



POSITION DESCRIPTION:
Director, Boston Waterfront Initiative
Location: Boston, MA

About the Barr Foundation

The Barr Foundation’s mission is to invest in human, natural, and creative potential, serving as thoughtful stewards and catalysts. As stewards, Barr nurtures and enhances vital community assets. As catalysts, the Foundation cultivates and advances the breakthrough ideas that will shape our collective future. Barr focuses on achieving impact as a constructive partner, willing to exercise leadership.

Based in Boston, Barr focuses regionally, and selectively engages nationally, working in partnership with nonprofits, foundations, the public sector, and civic and business leaders to elevate the arts and creative expression, advance solutions for climate change, and expand educational opportunity. Barr is one of the largest private foundations in New England, with assets of \$1.7 billion and a 2019 grantmaking budget of \$90 million.

A set of core values defined by Barr’s founding trustees expresses beliefs about what constitutes effective philanthropy and guides how the Foundation carries out its philanthropic mission. The Foundation is committed to strive for excellence, act with humility, adopt a long-term perspective, and embrace risk. Additionally, while each program is guided by distinct priorities and goals, Barr embraces a common set of approaches in all aspects of its work, namely flexibility and nimbleness, a broad range of tools, knowledge and learning, openness and transparency, and active collaboration.

For more information, please visit: barrfoundation.org.

About the Boston Waterfront Initiative

Barr began a special initiative in 2015 “to promote a great public realm throughout the Boston Harbor waterfront.” The Foundation saw a need to help ensure that all people and neighborhoods of Boston enjoy and benefit from our city’s waterfront, asserting the urgency to address disparities in opportunity and the realities of climate change today. The first three years of grantmaking have focused on planning and policy, nonprofit partner capacity and cohort building, and community engagement, with grant allocations totaling about \$13 million (including \$3 million to support the creation and maintenance of Martin’s Park on Fort Point Channel). Barr has also employed communications efforts to advance the waterfront initiative and intends to place more emphasis on communications going forward. The Foundation currently allocates \$3.5 million in grantmaking funds annually to the waterfront initiative.

For more information, please visit barrfoundation.org/special-initiatives/boston-waterfront.

Position Overview

Significant changes have occurred in the broader context for the waterfront initiative since Barr began its waterfront initiative in 2015, including the city of Boston’s *Resilient Boston Harbor* vision announcement in fall 2018. In view of the current urgency and opportunity for a focus on the city’s waterfront, as well as the Foundation’s long-term commitment to this objective, Barr seeks a director for its Boston Waterfront Initiative.

This is a new role reporting to the president of the Foundation, and the first full-time role dedicated to the waterfront initiative. Building on efforts to date and working in partnership with Barr colleagues and grantees, the director will develop and execute new iterations of grantmaking, communications, and coalition-building strategies to advance the initiative over the next five or more years, with a focus on policy and regulatory matters. The director will work closely with Barr colleagues to coordinate with the Foundation's Climate Resilience strategy, which is separate from but highly related to the waterfront initiative.

Principal working relationships include Barr's president; program officer/manager of special projects, who currently manages the waterfront initiative and will continue to devote a portion of his time to it; the program officer for Climate Resilience; and the existing grantee cohort ("Boston Waterfront Partners").

Key Responsibilities

Strategy and Management

- Develop and execute the next iteration of a grantmaking strategy to achieve a Boston Harbor waterfront that adheres to the best principles of urban planning, open space and public realm making, inclusion, and climate resilience.
- Serve as Barr's primary internal thought leader on emerging issues, policy interventions, the political landscape, and best practices in waterfront development and stewardship in other cities.
- Develop annual budgets and work plans.
- Manage external consultants contracted by the Foundation to support the initiative.

Grantmaking

- Identify potential nonprofit partners and grant opportunities. Develop and conduct open requests for proposals, as appropriate. Actively assist organizations to shape high-quality proposals and plans. Draft internal analyses to present funding recommendations to Foundation leadership.
- Manage active grants. Serve as principal relationship to partners. Assess grantee progress and apply lessons learned to future grantmaking and strategy development.
- Draft internal memos and analyses to inform Foundation leadership of initiative progress and contextual changes.
- Work with the Barr Climate Program team to coordinate or jointly conduct grantmaking, as appropriate.
- Respond to inquiries about funding opportunities.

Communications

- Identify and pursue opportunities to use the Foundation's voice and communications resources to shape an ambitious and inclusive narrative about the Boston waterfront and highlight current opportunities and shortcomings.
- Employ communications efforts to increase the salience of waterfront issues among Boston residents and public officials, engage new constituencies, and surface new ideas and allies.
- Advise on and support individual and collective grantee communications efforts.
- Serve as an external-facing leader for the Foundation's waterfront efforts through speaking engagements, writing, and use of social media.

Coalition- and Relationship-Building

- Develop and cultivate strong working relationships with grantees and other nonprofit partners, government partners, community leaders, business and development leaders, and colleagues in philanthropy.

- Building on partnerships formed to date, including the [Boston Waterfront Partners](#), organize meetings and convenings of stakeholders to share best practices, encourage collaboration, and develop and deploy shared messaging and communications tactics, as appropriate.

Qualifications

- A commitment to ensuring equitable access to and benefit from public resources, demonstrated through a track record of achievement and five or more years of relevant professional experience.
- Experience developing, executing, and tracking a strategic communications campaign to achieve specific policy outcomes, and an understanding of the role of the nonprofit and philanthropic communities in driving policy change.
- Proven ability to articulate program objectives, evaluate progress, and independently manage projects through a complete lifecycle.
- Knowledge of the legal and regulatory frameworks that govern waterfront land use in Massachusetts and familiarity with the local, state, and federal agencies responsible for regulation and enforcement.
- Knowledge of and demonstrated experience navigating Boston and Massachusetts political and community dynamics.
- Experience developing partnerships with diverse organizations and managing and leading a broad coalition through collective action.
- Knowledge of nonprofit management and ability to assess organizational health and capacity.
- An entrepreneurial drive, comfort working autonomously and as part of a team.
- Excellent writing, presentation, and social media skills, particularly in communicating with diverse constituencies in a variety of settings.
- A collegial spirit in sharing ideas and receiving feedback.
- Strong skills in Microsoft Office suite or comparable software.
- Bachelor's degree required.

To Apply

Please visit <https://goo.gl/TRUkr2> to apply for this position. Only applications submitted via this link will be considered. Applications for this position will be reviewed on a rolling basis, with **submissions strongly encouraged by March 22, 2019**.

All inquiries may be directed in confidence to: Denise Gillespie, director of human resources, via email at barrjobs@barrfoundation.org. This position offers a competitive salary with excellent benefits.

The Barr Foundation is an equal opportunity employer, with a commitment to building and fostering a diverse, equitable, and inclusive workplace. We welcome candidates who would both contribute to and learn from working in such an environment.