

The Metropolitan Area Planning Council (MAPC) invites applications for the position of:



Regional Housing and Land Use Planner II

SALARY: \$72,000 - \$82,000

DESCRIPTION:

The Metropolitan Area Planning Council (MAPC) seeks candidates for the position of Regional Housing and Land Use Planner II to join the agency's Housing Division within the Land Use Department. The ideal candidate has a passion for housing as a tool to advance equity and create great places. The Planner II will work on a wide range of projects requiring skills in data collection and analysis, knowledge of state housing policy and programs, zoning, displacement risk and mitigation, and community engagement. Familiarity with residential and Affordable Housing development and administration is a plus. This individual will manage some projects and contribute to others, including municipal housing plans, housing elements of comprehensive plans, policy and research projects, zoning initiatives, and more. The Planner will report to the Manager of Housing and Neighborhood Development.

About MAPC:

MAPC is the Regional Planning Agency (RPA) serving the people who live and work in metropolitan Boston. Our strategic priorities involve sustainable development, advancing equity, regional collaboration, and creating a climate-friendly region. We are guided by our regional plan, MetroCommon2050: Shaping the Region Together. MAPC's staff includes approximately 110 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 reside within a commutable distance from MAPC's Boston office.

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

RESPONSIBILITIES

- Contribute to planning activities like comprehensive plans, municipal housing production and fair housing plans, and strategic plans for housing-related committees
- Help communities implement housing strategies through rezoning efforts (e.g., inclusionary zoning, MBTA Communities Law zoning, Chapter 40R and 40Y districts), improved permitting procedures, facilitating equitable development of publicly-owned land, and other housing policy and program development
- Manage a variety of projects based on level of experience and expertise
- Conduct research and data analysis, such as housing market analyses, assessment of housing needs, and audits of local tools
- Use data-driven methodologies to assess development constraints and identify opportunities
- Prepare memos, reports, presentations, and other materials to support planning efforts and public processes
- Design and facilitate public engagement events and activities, including digital and in-person formats, with an emphasis on engaging groups that have been previously excluded from public planning and decision-making
- Develop visual content and materials to raise awareness of housing challenges and advocate for local housing policies and best practices
- Work with the Housing Manager and Government Affairs to research and advance housing policies at the local, regional, and state level
- Remain informed about current planning issues, resources, policies, and programs

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, Zipcar account and BlueBikes membership.

QUALIFICATIONS

Candidates must have either a Master's degree pertaining to urban/regional planning, economic development, affordable housing, real estate development, public policy/management, urban design/architecture or closely related field and at least 2 years of relevant job experience, **OR** a Bachelor's degree in a similar field plus at least 3 years of relevant professional experience.

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

- Knowledge and understanding of current best practices related to housing planning; residential zoning and permitting; and federal, state, and local policy and programming. Understanding of MA-specific housing laws such as M.G.L. Chapter 40A, 40B, 40R, 40Y, the Community Preservation Act, Fair Housing laws, HOME, and CDBG are all encouraged but not required.
- Strong commitment to equity and justice
- Strong research, writing, and communication skills
- Adept at organizing and analyzing large quantitative and qualitative data sets to draw conclusions in demographic and planning-related topic areas
- Ability to use GIS, Adobe Creative Suite, SketchUp, Rhino, or other software for the purposes of creating boards, presentations, and infographics are beneficial but not required
- Community engagement skills, including facilitation, consensus-building, and conflict resolution
- Knowledge of and/or experience with Affordable Housing development, subsidy and finance programs, and financial pro forma are beneficial but not required
- Demonstrated ability to work effectively with diverse stakeholders, community groups, government officials (especially local elected and appointed officials), and others in both urban and suburban settings
- Ability to work collaboratively in an interdisciplinary setting with colleagues as well as external partners
- Ability to work independently and manage projects of small to medium scale

NOTE: Interested applicants who meet most but not all qualifications are encouraged to apply.

Per MAPC COVID-19 Vaccine Policy, all employees must be fully vaccinated. This position will require the selected candidate to show proof of full vaccination against COVID-19, including up to date boosters. MAPC will consider reasonable accommodation to those individuals who are unable to be vaccinated consistent with federal, state, and local law.

SUPPLEMENTAL INFORMATION

Compensation and Benefits:

The salary ranges from \$68,000 - \$78,000, 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.

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.