Why Work at VLCT?

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Work for the Heart of Vermont in the Heart of Vermont

The VLCT office is in the center of downtown Montpelier, the seat of state government and a bustling little city with great culture, walkable neighborhoods, and enticing food. Less than 45 minutes from the award-winning Church Street Marketplace of Burlington, the shores of Lake Champlain, the best skiing and riding on the east coast, and even closer to hundreds of thousands of acres of the Green Mountain National Forest, our offices provide a great launch pad to enjoy Vermont life. Vermont is also a short drive (less than two hours in most spots) from some of the largest cities on the East Coast – Montreal and Boston. But the best part of working for VLCT is that you work for the heartbeat of Vermont – local government – and quickly become friends with the elected and appointed local officials that make this place special.

Flexible Remote Work

Thanks to VLCT's flexible remote work policy, our team lives throughout Vermont, with some ensconced in the remote woods of the Green Mountains and others involved in the bustling downtowns of our cities, towns, and villages. While many find it convenient to live in or near Montpelier, improved broadband connectivity has made working from all corners of Vermont possible, and our team does exactly that. We embrace primarily remote work because our team has demonstrated they are happier, more productive, and can better serve our members this way.

Benefits and Compensation

VLCT's employee benefits are substantial. They include

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- Employer-paid health insurance (with a fully-paid premium option and an opt-out cash benefit)
- Paid sick leave
- Thirteen paid holidays, all of which can float at the employee's request
- Up to five weeks of paid vacation time
- Employer-paid life, disability, and dental insurances
- Flexible and remote work policy

VLCT is an instrumentality of government and therefore offers all the benefits of working for a Vermont government entity. These feature participation in the state-run municipal employee retirement system (VMERS), which has an option for a defined benefit pension. Also, because working for VLCT precludes active participation in the Social Security system, VLCT supports equitable savings over time by contributing to each employee's 401(a) plan. In addition, VLCT employees are eligible for Public Service Loan Forgiveness – a path to forgiveness on your federal student loans.

Think Vermont

Vermont isn't all cows and maple syrup (though, when combined, that makes one of the state's best treats: the maple creemee). Check out thinkvermont.com(opens in a new tab) to learn about the depth of Vermont. From our world class research university to the creation of electric aircraft at Beta Technologies, and from the region's largest semiconductor manufacturing facility at Global Foundries to the birthplace of Burton Snowboards – Vermont is more than you think it is.

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