

Codman Square Neighborhood Development Corporation (CSNDC)



ECO-INNOVATION DIRECTOR

July 2022

CSNDC seeks an experienced and mission driven Eco-Innovation Director to lead an emerging team implementing a vision of just and equitable urban energy and environmental sustainability within Codman Square and the South Dorchester section of Boston.

About CSNDC and the Eco-Innovation District

We are a grassroots community organization committed to developing affordable housing and fighting for racial and economic justice by building community power, especially of low- and moderate-income communities of color in Dorchester. Through developing resident leadership, organizing in the community, promoting economic mobility services, and advocating for local energy and environmental justice, we build collective resident power to effect systemic change and transform society. CSNDC is a lead agency in the Fairmount CDC Collaborative, an 18-year, joint effort of three local community development corporations, which have undertaken numerous affordable housing, environmental, economic development and social initiatives. Launched in 2013, the Talbot Norfolk Triangle Eco-Innovation District (TNT EID), a low-income, predominantly people of the global majority (POGM) neighborhood, was the first neighborhood seeking [Eco-District](#) and LEED for Neighborhood Development designation in Boston. Using sustainability as a lens for neighborhood revitalization CSNDC has worked with residents to facilitate energy retrofits, solar panels, rain gardens, and rain barrels within the TNT EID. The agency has also developed an urban agriculture site, trained youth and men of color in arborist skills, planted almost 200 trees, and implemented a Slow Streets plan for the neighborhood. The agency is actively involved in organizing residents to fight for climate and environmental justice. This includes recruiting educating and mobilizing residents in climate justice legislative and other campaigns designed to change systems and bring needed financial and human resources into our Dorchester service area.

About the Position

Working under the supervision of the VP of Base-Building Strategy and & Fundraising, the Eco-Innovation Director will lead CSNDC's efforts to build upon the successes of the TNT EID and expand our sustainability and environmental justice strategies across all of CSNDC's service area comprised of nearly 50,000 residents, the majority of which are low/mod income people of color. This includes managing an internal team of 2-4 staff and/or volunteers, developing and implementing green job training programs, and coordinating with external partners to implement all direct service programs, sustainability-related organizing, advocacy and leadership development initiatives and campaigns. This position will also advise CSNDC's real estate team on approaches to developing affordable housing projects to the highest level of energy and environmental sustainability through best practices research and identifying resources. This position is currently operating on a hybrid remote/in-office schedule. Fundamental to the position is the ability to see the big picture, and to think, plan and implement across the spectrum of direct service (green job training), advocacy/organizing, as well as some levels of community planning and research.

Key Responsibilities

- Manage and support the Eco-Innovation team to achieve the goals of the following existing sustainability initiatives:
 - Recruiting, educating, developing the leadership capacity of, and organizing local constituents to advocate for energy, environmental, and climate justice through our Fairmount Climate Justice Advocacy Initiative.
 - Improving employment outcomes while reducing climate related impacts for residents, with a focus on men of color, through the Green Infrastructure Certification & Training program and other training programs that might be developed.
 - Managing CSNDC's urban agricultural site Oasis Farm at Ballou.
 - Promoting clean and efficient energy through the Clean Energy Ambassador Program.

- Mitigating the impact of Heat Islands on vulnerable residents through the Air Conditioner Giveaway Program.
- Develop/refine protocols, procedures and policies so that all work is implemented in an efficient and timely manner.
- Explore and develop new sustainability programs, partnerships, and funding opportunities for the Eco-Innovation Department with an immediate focus on building a new workforce development program focused on careers in clean energy.
- Initiate and participate in a range of internal and external partnership meetings to plan, set agendas, troubleshoot and prioritize issues and move work forward.
- Track legislative priorities related to the work and strategize with team members, external partners, and constituents to achieve legislative priorities.
- Act as a liaison to, and ensure appropriate communication protocols are in place with, program partners such as the Fairmount CDC Collaborative, funders, policy makers and legislators.
- Research best practices for green-house gas emissions, deep energy retrofits, new green development, transit-oriented development and local clean power generation to inform new program development and advise the CSNDC real estate staff on how to improve sustainability in CSNDC housing developments.
- Analyze program and other data to produce regular progress reports and other reports for internal management, Board and funders.
- Develop then act as liaison to the Board Eco-Innovation Committee and support Committee plans and work.
- Other related duties.

Our Ideal Candidate

Our ideal candidate will be an organized individual, with a deep commitment to racial equity, diversity, and inclusion, who has many of the following skills and experiences:

- 6-8 years of progressively responsible management experience including 3-4 years of proven experience successfully overseeing a team of professionals to develop and implement programmatic initiatives.
- Educational background in environmental studies/science, community planning, public policy, or related field.
- Familiarity with and meaningful experience in two or more of the following fields: clean energy programs, urban agriculture, green housing standards, green workforce development, and environmental justice.
- Strong knowledge of community organizing strategies, urban planning/design, and community development.
- A successful track record working in urban settings with a diverse range people, including low/mod income people of the global majority (POGM).
- Excellent verbal and written communication skills, as well as report presentation skills.
- Strong knowledge of Microsoft 365 applications (Word, Excel, PowerPoint, One Drive), Google Applications, and Salesforce.
- Ability to work independently and to manage multiple tasks and project simultaneously.
- Lived experience as a community member of an Environmental Justice neighborhood.
- Bilingual in English and another language predominant in CSNDC's service area.

Compensation and Benefits

The base salary is \$75,000; actual salary will reflect experience and qualifications. CSNDC offers a competitive benefits package.

The Selection Process

Email a resume and an accompanying cover letter to Heather@csndc.com with Eco-Innovation Director Application in the subject line. CSNDC is an equal opportunity employer committed to building a diverse staff. Candidates of color, LGBTQ individuals, people with disabilities, members of ethnic minorities, foreign-born residents, and veterans are encouraged to apply. No phone calls please.