



Are you on board?

COMMUNITY ENGAGEMENT SPECIALIST

Boston Harbor Now (BHN) is an organization committed to re-establishing Boston as one of the world's truly great coastal cities – ensuring a vibrant, welcoming and resilient Boston Harbor, waterfront, and islands for everyone. This is an exciting opportunity to join a diverse team of talented individuals who work closely with public agencies, communities, and private and non-profit partners. As a member of the program team, the Community Engagement Specialist will coordinate and implement all aspects of community engagement and Harbor accessibility and equity in our programs, work closely with the Park Partners, and serve as an important external ambassador to the Greater Boston community. This is a term position. Funding for this position has been committed for 12 months with it's continuation dependent upon future funding.

Organizational Overview

Boston Harbor Now is a non-profit organization committed to equitable access, climate resiliency, and the Harbor's role in the health and economy of our region. As the legislated partner of the Boston Harbor Islands National and State Park and the City's partner for the Harborwalk, it encourages people to explore Boston's waterfront and Islands by promoting and hosting hundreds of free and low-cost recreational, cultural and social events. BHN partners with the City of Boston and waterfront communities to prepare for sea level rise, while promoting outstanding waterfront open space, and partners with the Massachusetts Department of Transportation to develop and advance a Boston Harbor-wide water transportation plan for expanded ferry service. BHN supports investment and innovation in Boston's working port to better support our 21st Century maritime economy.

BHN's vision is bold and requires a broad range of expertise, including planning, policy, business, operations, development, advocacy, communications, and programming. A key part of our mission is ensuring our communities can access the Harbor and are protected from the impacts of our changing climate including sea level rise and storms. Current projects underway include: the Stone Living Lab – focused on finding nature-based solutions to sea level rise; the redevelopment of Long Wharf as a climate resilient water transportation gateway to the Harbor; development of Moakley Park, the City's largest waterfront park that will be a model for resilient park design serving some of those most in need of high quality recreation; and implementation of the Master Plan for Peddocks Island.

For more information about Boston Harbor Now, please visit: www.bostonharbornow.org

The Community Engagement Specialist Role

Reporting to the Director of Programs, the [Community Engagement Specialist](#) is responsible for building and strengthening our relationships with the neighborhoods of greater Boston and non-profit organizations in the Boston area by welcoming these communities to Boston's waterfront through enriching programming and direct outreach. This position will highlight the individual and community benefits of the Harbor, and support planning efforts to reinforce that Boston Harbor is for everyone.

This full-time, one year term position with benefits is currently working remotely due to the pandemic, and usually based in downtown Boston. This position requires frequent outdoor work in the summer months requiring travel by ferry as well as work on beaches, trails, and other outdoor environments in all weather conditions and include work on weekends and evenings.

Roles and Responsibilities

- Work with the Director of Programs to develop a three year community engagement strategy for engaging neighborhoods and municipalities in participating in programming and planning around the Harbor.
- Deepen existing relationships in Boston neighborhoods and develop new partnerships with local community groups and nonprofits.
- Assist in developing an annual calendar of vibrant programs geared towards diverse audiences along Boston's waterfront, including Moakley Park, and within Boston Harbor Islands National and State Park (The Park);
- Coordinate staff and partners in community outreach initiatives, including special free access programs, Library Pass Program and Community Cruises
- Develop new opportunities, activities, and pop-up programming to reach new communities in Boston and connect them to the Harbor and Waterfront;
- Support youth engagement programs including the summer Harbor Discovery Camp, youth workforce development, and Island Pass programming;
- Coordinate outreach and programming for seasonal program interns;
- Evaluate the effectiveness of ongoing outreach efforts and develop strategies for improving service to low income residents
- Assist in community and partnership outreach engagement for the 25th anniversary of the Boston Harbor Islands National and State Park in 2021
- Other duties as assigned

Qualifications and Experience

- Minimum 3 years of experience in community organizing, or public engagement
- Enthusiasm, optimism, flexibility, and creativity
- Experience managing staff, volunteers, and youth
- Very strong communication and presentation skills
- Experience in educational programming and youth development a plus
- Ability to work in a cooperative, high energy team environment in a collaborative manner to catalyze positive organizational change
- Experience working with diverse populations
- Experience with project management
- Familiarity with Boston and harbor community neighborhoods and non-profits preferred
- Fluency in Spanish, Portugese, Haitian Creole, Cantonese, or Mandarin preferred
- Bachelor's or Associate's degree preferred but not required. Other credentials, traditional and nontraditional, and experience considered and appreciated.
- Must commit to following all state mandated Covid-19 safety guidelines.

The ideal candidate:

- Is highly organized and is able to prioritize multiple tasks and establish and meet deadlines
- Continually builds technical and professional knowledge associated with job objectives
- Is a proactive problem solver
- Strong attention to detail
- Enjoys working with people inside and outside the organization
- Believes in the mission of Boston Harbor Now

Work Hours and Physical requirements

Work hours are generally Monday through Friday in fall, winter, and spring with weekend and evening work required in the summer months. Comparable time off will be provided.

Willingness and ability to support program execution including frequent lifting, standing, and moving of equipment in an outdoor setting. Willingness to lift 40+ pounds. Driver's license is not required.

About Boston Harbor Now

Boston Harbor Now works at the intersection of people and nature to advocate for open space, public infrastructure, and private sector development that will enhance public access to the Harbor and protect the City from the impacts of climate change. We seek to activate the Harbor, reconnect it with Boston's neighborhoods, and protect water-dependent uses. And we build and broaden the constituency for the Harbor by engaging people through diverse programs -- getting them down to the waterfront and out to the Harbor Islands.

Commitment to Diversity, Equity, and Inclusion

Boston Harbor Now is an intentionally diverse workplace. We are intentional about hiring, developing, and retaining people of color at all levels. We don't just accept differences - we celebrate them, we value them, we promote them, and we thrive on them for the benefit of our employees, volunteers, supporters, partners, and community. We recognize that people bring their personal histories to work and that we make better decisions when we include a wide range of experiences and opinions. Diversity refers not only to race and gender, but also to an array of human differences including: culture, ethnicity, geography, socio-economic position, ability, sexual orientation, background, perspective and more that exist in the community and are reflected in the workforce. We value using a race equity lens to manage the organization and create spaces for conversations on race and ongoing staff and board engagement and empowerment to redesign policies, practices, services and programs. Boston Harbor Now strongly believes that diversity plays an essential role in our mission, fostering innovation and creativity, attracting the best candidates to our team, and enhancing our ability to serve.

We are an equal opportunity and affirmative action employer.

How to Apply

Please email a cover letter and résumé as a single pdf attachment to employment@bostonharbornow.org and include "Community Engagement_Last Name" in the email subject line. Letters may be addressed to Rebecca Smerling, Director of Programs. No phone calls please.

Benefits and Salary:

The salary range for this position is \$55,000-\$58,000 annually plus a benefits package, including medical, dental, life and disability insurance, flexible spending accounts, vacation, sick and personal time, as well as the option to participate in our 403(b).