



Are you on board?

MANAGER OF WATERFRONT DESIGN

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 Policy and Planning team, the Manager of Waterfront Design will manage the Harborwalk 2.0 design project, comment on public and private development along the waterfront, and work closely with the Chief of Planning and Policy and relevant Board committees to ensure that in Boston, and in coastal areas around the region, the waterfront is prepared for the impacts of climate change, accessible through multiple forms of transportation, contributes positively to our economy and local jobs, and feels welcoming to everyone.

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 with municipalities, DCR, and NPS, and partnering with the Mass Department of Transportation to develop and advance a Boston Harbor-wide water transportation plan for expanded ferry service. Boston Harbor Now also supports investment and innovation in Boston's working port to better support our 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 are protected from the impacts of our changing climate including sea level rise and storms while building a more welcoming waterfront. 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

About the Position

Reporting to the Chief of Planning and Policy and serving as a member of the Boston Harbor Now team, our ideal candidate is a creative and thoughtful professional with experience in design and a commitment to the work of preparing for climate change and improving equitable access to the public realm. The preferred candidate will be collaborative, organized, able to track multiple projects at a time, take initiative, and be able to work independently. They will work effectively with other members of the team to support meaningful community engagement and public education.

This will be a full-time 40 hours/week position with benefits. You will be required to work occasional evenings/weekends.

Responsibilities

- Track public and private development along the Boston waterfront, meet with proponents, regulators, and other stakeholders, then write relevant comment letters.
- Develop design charrettes and community engagement for target project areas (eg Long Wharf, Moakley).
- Advance “Harborwalk 2.0” in partnership with public agencies, property managers, and community and advocacy groups.
- Serve as the project manager for design projects managed by Boston Harbor Now on the waterfront and islands.
- Support Boston Harbor Now’s Planning & Policy Committee, Harbor Use Public Forums, and Harborwalk Property Managers Meetings and DPA subcommittee
- Represent Boston Harbor Now at public meetings and policy roundtables related to waterfront design across the region
- Respond to City of Boston 311 issues related to the Harborwalk
- Write briefing memos, talking points, and other communications materials that explain and advocate Boston Harbor Now’s waterfront policy and design strategy and impacts
- With the Chief of Planning and Policy, propose an annual policy and planning agenda that supports Boston Harbor Now’s mission and strategic plan.
- All other duties as assigned.

Qualifications and Experience

- Experience in urban design, landscape architecture, urban planning, or another design field is preferred. Traditional and nontraditional relevant experience is appreciated.
- Experience with climate resilience, environmental justice, social justice, and related topics
- Proficiency in Google Suite, including Gmail, Docs, Sheets, Slides Drive, and Calendar, to manage appointments, document sharing, and digital collaboration

- Knowledge or experience with Boston or Massachusetts environmental agencies, their policies and regulations a plus
- Proficiency in Adobe Suite or other comparable graphics software to communicate visually
- Ability to build relationships with a multitude of public, private, and non-profit stakeholders
- Problem solving skills and ability to present possible solutions
- Prior experience with community outreach and engagement is a plus

The ideal candidate is:

- Curious, creative, and excited to grow
- Continually building technical and professional knowledge associated with job objectives
- Able to prioritize multiple tasks and establish and meet deadlines in a dynamic work environment
- A proactive problem solver
- Adept at working with people inside and outside the organization
- someone who is passionate about Boston Harbor Now's mission

How to Apply

Please send your resume/CV and cover letter to employment@bostonharbornow.org for consideration. Please use the Subject line "Manager of Waterfront Design Application (your last name)" in your email.

Benefits and Salary

Salary Range: \$55,000 – 65,000

The salary is competitive and will be commensurate with experience and include 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).

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.