

CAMBRIDGE REDEVELOPMENT AUTHORITY (CRA) PROJECT PLANNER

POSITIONAL OVERVIEW AND RESPONSIBILITIES - The Project Planner will support the implementation of a variety of real estate projects and community infrastructure programs along with ongoing planning research and design review efforts of the Cambridge Redevelopment Authority (CRA). The Project Planner will work collaboratively as part of the CRA's Planning and Development team, supporting the CRA's research, analysis, project design, and community engagement efforts related to its redevelopment programs. This position reports to the Director of Projects and Planning. While there is no typical day, examples of the kinds of activities the Project Planner will support include:

- Conducting neighborhood land use and data analysis to inform community investments,
- Evaluating potential project sites for affordable housing or community facilities,
- Providing support for nonprofit capital improvement grant programs,
- Assisting with evaluation of redevelopment projects, and
- Researching opportunities to enhance workforce development programming and transportation infrastructure

The Project Planner's work is done indoors in a professional office setting in Kendall Square, as well as outdoors at various local project and meeting sites. This role requires attendance at some evening meetings. It is a full-time position with a 37.5-hour work-week. The CRA operates within a permanent hybrid office and remote work structure where at least three days per week are spent in the office.

QUALIFICATIONS

- A Bachelor's Degree is required. An advanced degree or certificate in Urban Planning, Public Policy, or a related field is preferred.
- Two (2) years minimum experience in urban planning or a related field (may include academic projects or internships).
- Ability to create high-quality graphics, diagrams, maps, and/or design sketches; knowledge and experience with GIS and Adobe Creative Suite programs (Illustrator, InDesign, Photoshop).
- Research and data analysis experience, and proficiency with software like the Microsoft Office suite and Google platforms.
- Public speaking and community relations skills, including the ability to clearly convey complex projects.
- Demonstrated professional experience working with a diversity of residents and community groups in planning processes and/or development projects.

Compelling candidates will bring most of the following qualities:

- **Analytical:** You are an effective problem-solver, highly organized with a strong attention to detail and high level of accuracy.
- **Organized and Adaptable:** You are self-directed, comfortable with overlapping responsibilities.
- **Passion:** You are compelled to do work that matters. You are interested in urban communities, public infrastructure, and how cities work. You have professional and/or volunteer experience working with mission-driven organization(s) that address social or economic needs.
- **Commitment to Equity:** You seek to understand the structures that inhibit equity across race, gender, income, ability, and other areas, and are intentional in working to advance equity.
- **Communication Skills:** You are a strong and open communicator and have skills in professional writing, informal reports, and formal presentations
- **Collaborative:** You have strong interpersonal and teamwork skills and can perform well collaboratively in a small team environment and with the community your serve.

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- **Learner:** You love to learn and reflect on personal and technical areas of strength and growth. You share your learning by suggesting improvements in process.
- **Initiative:** You demonstrate the ability to work under your own initiative within the office environment, in a remote office, and in the community.

ORGANIZATIONAL OVERVIEW - The CRA works in the public trust to bring a human dimension to development, improving the quality of life for residents, businesses, employees, and visitors. Our goal is to balance economic vibrancy, housing, and open space, to create sustainable communities through new and revitalized development. We are committed to implementing imaginative, creative initiatives to achieve social equity and a balanced economic ecosystem. This mission requires the CRA to be both nimble and strategic in taking on new projects and initiatives.

The CRA works on projects throughout Cambridge, often in partnership with the City or other community organizations. In recent years, the CRA has completed the Foundry Demonstration Project, amended the Kendall Square Urban Renewal Plan (KSURP), initiated the Forward Fund nonprofit grant program, and purchased and renovated the nonprofit office building at 99 Bishop Allen Drive, among other efforts. Current project priorities include the development of affordable homeownership projects, the preservation of commercial spaces that advance economic opportunity, and the delivery of vital community infrastructure including transportation facilities.

The CRA knows that diversity, equity, and inclusion make us stronger as individuals, organizations, and a society. Our work requires understanding of the problems that cities face and the impact of our interventions on residents and communities. The CRA provides a flexible, supportive, and family-friendly work environment and supports all staff in implementing their work, including people with disabilities. We are also committed to a work culture that values the commitments employees have to their families, including members of all generations.

COMPENSATION - Salary range is \$70,000 - \$80,000 based on skills and experience. Our benefit package includes health insurance, dental insurance, paid time off, professional development stipend, transit subsidy, partial cell phone service subsidy, and membership in the Cambridge Retirement System.

APPLICATION - Respond no later than 5:00 PM on Monday, March 27, 2023 by sending an application consisting of your cover letter and resume as a PDF (maximum two pages) to planning@cambridgeredevelopment.org. Place "Project Planner" in the subject and attach your PDF. The CRA is an Equal Opportunity/Affirmative Action employer and values diversity of experience, opinion, and approach.