



CLIMATE PROGRAMS FELLOW

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 programs team, the **CLIMATE PROGRAMS FELLOW** will assist with our nature and climate programming during recreational programs, community engagement programming, and special events in Boston Harbor Islands National & State Park and on the Boston Harborwalk.

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**. BHN 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.

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.

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

About the Position

This summer, Boston Harbor Now seeks an intern to assist our programs team with planning and facilitating our climate-related programs, activities, and events. Boston Harbor Now facilitates more than 100 activations in the Boston Harbor Islands National & State Park, including cultural community programs, after hours events, cruises, and more! Taking direction from the Program Coordinator, this intern will help facilitate a series of enriching public programs on a weekly basis across our diverse calendar, but with a focus on our climate programming. In addition to hybrid office/remote work, duties for this position take place largely outdoors within the Park and around the mainland waterfront.

This is a seasonal position from June through September (13 weeks). The position requires a flexible work schedule including weekends and some evenings. The typical work week is Tuesday through Saturday, but will vary.

Responsibilities

- Work with a diverse audience of families and community groups visiting the park:
 - Welcoming people
 - Encouraging belonging and place-making
 - Conducting work with professionalism and compassion for everyone
 - Leading visitors in climate-related activities and encouraging them to engage with the natural resources of the park
- Assist with the planning, promotion, and facilitation of climate programming
- Develop new fun and educational nature and climate-related activities as needed, such as games, arts and crafts, and other activities
- Facilitate weekly recurring island programming on Tuesdays and Fridays; organize a rotating schedule of activities
- Facilitate “climate cart” activities at Boston Harbor Now programs and programs with partner organizations throughout the summer
- Maintain a friendly professional demeanor during interactions with visitors, vendors, and partner organizations
- Assist programs team with the planning of other programs on the islands and waterfront as needed
- Staff events, taking on a variety of duties (i.e. check in, vendor assistance, food distribution, etc.)

Qualifications and Experience

Position Description: Climate Programs Fellow, Boston Harbor Now

Below lists the qualifications for this position. All credentials and experience, both formal and informal, will be considered:

- Ability to work effectively on a team and in highly collaborative environments as well as independently
- Experience and/or demonstrated interest in events, event planning, community activation, public parks, and/or the nonprofit sector
- Experience and/or demonstrated interest in climate, nature, and/or related topics
- Willing to work outdoors in various weather conditions, including heat and rain
- Comfortable engaging with public and communicating with diverse audiences
- Ability to stay focused when working alone or working from home
- Organized, timely and dependable
- Celebrates diversity, equity, and inclusion and is comfortable working with people of all backgrounds and identities

The ideal candidate:

Below lists examples of the **preferred** skill set of the ideal candidate:

- Experience working with the public, including adults, families and groups from various backgrounds
- Experience and/or interest in event planning, public parks, and/or community programming and events
- Experience and/or interest in climate change, environmental justice, or related fields
- Flexible, empathetic, and sociable
- Fluent in another language, preferably Spanish or Mandarin Chinese
- Comfortable lifting 20-40 pounds
- Proficiency or experience with any or all of the following applications: Microsoft Office, G Suite, Canva, Zoom, Wordpress, and/or Eventbrite

Research shows that people of color and women are less likely to apply if they don't believe they meet every qualification listed. At Boston Harbor Now, we recognize that experience can be gained in many ways—lived, professional, volunteer, and others. We encourage BIPOC candidates, people with disabilities, women, and people with non-dominant gender identities to apply.

Benefits and Salary

Hourly, non-exempt employee; \$25.00/hour working an average of 30 hours/week for 13 weeks. Sick time and paid holidays (e.g. Fourth of July) included. Paid 30 minute lunch breaks included in shifts 6.5 hours or longer.

How to Apply

Upload your resume/CV and cover letter and complete the online application form:

<https://forms.gle/KxMV6hnQK9a8dkEF6> Please include your first and last name in the title of all

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uploaded files.

Boston Harbor Now is committed to ensuring an accessible and inclusive hiring process. We encourage candidates to share any access needs or accommodation requests when applying so they can fully participate in the interview process. We encourage applicants to respond in their own voice. Clear, thoughtful responses that reflect your experience and perspective are most valuable to our review process.

Commitment to Diversity, Equity, and Inclusion

Boston Harbor Now is an intentionally diverse workplace. We are intentional about hiring, developing, and retaining diverse individuals 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 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.