

Codman Square Neighborhood Development Corporation (CSNDC)



Green Infrastructure Specialist

December 2025

CSNDC seeks a mission driven and proactive Green Infrastructure Program Specialist to join our team in 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 environmental justice, we build collective resident power to effect systemic change and transform society.

Using sustainability as a lens for neighborhood revitalization CSNDC's Eco-Innovation Department works to facilitate Environmental justice strategies across our entire service area of nearly 50,000 residents and 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 Energy Ambassador Program helps connect residents to energy efficiency and clean energy resources and programs.

CSNDC is a lead agency in the Fairmount Indigo CDC Collaborative (FICC), a 20-year-old collaborative of three local community development corporations, which have undertaken numerous affordable housing, environmental, economic development and social initiatives. The Eco-Innovation Department works very closely with FICC staff towards shared climate justice goals.

About the Position

Working under the supervision of the Eco-Innovation Director, the Green Infrastructure Specialist will support CSNDC's efforts to deliver robust training that prepares participants to obtain the nationally recognized National Green Infrastructure Certification Program (NGICP) certification. This certification program provides the base-level skill set needed for entry-level workers to properly construct, inspect and maintain Green Infrastructure and become competitive in the emerging Green Infrastructure workforce. The Green Infrastructure Program Specialist will coordinate the day-to-day roll-out of the training program, including delivering the training, in accordance with NGICP standards. The Green Infrastructure Program Specialist will work closely with the City of Boston's Climate Job Alliance team to implement the training. This salaried position is currently operating on a 37.5 hr./week hybrid remote/in-office schedule and will require some weekend and evening work hours.

Key Responsibilities

- Assess and identify training needs, and delivery methods to ensure smooth execution of the training curriculum.
- Coordinate logistics for training sessions, including scheduling, resource allocation, participant enrollment, and participant wraparound supports.
- Deliver the training and provide support, including one-on-one study sessions, to participants as they prepare to take their exam.

- Track and analyze program data to produce regular progress updates and other reports for internal management, the Board, and funders.
- Ensure that all training related procedures and outcomes comply with relevant regulations, industry standards, and funders requirements.
- Work with the Eco-Innovation team to link training curriculum to social, economic and racial equity by engaging residents and key stakeholders around opportunities to uplift and implement green infrastructure projects in the Codman Square Community.
- Organize community events, workshops, and information sessions to raise awareness about the Green Infrastructure training program and/or other Eco-Innovation Department priorities.
- Recruit and train participants to take the Green Infrastructure certification exam and to become spokesperson in promoting green infrastructure opportunities throughout the Codman Square community.
- Develop relationships with green infrastructure employers to stay aware of job opportunities and support training participants in their entry level green infrastructure job search.
- Coordinate follow-up with training participants, NGICP, the City of Boston and other interested parties.
- Represent the department at community events and neighborhood association meetings.
- Support the Climate Justice Alliance as needed.
- Perform other related duties as assigned.

Our Ideal Candidate

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

- Background in environmental studies/science, public policy, or related field with at least two years proven related and relevant experience, strongly preferred.
- National Green Infrastructure Certification or ability to become certified within the first 6 months of employment.
- Familiarity with and meaningful experience in workforce development and/or green infrastructure.
- Strong knowledge of community engagement strategies, and program management.
- A successful track record working in urban settings, including with low/mod income people of the global majority.
- Excellent verbal and written communication skills including public speaking.
- General computer proficiency, including comfort with email, file management, word processing, spreadsheets, and the ability to learn new software or databases as needed.
- 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

Starting salary for this position is \$67,000. CSNDC offers a competitive benefits package.

The Selection Process

Email a resume and an accompanying cover letter to jobs@csndc.com with Green Infrastructure Specialist Application in the subject line by January 10th.