughout New York City. Service initiatives have included volunteer projects at BK Farm Yards in Brooklyn, NYC's Million Trees Event, The Five Boro Bike Tour, and the Annual Homeless Count for the New York City Department of Homeless Services.

GUPPA's Google Group is a resource for students and alumni who wish to stay informed about GUPPA events, meetings or receive general updates. Messages posted to this group are generated by both GUPPA officers and the GUPPA user community. GUPPA's Facebook page and Instagram are other ways to stay connected.



GUPPA Links

- GUPPA Instagram
- GUPPA Google Group
- GUPPA Facebook Page



For any other inquiries or requests, please send an email to the GUPPA officers at hunterguapaofficers@gmail.com

New conversation

- My groups
- Recent groups
- Favorite groups

Starred conversations

Hunter GUPPA

- Conversations** 99+
- About
- My membership settings

Hunter GUPPA

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Welcome to GUPPA's message board. You can create a new topic in the discussion boards to share local events, classified listings, and general thoughts. To increase salary transparency and equity, members are strongly encouraged to post listings that include salary ranges or hourly rates instead of unpaid opportunities.

For email distribution, please send all job and internship postings to hunter-guapa@googlegroups.com.

	Rachel Albet ski	Fwd: Last Chance to Vote & Get Ready for CityCamp NYC – Check out this Unconference...	Aug 28 ☆
	Nicholas Bloom 2	DEP Upstate Jobs – Saratoga Springs Planning jobs: https://www.saratoga-springs.org/...	Aug 25 ☆
	Jesse Solomon	SBIDC Seeking Green Economy Fellow – Hello Hunter folks, My org, Southwest Brooklyn ...	Aug 20 ☆
	Nicholas Bloom	Saratoga Springs Planning Jobs – https://www.saratoga-springs.org/DocumentCenter/V...	Aug 20 ☆
	Nicole Campo-Lardner	APA NY Metro conference submissions due 8/29 – The annual APA New York Metro con...	Aug 15 ☆
	Ana Gross	Commercial Revitalization Program Manager Positions - Harlem One Stop & SIBOC – Hi ...	Aug 12 ☆
	Sarit Platkin 2	[hunter-guppa] HPD Community Planning Positions – Resending with job descriptions at...	Aug 12 ☆

GUPPA Link:

<https://www.hunterurban.org/students-alumni/guppa>

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695 Park Avenue
West Building - Rm #1611

GUPPA Job Examples

1	Title	Organization	City/Region	Government/NGO
2	Executive Director	EsplanadeFriends	NYC	N
3	summer internships	NYC parks planning division	NYC	G
4	community coordinator	NYC DOT - Bronx Borough Engineering office	NYC	G
5	staff-level planner	MTA New York City Transit - Operations Planning	NYC	G
6	Implementation Engineer	Optibus company	NYC	N
7	Planner	Department of City Planning's Bronx Office	NYC	G
8	Planning Analyst	Nelson Pope and Voorhis	NYC	N
9	Organizing Fellow	Southwest Brooklyn Industrial Dev. Corp (SBIDC)	NYC	N
10	Program Manager	Harlem One Stop	NYC	N
11	Program Manager	Staten Island Business Outreach Center (SIBOC)	NYC	N
12	Planner	HPD's Neighborhood Planning	NYC	N
13	GIS Technician	HPD's Neighborhood Planning	NYC	N
14	Student Fellow	NYC Climate Justice Hub - CUNY	NYC	N
15	Program Manager	Grand Street BID and Graham Avenue BID	NYC	N
16	Plaza Manager	Queens EDC	NYC	N
17	Housing Intervention Specialist	New York State's Division of Human Rights	NYC	G
18	Housing Research Fellow	Urban Design Forum	Tokyo	N
19	Project Manager	MBTA	Boston	G
20	summer internship	NA	NYC	G

General Job Boards

[Indeed](#)
[NYC](#)

[LinkedIn](#)
[Jobs](#)

[Glassdoor](#)

NYC Public Sector

[NYC
Careers](#)

[NYS Civil
Service](#)

[USAJobs](#)

Non-Profit & Mission-Driven

Idealist

NYC
Service

Work for
Good

Planning & Policy-Specific

[APA Jobs](#)

[Planetizen Jobs](#)

NYCHA, HPD, NYCEDC
(agency portals) —
Search their career
pages directly.

University & Early-Career

HUNTER
CAREER
DEVELOPMENT

CUNY CAREER
SERVICES

Contract / Project-Based

[Indeed \(search contract/temporary/consultant\)](#)

[LinkedIn \(search contract/temporary/consultant\)](#)

Org sites — Non-profits & universities posting grant-funded roles.

Job Examples & NYC Salary Ranges

Public Sector

Job Title	Agency	Salary
City Planner I	NYC Dept. of City Planning	\$55K–\$65K
Community Coordinator	HPD / DOT / Parks	\$48K–\$60K
Program Associate	Mayor’s Office of Climate & Environmental Justice	\$50K–\$62K
Budget Fellow Trainee I	NY State Budget Office	\$56,655
Policy Analyst (GS-7/9)	HUD / EPA / DOT (federal)	\$50K–\$68K

Non-Profit

Job Title	Organization	Salary
Program Assistant	Settlement Housing Fund	\$40K–\$48K
Policy Analyst	Regional Plan Association	\$45K–\$55K
Community Organizer	Make the Road NY	\$40K–\$48K
Environmental Education Coordinator	WE ACT	\$42K–\$50K

For-Profit

Job Title	Organization	Salary
Junior Planner	Nelson\Nygaard	\$50K–\$60K
Project Assistant	Karp Strategies	\$52K–\$65K
Research Analyst	HR&A Advisors	\$55K–\$70K
GIS Technician	Sam Schwartz Engineering	\$48K–\$58K

University / Early-Career

Job Title	Organization	Salary
Research Assistant	Hunter College	\$18–25/hr
Outreach Coordinator	Campus Sustainability Initiatives	\$18–22/hr
Community Development Fellow	CUNY-affiliated org	\$42K–\$50K

Contract / Project-Based

Job Title	Organization	Salary
Community Engagement Specialist (contract)	NYC Resilience Project	\$45K–\$52K
Data & Mapping Consultant	Environmental NGO	\$25–35/hr
Project Coordinator (grant)	Community Development Corp.	\$40K–\$50K

Unionized Jobs

Job Title	Organization	Salary
Parks & Recreation Associate	NYC Parks Department	\$42K–\$50K
Assistant City Highway Repairer	NYC Department of Transportation	\$52K–\$87K (\$25–37/hr)
Community Assistant	NYC Housing Authority (NYCHA)	\$38K–\$46K
Clerical Aide / Office Assistant	NYC DEP / DOT / HPD	\$45K–\$55K

Comparative Table

Category	Where You'll See Them	Why Apply Here	Things to Watch	Salary Range (Entry-Level NYC)
For-Profit Jobs (Private Sector)	Urban consulting (HR&A, Karp Strategies, Nelson\Nygaard), AEC firms, real estate developers, urban tech companies.	Higher pay, exposure to large/high-profile projects, regional/national reach.	Profit-driven; may prioritize efficiency/marketability over community equity.	\$50K–70K
Non-Profit Jobs (Mission-Driven Work)	Housing justice groups (Settlement Housing Fund, ANHD), advocacy orgs (WE ACT, UPROSE), research centers (RPA, Pratt Center), environmental NGOs.	Mission-driven, impactful, strong community ties, good for networking.	Lower salaries, grant-dependent, funding instability possible.	\$40K–55K
Civil Service / Public Sector	City: DCP, HPD, DOT, Parks, NYCHA, DEP • State: NYS DOT, DEC, Budget Office • Federal: HUD, EPA, DOT, Army Corps, NPS.	Stability, pensions, strong benefits, clear promotion ladders.	Hiring is slow, exams required, promotions tied to exams/titles.	\$48K–65K
Contract / Project-Based	Non-profits with grants, universities on funded projects, consulting firms with agency contracts.	Flexible, builds varied experience, exposure to multiple sectors.	Short-term, limited benefits, may end suddenly when funding ends.	\$20–35/hr or \$40K–52K
Internships & Fellowships	APA NY Metro Fellowship, CUNY centers, non-profits offering policy fellowships.	Networking, resume boost, skill-building, bridge from school to jobs.	Temporary, often low-paid or unpaid, limited duration.	Unpaid – \$18–22/hr or \$35K–45K stipend
Unionized Jobs	Many NYC agencies (DOT, DEP, Parks), some non-profits.	Negotiated raises, healthcare, pensions, workplace protections.	Less flexibility, advancement often seniority-based.	\$45K–60K