



Are you on board?

Chief Impact Officer

The Chief Impact Officer will work with the CEO, Boards, staff, supporters and partners to maximize our impact on creating a resilient, equitable, and accessible Boston Harbor that contributes significantly to the region's quality of life and economy. The Chief Impact Officer will lead the organization's waterfront development, climate resiliency, park development, public access, programs and community engagement work.

Reporting to the President and CEO, the Chief Impact Officer is a member of BHN's senior leadership team and will also help identify and pursue mission-critical opportunities and contribute to the organization's overall management, strategic direction, and well-being. They will work with a team of 5 full time staff and additional part time fellows as well as the government affairs consultant. The staff support 3 board committees: Policy and Planning, Legislative, and Parks and Open Spaces: Program, Projects and Operations. This team also supports the Coastal Resiliency Subcommittee of the Green Ribbon Commission. The Chief Impact Officer will partner closely with the organization's development team and help raise funds and secure resources.

Organizational Overview

Boston Harbor Now envisions a vibrant, welcoming, and resilient Boston Harbor, Waterfront, and Islands for the benefit of everyone. Our mission is to ensure that these unique regional resources are accessible, inclusive, and properly adapted to the risks of climate change.



BHN focuses on **Coastal Resilience, Access, and Equity**. Current priority projects include the [Stone Living Lab](#), focused on finding nature-based solutions to sea-level rise, and [Harborwalk 2.0](#), a framework for improving waterfront development on Boston Harbor as well as imagining a bolder vision for the waterfront and islands. Harborwalk 2.0 goes beyond existing regulations in anticipation of building a more equitably and accessible waterfront that is

prepared for the coastal impacts of climate change. Finally, BHN is focused on improving Community Engagement at Moakley Park and projects around Boston Harbor to create a more welcoming and inclusive Harbor.

BHN also works with public and private partners to increase people's awareness of and access to parks and public spaces on Boston Harbor through programming, communications, and engagement. The organization serves as the legislated non-profit partner of the Boston Harbor Islands National and State Park and the city's partner for the Boston Harborwalk and Moakley Park.

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

About the Position: Duties and Responsibilities

- Leads the organization's work in waterfront development (inc. port), climate resiliency, park development, public access (inc. water transportation), and programs and community engagement working with a team of 5 staff including Manager of Waterfront Design, Director of Programs, Community Engagement Manager, Programs Coordinator, and Youth Engagement Coordinator.
- Manages strategic planning and development projects and programs, including the formulation of BHN's policy, positions and waterfront development comments
- Leads legislative affairs and policy changes to maximize mission impact
- Develops metrics, to measure and report on impact
- Works with the members of the Boston Harbor Islands Park Partnership to help plan, develop and manage the Boston Harbor Islands National and State Park
- Staffs the Board's Policy and Planning Committee, Park and Public Spaces: Projects and Operations Committee and Government Affairs Committee
- Leads Boston Harbor Now's efforts to prepare Boston for climate-related coastal flooding working with the Managing Director of the Stone Living Lab
- Staffs the Green Ribbon Commission's Coastal Resilience Working Group
- Works with Development to secure funding, delivers result and report on them
- Strengthens Boston Harbor Now's reputation as a thoughtful, mission-driven, regional cutting-edge collaborator
- Contributes to a positive and inclusive work environment that values development and retention of a diverse staff
- Works with the Board on organizational priorities
- Other projects as assigned by Boston Harbor Now's President and CEO

Qualifications and Experience:

- Demonstrated experience leading and or making change in the public and or private sector with experience working in partnerships and across sectors
- Excellent track record of creating, leading and managing diverse teams
- Experience working with elected and appointed officials

- At least seven years of experience in a related field, such as urban planning, parks and conservation, program development, real estate development, climate resilience, public health, transportation, or legislative advocacy
- Ability to work in a cooperative, collaborative manner to catalyze positive change internally and externally and to work independently
- Ability to speak effectively at high-profile events and write effectively for a wide variety of audiences
- An advanced degree in a related field is beneficial, but Boston Harbor Now will consider candidates who meet the experience requirements

The Ideal Candidate:

- Is a creative entrepreneur who is able to have a vision and lead and implement change
- Can manage multiple projects and programs
- Is a self-starter who is comfortable working independently and collaborating with a wide range of staff, partners, and stakeholders
- Cares about the future of our planet and our blue and green parks and public open spaces, and is excited to share these resources with others
- Has some experience working on climate adaptation
- Flexible, enthusiastic, and optimistic
- Passionate about representing and attracting the broad spectrum of the region's diverse population by creating welcoming and resilient public spaces

We recognize that experience can be gained in various ways: lived, professional, volunteer, and other experience. We encourage Black, Indigenous, people of color, people with disabilities, and people with non-dominant gender identities who may not believe they meet all of the described qualifications but who are motivated and eager to learn to consider what they can contribute to Boston Harbor Now and apply.

Work Hours and Physical Requirements

This position is based in Charlestown and is located close to public transportation. This position must be able to work irregular hours as needed, including early morning, evening meetings, and occasional weekend events. Boston Harbor Now follows a hybrid work schedule.

Salary and Benefits

The salary range for this position is \$135,000 to \$150,000 annually, depending on experience, plus a competitive and inclusive 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) retirement plan with employer matching.

Commitment to Diversity, Equity, and Inclusion

Boston Harbor Now is an intentionally diverse workplace. We are intentional about hiring, developing, and retaining diverse people 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 an equity lens to manage the organization and create spaces for conversations on equity and belonging, 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 "Chief Impact Officer- Last Name" in the email subject line.