



Metropolitan Area Planning Council (MAPC) Land Use Generalist Manager

SALARY	\$100,000.00 - \$110,000.00 Annually	LOCATION	Boston, MA
JOB TYPE	Full Time	JOB NUMBER	LU-JUL25-LUGM
DEPARTMENT	Land Use	OPENING DATE	07/29/2025

Description

The Metropolitan Area Planning Council (MAPC) seeks exceptional candidates for the position of Land Use Generalist Manager. This is a management position supervising 5 to 7 Land Use Planners ranging from Planner I to Principal Planner. The Manager will work with the Director of Land Use to oversee and grow the agency's land use planning work, will be responsible for the development and implementation of land use planning projects with MAPC municipalities, and will also serve as a member of the Land Use Department management team.

This position requires expertise in land use planning and policy, 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 the 101 cities and towns that make up Greater Boston. Our strategic priorities are sustainable development, regional collaboration, advancing equity, and fostering a climate-friendly 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 work in the office two days per week on average. Employees must reside within a commutable distance from MAPC's Boston office.

MAPC strongly supports the professional development of every 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, works, and plays in Greater Boston. For more information about MAPC or MetroCommon2050, please visit www.mapc.org.

About the Department:

The Land Use Department comprises about 20 professional planners across 3 divisions: Housing & Neighborhood Development, Economic Development, and Land Use Generalists. The Land Use Generalist Manager will report to the Director of Land Use and work closely with the other managers and staff on a variety of projects to advance MAPC's strategic priorities and to achieve the goals outlined in *MetroCommon2050*. Projects within the Generalist Division

include, but are not limited to, Comprehensive Plans, Open Space and Recreation Plans, corridor plans, Transit Oriented Development (TOD) studies, neighborhood and town center revitalization efforts, zoning studies, and design guidelines. The Division also works on economic development and housing plans in concert with those Divisions. Land Use staff often work with cities and towns to implement elements of these plans, especially revising zoning and permitting regulations and policies to achieve sustainable development goals. Through these activities the division advances MAPC's mission to work towards a more equitable, sustainable, collaborative, and climate resilient future for the people who live and work in Metro Boston.

Responsibilities (including but not limited to)

- Oversee and grow the Land Use Generalist team project portfolio focused on projects that support the implementation of *MetroCommon2050*.
- Serve as a Project Manager for select land use planning projects with MAPC-member municipalities, undertake other special projects and research on land use planning issues facing the region, and participate in other activities to advance the mission of MAPC.
- Develop and implement interdisciplinary planning projects with internal partners such as other MAPC departments and divisions, and external partners such as municipalities, groups of communities, subregions; seek funding opportunities to enable this work.
- Supervise, mentor, and guide a team of 5 - 7 Land Use Generalists, including regular supervision, performance evaluations, assistance with project scoping and budgeting, monitoring project progress, providing technical guidance, and identifying professional development opportunities for staff.
- Work with municipalities and state agencies to promote sustainable development patterns consistent with smart growth, while strengthening regional collaboration, and centering equity.
- Collaborate with MAPC's Government Affairs Department to research and implement sustainable, equitable, and smart-growth oriented land use policies and advocate for the implementation of these policies.
- Work to keep MAPC's deliverables and processes up to date, addressing current and upcoming challenges, adopting new techniques to address changing needs, always with a focus on advancing equity and sustainability in the Greater Boston area.
- Assist in managing communications among Land Use Generalist team, with the entire Land Use staff, and with other departments at MAPC.
- Undertake departmental management activities such as the preparation of the annual workplan and budget estimates, review of staffing needs, participation in staff recruitment and interviews, and ensuring that departmental activities focus on implementation of MetroCommon2050 goals and MAPC strategic priorities.
- Build coalitions, achieve consensus, mediate disputes, educate the public, produce written documents, and speak publicly about land use topics and issues important to the region.

Evening events, occasional weekend events, and local travel are a responsibility 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 Bachelor's degree in urban planning or a closely related field and at least 6 years of relevant professional experience **or** a Master's degree in urban planning and at least 4 years of relevant professional experience. Candidates must have at least 2 years of experience directly supervising and mentoring staff as this is a key qualification for this position.

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

- Extensive experience developing or implementing programs, plans, and zoning, bylaws/ordinances, permitting, or strategies (experience in Massachusetts is a plus).

- Strong research, writing, and communication skills, including ability to use data and GIS effectively; ability to analyze data and discern trends in fields such as demography, real estate, local markets, and impact analysis.
- The ability to work effectively with local and state officials (elected and appointed), community groups, the business community, and other stakeholders.
- A strong interest in working in different community types (urban/suburban/rural).
- A strong interest and experience in using land use planning to support BIPOC, low-income, and Environmental Justice communities.
- Strong skills and flexibility in public process, facilitation, and collaboration; ability to work with the public and to articulate planning and policy issues to a wide variety of audiences; ability to build coalitions, achieve consensus, and resolve disputes in complex public policy situations.
- Ability and interest in advocating for greater equity and sustainability throughout Metro Boston.
- AICP certification is preferred but not required.

Compensation and Benefits:

The salary ranges from \$100,000 - \$110,000 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. A Criminal Offenders Records Information (CORI) request must be completed if offered this position. A criminal record is not an automatic bar to employment at MAPC, but it will be reviewed in light of the position and other elements of an applicant's resume.

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.

Employer

Metropolitan Area Planning Council (MAPC)

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