



Senior Manager, Equitable Climate Resilience Projects

Groundwork USA seeks a Senior Manager for Equitable Climate Resilience Projects to lead funding and technical support for our community-based affiliates as they carry out projects to alleviate local impacts of the climate crisis.

A national enterprise with local roots, Groundwork USA is the only network of local organizations dedicated to creating healthy, resilient neighborhood environments in frontline communities through meaningful community engagement and collaboration. Local Groundwork affiliates, called “Trusts,” are independent community-based nonprofit organizations that 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 philanthropic partners.

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

The Position. Under the direction of the National Director of Climate Resilience and Land Use, the Senior Manager for Equitable Climate Resilience Projects will lead the implementation of Groundwork USA’s Climate Preparedness Land Restoration Grant Program, a three-year program to advance equitable climate resilience and land restoration projects, along with similar projects and initiatives. The Senior Manager will provide Groundwork Trusts who receive grants under the program with project development, implementation and evaluation support, while overseeing the overall program. All Trust projects will address locally significant impacts such as extreme heat and flooding and will reflect community priorities. Projects will include, but are not limited to, improving tree canopy cover; creating community cooling corridors; stabilizing soil and planting native species along rivers to reduce flooding and improve watershed health; installing green roofs and coating roofs; improving the health and effectiveness of natural green infrastructure such as urban forests and wetlands; and constructing stormwater green infrastructure facilities. For background on the origins and nature of our communities’ climate vulnerabilities, see the [Climate Safe Neighborhoods Partnership](#) website.

Responsibilities include:

Project Development and Management

- Identifying project development and project management support needs; helping

strengthen project plans

- Providing ongoing project management guidance, as needed
- Identifying ways to achieve broader impact in Trust communities

Program Administration

- Administering processes for awarding additional grants
- Establishing systems for tracking outcomes and ensuring completion of deliverables by Trusts
- Meeting with grant recipients to review progress, assess emergent opportunities and trouble-shoot barriers
- Arranging shared services for multiple Trusts; identifying opportunities to provide shared services through experts within the Groundwork USA network
- Writing grant progress reports
- Working closely with Trusts and the communications team to uplift stories and impacts

Knowledge Management

- Ensuring use of best practices in estimating impacts; assisting with estimation of impacts
- Researching and synthesizing national climate adaptation methods; elevating findings to the Groundwork network and beyond through presentations and workshops
- Identifying opportunities to share lessons and expand climate resilience capabilities across the Groundwork USA network
- Cultivating existing and new partnerships with public- and private-sector entities whose expertise contributes to the Groundwork network's ability to effect change

Organizational Growth

- 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. Travel to Groundwork communities will be required.

Qualifications. The Senior Manager for Equitable Climate Resilience Projects will exhibit three key competencies:

- Understanding of climate change impacts and solutions in frontline communities, including familiarity with methods of estimating project impacts
- Ability to work effectively with community-based organizations in frontline communities

- Strong project management skills

The Senior Manager must have excellent oral and written communication skills, initiative, and a demonstrated ability to work effectively with people of diverse backgrounds. At least five years of relevant professional experience – including project management experience -- is required. Additional experience, potentially including a master's degree in a relevant field such as landscape architecture or urban planning, is preferred.

Compensation. The expected salary range for this position is \$85,000-95,000, commensurate with qualifications. Benefits include health insurance, dental and vision insurance, a retirement plan with employer match, generous vacation, sick and parental leave policies, and support for professional development.

Applications. Please submit a cover letter and resume to jobs@groundworkusa.org. Applications received by February 28, 2022, 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 justice, equity, diversity and inclusion.