



Are you on board?

## **POLICY DIRECTOR**

### **About Boston Harbor Now:**

Boston Harbor Now believes that the harbor belongs to and benefits everyone. We are committed to access, resilience, and the harbor's role in the health of our region. We accomplish this by advocating, activating, planning, and developing a harbor that drives our quality of life and the prosperity of our region.

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.

### **The Opportunity:**

Boston Harbor Now has an exciting opportunity for someone who is passionate about great waterfront development, the public's use of the waterfront, the processes and products of policy, and the development of an economically viable climate resilient waterfront for all. The Policy Director leads the development and implementation of policy initiatives at Boston Harbor Now working with the staff, the Policy and Planning Committee of the Board, and our public and private partners to develop a model 21st century waterfront.

The job demands strong interpersonal and communication skills, a diplomatic and balanced perspective, and the ability to negotiate successful solutions. Knowledge of best practices from around the country and around the globe is important. Applicants should have a proven strategic ability to identify unmet critical needs and implement solutions. Attention to detail and process is very important in this job. The Policy Director works at every level with a network of other harbor leaders and managers and must be able to manage a varied and demanding workload with deadlines. Areas of expertise should include harbor related laws and regulations at every level of government pertaining to waterfront development and waterways as well familiarity with the rapidly evolving understanding of climate change and the responses required to enable the development of a resilient waterfront. National, state, and city park policy are also important to understand.

## **Responsibilities:**

### **Leadership and Management**

- The Policy Director is responsible for identifying strategic policy priorities and developing and managing work plans to achieve results.
- Works with the CEO and Planning Director to determine policy priorities and positions and support the Planning and Policy Committee. The Director then represents Boston Harbor Now internally and externally as a policy leader and expert on the Harbor.
- Manages the organization's response to development proposals and policy initiatives, including drafting and circulating written regulatory comments and legislative testimony on behalf of the organization
- Stay current with economic, legal, and political trends that affect the feasibility of Boston Harbor Now's policy advocacy efforts and work with our staff and trustees to develop strategies that will lead to success.
- Support Boston Harbor Now's Planning & Policy Committee and organize monthly public Harbor Use Forums.

### **Communications and Advocacy**

- Organize and participates in public events that highlight and improve the policies needed to develop an accessible and resilient harbor that contributes to the health and prosperity of the Greater Boston Region.
- Provide oral testimony and written comments on waterfront development and policy proposals at every level of government, and provide other public statements as needed.
- Serve as key staff on all state, municipal, and federal waterfront policy issues that affect Boston's waterfront, harbor, and islands, especially regarding waterfront development and public access (e.g., Chapter 91), climate preparedness (e.g., Article 25, Climate Ready Boston plans) and other relevant policy topics such as water transportation and Designated Port Areas.
- Build and maintain professional relationships with contacts in the public, private, and nonprofit sectors, including, the City of Boston, Boston Planning and Development Agency, Massachusetts DEP and CZM, Massport, U.S. Army Corps of Engineers, as well as waterfront developers, urban planners, academic scientists, water-dependent businesses, and a wide range of other waterfront stakeholders.
- Review relevant current and proposed waterfront development laws and regulations as they relate to Boston Harbor Now's agenda (especially climate resilience) and help draft model statutory language to index them to a changing external environment.
- Write policy reports, briefing memos, talking points, and other substantive communications materials that explain and advocate Boston Harbor Now's waterfront policy agenda through actionable and clear information for public consumption.

## **Qualifications and Experience:**

Job Requirements include:

- At least 5 years of relevant experience in urban planning, waterfront policy or legislative, regulatory and/or political processes
- Familiarity with providing regulatory analysis, including synthesizing and weighing research and making policy recommendations
- Ability to write, present, and clearly communicate complex policy and/or regulatory issues to audiences and constituents of diverse backgrounds
- Experience convening and working in partnership with other nonprofits, for-profits, and government agencies
- Ability to manage multiple projects simultaneously, work within tight deadlines, and prioritize work as necessary
- Experience thinking strategically and developing and maintaining relationships that help achieve desired outcomes
- Demonstrated ability to impact public policy
- Attention to detail and process
- Comfortable working independently and collaboratively as a key member of a small, fast-paced team

Job Preferences include:

- Juris Doctorate or Masters in relevant field such as public policy or urban planning.
- Familiarity with municipal, state and federal regulations relevant to Boston's waterfront and harbor. These might include a general working knowledge of the MEPA and NEPA process, MA CH 91, and Massachusetts Wetlands Regulations or similar processes, laws and regulations from other jurisdictions.
- Proficiency with Microsoft Office Suite and Wordpress

## **How to Apply:**

To apply please send your resume/CV and cover letter to [employment@bostonharbornow.org](mailto:employment@bostonharbornow.org) for consideration. Please use the Subject line "Policy Director (your last name)" in your email.

## **Equal Opportunity Employer**

Boston Harbor Now is an Equal Opportunity Employer. We aim to create a thriving and inclusive team that values all aspects and perspectives of each member.