



## Manager of Equity and Resilience Programs

Groundwork USA seeks a Manager of Equity and Resilience Programs to support equity-centered local strategies for addressing legacies of injustice and creating green, healthy neighborhood environments in communities across the nation.

A national enterprise with local roots, Groundwork USA is the only network of local organizations dedicated to creating healthy, resilient neighborhood environments in low-resource communities through meaningful community engagement and collaboration. Local Groundwork affiliates, called "Trusts," transform neglected land and waterways into community assets and undertake diverse other environmental improvements while building community capacity to effect change. Groundwork USA supports this dynamic network and advances the field of equitable development through national technical assistance and learning network programs for local practitioners. Our work is supported by the US Environmental Protection Agency, the National Park Service and national foundation partners.

Interested candidates should review our website, <https://groundworkusa.org>.

**The Position.** The Manager of Equity and Resilience Programs will manage projects within Groundwork USA's Climate Safe Neighborhoods Partnership, Equitable Development and Environmental Justice Technical Assistance program, and network capacity building practice. They will report to the Director of Capacity Building and be responsible for innovation and strategy development as well as shared leadership of existing work. Responsibilities include:

- Assisting Groundwork Trusts in carrying out the [Climate Safe Neighborhoods](#) strategy and consolidating learnings from the partnership into an adaptable, community-centered framework for local action that can be used by practitioners to create community-driven resiliency strategies in their cities.
- Providing [technical assistance in equitable development and environmental justice strategy](#) to local leaders through workshops and trainings, development of a visual resource library, and direct technical assistance based on practitioners' self-identified needs for integration of equity and environmental justice in brownfields revitalization.
- Collaborating on initiatives to strengthen Groundwork Trusts and their programs, including an annual national assembly/youth summit, best practice workshops, an on-line collaboration and resource platform, and systems for onboarding network leaders and supporting peer-to-peer learning.
- Representing Groundwork USA in national partnerships and diverse public settings.
- Through blog posts, articles, and other communications, advancing the state of practice and building support for Groundwork USA's work.

- Helping nurture a collaborative, high-performance culture in a geographically dispersed staff.
- Contributing to Groundwork USA's continued progress as an inclusive, culturally competent organization.

The preferred location for this position is the greater New York City or greater Boston metropolitan area. Other locations in communities with local Groundwork Trusts (see <https://groundworkusa.org/groundwork-network/>) will be considered. This is a full-time position, but Groundwork USA is committed to flexibility in arranging work schedules to balance work and family responsibilities. When conditions permit, some travel will be required.

**Qualifications.** The Manager of Equity and Resilience Programs needs to exhibit three key competencies:

- An understanding of challenges, meaningful community engagement practices and ways to effect systems change in low-resource communities, together with an ability to effectively engage individuals working on the ground in distant locations.
- An innovative, strategic orientation and commitment to achieving ever-greater impact.
- Strong project management skills.

The Manager of Equity and Resilience Programs must have excellent oral and written communication skills, initiative, and a demonstrated ability to work effectively with people of diverse backgrounds. At least three years of relevant professional experience is required and additional experience (potentially including a master's degree in a relevant field such as urban planning) is preferred.

**Compensation.** The expected salary range for this position is \$75,000-85,000, commensurate with qualifications. Benefits include health insurance, dental and vision insurance, a retirement plan with employer match, and generous vacation, sick and parental leave policies.

**Applications.** Please submit a cover letter and resume to [jobs@groundworkusa.org](mailto:jobs@groundworkusa.org). Applications received by March 15, 2021, will be ensured full consideration. Only those selected for interviews will be contacted – your understanding is appreciated.

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.