



Groundwork USA Seeks Director of Technical Assistance Programs

April 2016

Introduction

Groundwork USA is a national federation of local non-profit organizations dedicated to community-based improvement of the physical environment in disinvested communities. Groundwork "Trusts" transform neglected land and waterways into community assets, increasing environmental, social and economic well-being while building community capacity. While engaging local stakeholders inclusively, Trusts turn brownfields into parks, trails, gardens and greenways; restore urban waterways and water systems; create neighborhood infrastructure for active living; expand healthy food production and access; and lead inclusive planning efforts to realize more equitable development outcomes. The Groundwork network was launched in the late 1990s through a partnership led by the National Park Service and US Environmental Protection Agency. Groundwork USA was founded in 2003 to support the growing network and build the sustainable community development field. With continuing support from the National Park Service and EPA, among others, Groundwork USA leads technical assistance, learning network and youth leadership development programs involving brownfields revitalization, environmental justice, equitable development, urban waters and public lands stewardship.

The Position

To support its expanding capacity building work both within its network and in low-income communities nationwide, Groundwork USA is hiring a Director of Technical Assistance Programs. The TA Program Director will be part of a team working with communities on today's most exciting environmental, economic and equitable development strategies. Primary areas of responsibility will be as follows:

- *Brownfields, Urban Waters, Environmental Justice and Equitable Development:* Groundwork USA is in year two of a five-year program designed to provide technical assistance and a community of practice to nonprofit and municipal practitioners in environmental justice communities across the United States. The program features development and delivery of webinars, workshops, tools and white papers, and customized one-on-one technical assistance. Engagements with TA clients focus on such strategies as building coalitions and cross-sector partnerships, inclusive community



outreach, engagement and planning, and use of adaptive leadership techniques to effect practical, systems-level change.

- *Groundwork USA Network*: Groundwork USA is expanding a national network capacity building effort to support Groundwork Trusts' development of neighborhood-scale planning initiatives, as well as relevant and inclusive project and program strategies, all aimed at correcting environmental, economic and social disparities.

In the near term, the TA Program Director's time will be devoted primarily to assisting communities across the country through the *Brownfields, Urban Waters, Environmental Justice and Equitable Development* work, supporting our Director of Capacity Building. The balance of her or his responsibilities will involve assisting the *Groundwork USA Network* with project, program and capacity building strategies, working with the entire Groundwork USA team. The position involves frequent travel. The preferred location for the position is Lawrence, Massachusetts, but consideration will be given to other locations nationwide.

Qualifications

The ideal candidate will bring the following competencies:

- Understanding of the (re)development process, inclusive neighborhood planning, and/or financing.
- Familiarity with concepts, policy and practice of environmental justice, equity, sustainability and resiliency.
- A grasp of the challenges affecting redevelopment and revitalization projects, including vacancy, abandonment, illegal dumping, tax title issues, code enforcement practices, market barriers, and political, racial and social divisions.
- Hands-on experience managing environmental and/or community development projects or programs.
- Ability to find transferable lessons and best practices and convey them to other practitioners, especially lessons about how to advance equity and environmental justice in underserved communities.
- Ability to assess the implications of proposed legislation on the work and focus areas of local Groundwork Trusts and other equitable development organizations; and/or ability to distill policy recommendations and develop advocacy campaigns centered on issues relevant to the work of Groundwork Trusts and similar organizations.
- Strong research skills, including skill in mastering technical information; ability to gather, develop and present information on emerging issues and approaches.
- Strong written and oral communication skills.
- Demonstrated ability to work effectively with people from diverse origins and community/professional settings.



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- Strong project management skills, including the ability to oversee contractor and sub-awardee performance and financial compliance.
- Strong organizational skills; attention to detail in arranging and leading meetings, conference calls, and dissemination of information and in handling other logistics; demonstrated ability to work under pressure, juggle multiple priorities, and meet tight deadlines.
- Ability to work both independently and as part of a team
- Skill in using technologies such as online social media tools; webinar platforms such as AdobeConnect and Go To Meeting; CRM systems such as Salesforce; and Microsoft Office software.
- Master's degree in a relevant field such as urban/regional planning, public policy or administration, environmental policy or science, or water resources management.
- At least 5 years of relevant professional experience, 7-10 years preferred; candidates without graduate degrees will be considered if they have more extensive professional experience and accomplishments.

Groundwork USA is an equal opportunity employer, committed to maintaining and growing a diverse team, and an anti-racist organization committed to doing business in keeping with core values of relevance, equity, diversity and inclusion.

Compensation

The salary and benefits for this position will be competitive, commensurate with relevant experience.

Applications

Please submit a cover letter and resume to jobs@groundworkusa.org. Position open until filled; interested candidates are urged to apply as soon as possible. Only applicants selected for interviews will be contacted – your understanding is appreciated.