The Metropolitan Area Planning Council (MAPC) seeks exceptional candidates for Manager of Housing & Neighborhood Development, who will lead the agency’s Housing Division within the Land Use Department. The Manager will report to the Director of Land Use. This is a management position supervising five Housing and Land Use Planners ranging from Planner II to Principal Planner. The Manager will oversee and grow the agency’s housing planning work, and work with the Director of Land Use to select, scope, and assign housing planning projects; provide housing expertise across agency departments; encourage collaboration between Housing staff and other MAPC staff to incorporate housing into multi-faceted planning processes and policy initiatives; and identify opportunities to cultivate new approaches, policies, programs, and projects to expand and diversify the region’s housing, and especially affordable housing, consistent with MAPC’s strategic priorities to advance sustainable development and equity.

The Manager of Housing & Neighborhood Development will also play a significant role in the implementation of the regional policy and land use plan, MetroCommon2050: Shaping the Region Together. This will include helping to lead the agency to advocate for local, state, and federal policies to build and preserve affordable housing, to advance Fair Housing, and to address the racial wealth divide through homeownership. Over the next several years, the Housing team and the Land Use Department are heavily focused on supporting municipalities in complying with the multifamily zoning requirement for MBTA communities (Section 3A of MGL Ch. 40A). The Manager will also oversee a project portfolio including smart growth zoning, inclusionary zoning, Housing Production Plans and other plans, market analyses, development scenarios, and more.

This position requires expertise in planning, policy, and housing, as well as prior experience supervising and managing both staff and projects.

About MAPC:

MAPC is the Regional Planning Agency (RPA) serving the people who live and work in metropolitan Boston. Our strategic priorities are sustainable development, equity, regional collaboration, and climate mitigation and resilience. We are guided by our regional plan, MetroCommon2050: Shaping the Region Together. MAPC’s staff includes approximately 100 full-time employees located in downtown Boston in a transit-accessible and bike-friendly office.

MAPC has a hybrid schedule, combining time in the office with remote work. Employees must reside within a commutable distance from MAPC’s Boston office.
MAPC strongly supports the professional development of each staff person, believing their growth to be consistent with the best interests of MAPC and the region. We encourage all our staff to develop new ideas to make MAPC’s planning and policy work more relevant and impactful, and to adapt to changing times.

This is an opportunity to work in a dynamic, interdisciplinary, and innovative environment with professionals who are committed to building a more sustainable and equitable future for Greater Boston. For more information about MAPC or MetroCommon2050, please visit www.mapc.org.

Responsibilities:

- Oversee and expand MAPC’s housing planning practice, with a focus on the implementation of the region’s new regional plan, MetroCommon2050, and expansion of housing affordability and diversity to foster inclusive communities and mitigate displacement risk;
- Manage a staff of five Housing and Land Use Planners, including assigning and guiding project work, monitoring and reviewing their work products, developing project budgets and assuring budgets compliance, and supporting staff with professional development goals;
- Assist municipalities to develop and implement plans and strategies to create more and better housing or mixed-use development, with a particular emphasis on affordable housing, including Housing Production Plans, master plans, neighborhood and Transit-Oriented Development (TOD) plans, Fair Housing strategies, zoning, permitting procedures, design guidelines, and other efforts;
- Maintain team culture and commitment to housing affordability and inclusive communities;
- Collaborate with 2 other Managers and the Director within the Land Use Department to develop the annual work plan and budget and to guide the direction of the Department;
- Develop project ideas with municipal partners, MAPC colleagues, and other stakeholders, including community-based organizations; develop project scopes and budgets in coordination with other MAPC staff; and support municipalities with state and federal funding applications;
- Coordinate with planners across the Land Use Department and other MAPC staff on implementation of Section 3A of MGL Chapter 40A; develop and update internal resources; coordinate with state and other external actors; collaborate on events; and share agency and local feedback;
- Collaborate with the Government Affairs Department to research and implement equitable smart-growth housing policies and advocate for the implementation and funding of these policies through the legislative and regulatory process, often in collaboration with stakeholders in other agencies and organizations;
- Collaborate with Data Services, Community Engagement, and other departments undertaking housing and housing-related work to share best practices and provide input as needed;
- Build and maintain relationships with key housing stakeholders in the region, including but not limited to federal and state agencies, non-profit organizations, and developers;
- Remain informed about current planning issues, resources, and programs; and advise various levels of government on policies and best practices;
- Organize workshops and educational events for the public, make public presentations, and facilitate public discussions; discuss issues with the media.
Evening events, occasional weekend events, and local travel are responsibilities for this position. MAPC does not require that you have a vehicle; however, you must have a valid driver’s license and/or the ability to arrange transportation to meetings in different parts of the region. MAPC provides support for travel, including MBTA passes, a Zipcar account and Bluebikes membership.

**Qualifications:**

Candidates for this position should have a Master’s degree in planning, public policy, or similar degree/concentration, with experience in housing, land use, regional planning, or related field; plus at least 4 years of relevant professional experience in the field of housing planning and policymaking, including evidence of increasing responsibilities, project management, and staff supervision, or a Bachelor’s Degree plus 6 years of such experience.

Successful candidates for this position will demonstrate all or most of the following:

- Experience with team leadership, including supervising and mentoring staff, and work planning;
- Knowledge of key housing tools of federal, state, and local government, such as ARPA, Fair Housing, MGL Chapter 40A & B, Community Preservation Act, Municipal Affordable Housing Trusts, Housing Production Plans, and inclusionary zoning; or similar programs from other states;
- Proficiency in developing or implementing plans, programs, zoning, and policies to support local and regional housing efforts, including production, preservation, and tenant protections (experience in Massachusetts is a plus);
- Strong interpersonal skills, including the ability to work effectively with staff, colleagues, community groups, and government officials, especially local elected and appointed officials; ability to build and maintain relationships with relevant state and quasi-public housing agencies, Community Development Corporations, and other organizations in the housing field;
- Strong communication skills, including verbal and written, and ability to articulate planning and policy issues to a wide variety of audiences; visual communication skills are a plus, such as Adobe Creative Suite and PowerPoint;
- Ability to facilitate, build coalitions, achieve consensus, and resolve disputes in complex public policy situations;
- Strong organizational skills and experience with time and budget management;
- Ability and demonstrated interest in advocating for greater equity throughout Metro Boston, especially across housing and other land use issues;
- AICP certification is preferred, but not required.

Per MAPC COVID-19 Vaccine Policy, all employees, including remote employees, must be fully vaccinated. This position will require the selected candidate to show proof of full vaccination against COVID-19, including the Bivalent booster. MAPC is an equal opportunity employer and will consider reasonable accommodation to those individuals who are unable to be vaccinated consistent with federal, state, and local law.

**Compensation and Benefits**
The salary ranges from $95,000 to $105,000, depending on qualifications and experience. This
is a full-time exempt position. MAPC offers excellent Massachusetts state employee benefits as well as a flexible, supportive, and family-friendly work environment and a commitment to continued professional development.

How to Apply
Apply online at www.mapc.org/jobs. The position is open until filled, and applications are reviewed on a rolling basis. Interested candidates should submit a cover letter and resume. Candidates selected to interview will be asked to submit three (3) references plus a sample of relevant writing or work product. Candidates must have legal authorization to work in the USA and a valid driver’s license and/or the ability to arrange transportation to meetings in different parts of the region. MAPC participates in E-Verify, which is a federal program that helps us to determine work eligibility in the United States.

We believe that a staff with a range of perspectives, experiences, and skillsets strengthens our work. We are committed to building a more equitable workplace that allows staff with diverse backgrounds and identities to thrive, grow, and lead. For more information on MAPC’s culture of equity, see our Equity at MAPC page.