

Job Announcement:

Associate Director with Chinatown Community Land Trust

The Chinatown Community Land Trust (CCLT) seeks a full-time Associate Director to work with its board, members, and staff to stabilize the future of Boston Chinatown through community control of land and collective governance of shared resources.

Mission and Description of Organization

The Chinatown Community Land Trust works for community control of the land, development without displacement, permanently affordable housing, and shared neighborhood spaces, consistent with the Chinatown Master Plan.

Job Description

The Associate Director will share in responsibilities for strategic advancement of the organization's work. These may include community organizing, planning, and advocacy; coalition and partnership work; program, real estate, and project development and management; membership and organizational development; fundraising and financial management.

Work Areas

Below is a description of CCLT's current work areas.

Housing and Commercial Preservation - CCLT is acquiring existing small properties for preservation as permanently affordable, resident-controlled housing. To date, CCLT has preserved 7 home ownership and 6 rental housing units, and is preparing for its first residential/commercial property acquisition. CCLT works with residents to make decisions over property improvements, property management, and the neighborhood.

Planning for a Historic and Cultural District - CCLT plays an important role involving community members in democratic and participatory community planning to grow Chinatown's role as an important historic and cultural district. This work includes collaboration on the Chinatown Cultural Plan, utilizing preservation tools as part of an anti-displacement strategy, and public art and cultural projects that celebrate Chinatown as an anchor neighborhood for immigrant working class families and small businesses.

Open Space Improvement and Green Infrastructure - CCLT engages in organizing, planning advocacy, and project development to improve and expand open space and green infrastructure in Chinatown, with a focus on both heat and flood resilience. CCLT is partnered with Friends of Reggie Wong Park on a \$3 M capital improvement plan for Chinatown's only open recreational space.

Energy Justice - CCLT seeks increased community control of energy resources. This includes work to help Chinatown residents and small business owners save on energy costs, reduce Chinatown's carbon footprint, and bring renewable energy resources to Chinatown. Current work includes retrofitting small properties for heat and climate resilience, and piloting new clean energy strategies.

Community Governance and Movement Building - CCLT seeks to involve residents and community members in collective governance of shared resources and partners with other organizations to grow the Community Land Trust movement.

Our Ideal Candidate

- Is committed to grassroots community empowerment and collective decision-making
- Is self-starting, strategic, and a great team player
- Can comfortably manage multiple tasks and projects independently
- Has at least four years' experience in some combination of community organizing, real estate development, project management, leadership development, and staff supervision
- Demonstrates strong interpersonal skills, humility, and commitment to community building and partnerships
- Is bilingual in English and Chinese (Cantonese preferred). Familiarity with Boston Chinatown a plus.
- Experienced and comfortable working with people of diverse social and economic backgrounds

We seek candidates who embrace our mission and the relationship between community organizing, participatory planning, project implementation, and systems change.

Compensation

Salary range \$90,000-\$110,000, commensurate with experience. Benefits include generous paid time off, health/dental/vision, employer-matched 401k, and professional development opportunities.

Work Environment

Chinatown CLT is an equal opportunity employer and currently has a small staff that includes the Executive Director, Housing Specialist, Chinatown Power Director, and Operations/Communication Manager. The staff work in person three days a week and as needed for in-person meetings and activities with Chinatown residents and community members. Work schedules may be flexible, but we require accountability and the Associate Director must be available for some evening and weekend work.

Process

Please submit a cover letter, detailing your qualifications for this position, along with a resume to: lydia@chinatownclt.org. We encourage submission of applications by February 28, 2026, but will continue to review all applications on a rolling basis until the position is filled. For more information about Chinatown CLT, visit our website: www.chinatownclt.org