



Codman Square Neighborhood Development Corporation (CSNDC)

**Director of Eco-Innovation
May 2025**

About CSNDC and the Eco-Innovation Department

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-to-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 leading agency in the Fairmount CDC Collaborative, a collective of three local community development corporations united in the fight for transit justice for Boston's environmental justice neighborhoods along the Fairmount Line.

Launched in 2013, the Talbot Norfolk Triangle Eco-Innovation District (TNT EID) was the first neighborhood seeking [Eco-District](#) and LEED for Neighborhood Development designation in Boston. Using environmental sustainability as a lens for neighborhood revitalization CSNDC worked with residents to facilitate energy retrofits and the installation of solar panels, rain gardens, and rain barrels within the TNT EID. The agency 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 district. Building upon the successes of the TNT EID, CSNDC has expanded our sustainability and environmental justice strategies across our entire service area comprised of nearly 50,000 residents. Our Eco-Innovation Department currently runs the following programs:

- The Climate Justice Alliance educates, develops the leadership capacity of, and organizes residents to advocate for energy, environmental, and climate justice legislation and initiatives.
- The Green Infrastructure Certification & Training program improves employment outcomes while reducing climate related impacts for residents, with a focus on men-of-color.
- Oasis at Ballou is our urban agriculture site that harvests and distributes healthy, culturally relevant produce throughout the neighborhood.
- Our Clean Energy Ambassador Program helps connect residents to energy efficiency and clean energy resources and programs.

About the Position

Working under the supervision of the Vice President of Base-Building, the Eco-Innovation Director will lead an internal team of 3 staff and coordinate with external partners to implement all Eco-Innovation Department programming and advocacy campaigns. This position is currently operating on a hybrid remote/in-office schedule.

Key Responsibilities

- Manage, supervise, and support the Eco-Innovation team staff to implement the four departmental programs.
- Develop and monitor departmental workplans so that all programs are executed efficiently and effectively.
- Undertake and implement program development activities to strengthen existing programs and

to address gaps in program delivery goals (e.g., identifying and connecting green businesses with CSNDC Green Infrastructure trainees for job purposes).

- Serve as the organization's lead expert, spokesperson, and legislative advocate on climate and environmental justice.
- Explore and develop new sustainability programs, partnerships, and funding opportunities for the Eco-Innovation Department.
- 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.
- Analyze program data to produce regular progress updates and other reports for internal management, the 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, nature based solutions, urban agriculture, green housing standards, transit justice, 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 of people, including low-to-moderate income residents
- Excellent verbal and written communication skills including public speaking.
- 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

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

The Selection Process

Please take some time to explore our agency's programs and mission on our website www.csndc.com. If this is the right fit for your skills and interests, then email a resume and an accompanying cover letter to Jobs@csndc.com by June 20, 2025 with Eco-Innovation Director Application in the subject line.