



## Environmental Justice Specialist

June 2026

**CSNDC seeks a mission driven and proactive** Environmental Justice Specialist to join our team in implementing a vision of just and equitable urban energy and environmental sustainability within Codman Square and the South Dorchester section of Boston.

### About CSNDC and the Eco-Innovation District

We are a grassroots community organization committed to developing affordable housing and fighting for racial and economic justice by building community power, especially of low- and moderate-income communities of color in Dorchester. Through developing resident leadership, organizing in the community, promoting economic mobility services, and advocating for local environmental justice, we build collective resident power to effect systemic change and transform society.

Using sustainability as a lens for neighborhood revitalization CSNDC's Eco-Innovation Department works to facilitate Environmental justice strategies across our entire service area of nearly 50,000 residents and currently runs the following programs:

- *Climate Justice Alliance* educates, develops the leadership capacity of, and organizes residents to advocate for energy, environmental, and climate justice legislation and initiatives.
- *Green Infrastructure Certification & Training* program improves employment outcomes while reducing climate related impacts for residents, with a focus on men-of-color.
- *Oasis at Ballou* is our urban agriculture site that harvests and distributes healthy, culturally relevant produce throughout the neighborhood.

CSNDC is a lead agency in the Fairmount Indigo CDC Collaborative (FICC), a 20-year-old collaborative of three local community development corporations, which have undertaken numerous affordable housing, environmental, economic development and social initiatives. The Eco-Innovation Department works very closely with FICC staff towards shared climate justice goals.

### About the Position

Working under the supervision of the Eco-Innovation Director, the Environmental Justice Specialist will support CSNDC's efforts to build upon the successes of the TNT Eco-Innovation District and expand our sustainability and environmental justice strategies across CSNDC's service area; comprised of nearly 50,000 residents. This position will primarily be responsible for coordinating CSNDC's Climate Justice Alliance and our Resident Leadership Institutes (RLI) to promote, advocate and organize for ecofriendly practices within Codman Square and surrounding areas; however, they will also support other Eco-Innovation Department programs as needed including but not limited to supporting operations of the Oasis on Ballou Farm and becoming a certified trainer of Green Infrastructure. This position is currently operating on a hybrid remote/in-office schedule.

### Key Responsibilities

#### *Climate Advocacy and Equity*

- Coordinate the Climate Justice Alliance in partnership with FICC to recruit, educate, develop the leadership capacity of, and organize local constituents to advocate for energy, environmental, and climate justice.
- Link all efforts to social, economic, and racial equity by organizing and engaging residents around specific climate and environmental justice issues, including the Fairmount CDC Collaborative's climate legislation/policy platform.
- Track legislative priorities related to the work and strategize with team members, external partners, and constituents to achieve legislative priorities.

- Organize community events, workshops, and information sessions to raise awareness about sustainable practices and programs.
- Support the on-the-ground environmental projects of Climate Justice Alliance members including managing the application process for mini grants aimed at supporting eco-friendly projects in the community.
- Track mini-grant disbursements, project progress, and outcomes to ensure accountability and transparency.

#### Resident Leadership Institute

- Recruit and train community residents to serve as local leaders in the fundamentals of community organizing, and policy advocacy
- Co-create, coordinate Resident Leadership outreach, and campaign activities.
- Provide resources to support resident leaders in community building and collective action.

#### General Eco-Innovation Department Support

- Develop and implement outreach strategies to engage residents, local businesses, and community organizations in all Eco-Innovation initiatives.
- Represent the department at community events and neighborhood association meetings.
- Perform other related duties as assigned.

#### **Our Ideal Candidate:**

Our ideal candidate will be an organized individual, with a deep commitment to racial equity, diversity, and inclusion, who has many of the following skills and experience:

- Background in environmental studies/science, public policy, or related field with at least two years proven related and relevant experience, including at least one year's experience in related community-based engagement or organizing, strongly preferred.
- Familiarity with and meaningful experience in one or more of the following fields: environmental justice, food justice, and clean energy technologies.
- The ability to get trained through the National Green Infrastructure Certification Program (NGICP), and become a Certified Green Infrastructure trainer.
- Strong knowledge of community organizing strategies.
- A successful history of working in urban settings with a diverse range of people, including low/mod income people of the global majority (POGM).
- Excellent verbal and written communication skills
- Strong knowledge of Microsoft 365 applications (Word, Excel, PowerPoint, One Drive), Google Applications, and Salesforce.
- Ability to work independently and to manage multiple tasks and projects simultaneously.
- Ability to stand for extended periods during a workday, lift, carry, and move fifty (50) pounds, and work in a greenhouse environment with varying temperatures, dirt, dust, and other possible allergens.
- A valid drivers license
- Lived experience as a community member of an Environmental Justice neighborhood.
- Bilingual in English and another language predominant in CSNDC's service area.

#### **Compensation and Benefits**

Starting salary for this position is \$62,000. Salary is commensurate with experience. CSNDC offers a competitive benefits package.

#### **The Selection Process**

Email a resume and an accompanying cover letter to [jobs@csndc.com](mailto:jobs@csndc.com) with Environmental Justice Application in the subject line by **June 28**. CSNDC is an equal opportunity employer committed to building a diverse staff. Candidates. No phone calls please.

