

The Metropolitan Area Planning Council (MAPC) invites applications for the position of:



Community Engagement Planner II

SALARY: \$74,000 to \$84,000

DESCRIPTION:

The Metropolitan Area Planning Council (MAPC) seeks a Community Engagement Planner II who will design and implement comprehensive and inclusive community engagement strategies for the agency's projects and initiatives. The Planner will create opportunities for participatory, collaborative, and meaningful community engagement. This work includes creating inclusive and hands-on outreach activities, planning public events, designing and facilitating public meetings and focus groups, and mobilizing new and existing partners in the Greater Boston region. Most importantly, this role ensures that engagement opportunities are just, accessible, and empowering and that residents and stakeholders feel they have a voice in their community's future. We welcome and value lived experiences, including navigating systems as an immigrant, as part of the BIPOC or LGBTQ+ community, or from diverse backgrounds.

The Community Engagement Planner II will be a part of the Community Engagement Department. They will work across the agency with MAPC staff from various departments as well as provide municipalities and organizations with engagement expertise and support. They will support MAPC's commitment to inclusive community engagement, equity, smart growth, and regional collaboration.

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 and preservation, advancing equity in the region, collaboration across municipal lines, and developing a climate-friendly and resilient region. We are guided by our regional plan, MetroCommon2050: Shaping the Region Together. MAPC's staff includes approximately 120 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 everyone who lives and works in Greater Boston. For more information about MAPC or *MetroCommon2050*, please visit www.mapc.org

About the Department:

The Community Engagement Department supports MAPC's planning teams and our member municipalities by creating outreach and engagement strategies that integrate residents' input into policy and planning projects. The Community Engagement Department works to ensure that under-represented populations are engaged in planning processes and policies by convening practitioners, sharing emerging practices, and building capacity. The values of equity, accountability, empowerment, and accessibility guide all of the Department's work. The Community Engagement Department includes a Director, a Community Engagement Manager, three community engagement specialists, and occasionally interns. The Community Engagement Planner II will report to the Community Engagement Director. [Please visit MAPC's Community Engagement webpage for more information on the Department's work.](#)

RESPONSIBILITIES

- Design and implement comprehensive and inclusive community engagement strategies that utilize creative outreach techniques with a special focus on the inclusion of groups that have been under-represented in the planning process;
- Lead and facilitate culturally relevant engagement practices that center community voice, inclusion, and trust-building;
- Build capacity in collaboration with internal departments for municipal, community-based organizations, and resident voices to navigate planning processes, co-develop plans, and impact decision-making;
- Lead the development of engagement strategies for the Community Engagement Department and technical assistance projects;
- Test and build internal buy-in and adoption of innovative community engagement practices inside and outside the agency
- Support the implementation of evaluation strategies to measure engagement impact and outcomes;

- Develop and maintain authentic one-to-one work relationships with community-based organizations, municipal government partners, and local stakeholders and leaders across the region;
- Implement data driven approaches in collaboration with internal departments by conducting a Landscape Analysis to identify and address community engagement - related needs, decision-makers, and opportunities.
- Develop and maintain authentic one-to-one work relationships with community-based organizations, municipal government partners, and local stakeholders and leaders across the region;
- Implement data driven approaches in collaboration with internal departments by conducting a Landscape Analysis to identify and address community engagement - related needs, decision-makers and opportunities;
- Collaborate with internal and external partners to co-design and co-facilitate public meetings, community events, listening sessions, and workshops.

QUALIFICATIONS

Candidates for this position should have a Bachelor's degree and three (3) years of relevant professional experience or a Master's degree and a minimum of two (2) years of relevant professional experience in any of the following areas: community development, urban studies, city, town, or regional planning, urban design, public humanities, historic preservation, arts administration, architecture, public art, or other related disciplines.

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

- Experience interacting with and mobilizing people from diverse populations in a wide variety of settings, including communities of color, different ethnic populations, a variety of incomes, ages, and differing levels of educational attainment;
- Understanding of systemic inequities in planning and government, and a commitment to advancing racial and social justice through engagement;
- Experience with organizing practices including canvassing, one-on-ones, stakeholder analysis, or resident-led advocacy campaigns;
- Experience with qualitative research, including data collection, analysis, and interpretation;
- Experience developing and facilitating trainings and meetings, leadership development programs, or education sessions for community members or local leaders;

- Experience undertaking assigned work in a self-directed manner with capacity for innovation, self-learning, and achieving goals in a timely manner;
- Experience working independently, collaborating with teams, communicating clearly and concisely (both in writing and verbally), and speaking in public;
- Experience building and maintaining partnerships with local and state government, (including appointed and elected officials), community-based or advocacy organizations, and other stakeholders;
- Experience working on issues relating to sustainability, land use, housing planning, or municipal government in Massachusetts;
- Experience using digital engagement platforms to engage various stakeholders; and
- Proficiency in working on interdisciplinary projects and in collaborative settings.

SUPPLEMENTAL INFORMATION

Compensation and Benefits:

The salary ranges from \$74,000 to \$84,000, 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 for an 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.

MAPC is an Equal Opportunity Employer. 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.