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

Research Manager

SALARY: $ 100, 000 - $110,000

DESCRIPTION:

MAPC seeks an experienced individual with a background in mixed-methods research, data development, and personnel management to become the agency's next Research Manager. The Research Manager will lead a team of four to six analysts and GIS professionals in the application of research and data development to support informed and equitable decision-making in the Greater Boston region. We seek an individual who is experienced in the supportive management of a team, excited to take an innovative and collaborative approach to applied research, and committed to working towards a more equitable and sustainable Greater Boston region.

The Research division is part of the Data Services Department, a team of 12 planners, analysts, and web developers dedicated to using data and technology to support informed decision-making. The Research team explores the past, present, and possible futures of Metro Boston across topics such as housing, transportation, land use, workforce, public health, arts and culture, and more. Through quantitative and mixed-methods research and the creation of new data resources and tools, the team helps to answer key questions and make recommendations to support the goals of MAPC's regional plan, MetroCommon 2050. This position offers many opportunities to build relationships with public agency, non-profit, and academic partners; to support and mentor a talented and committed team; and to play a substantive role in Metro Boston and Massachusetts public policy deliberations. For more information the Research team and Data Services Department, visit data.mapc.org.

ABOUT MAPC:

MAPC is the Regional Planning Agency (RPA) serving the people who live and work in metropolitan Boston. Our strategic priorities are sustainable development and preservation; regional collaboration; advancing equity in Metro Boston; and fostering a climate-friendly and resilient 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 and every 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:

- Lead, mentor, and manage a team of four to six Research staff. Foster an inclusive, welcoming, diverse, and creative work environment. Prioritize the professional development of the team.
- Design and implement a research agenda to guide data development and research to support the implementation of MetroCommon 2050 through collaboration with colleagues and external partners.
- Guide and support Research staff in data development and the design and implementation of accessible and inclusive policy-oriented qualitative and quantitative research, statistical modeling, and compelling data visualizations.
- Provide project management leadership and support, including project design and scoping, budgeting, and client relationships. Supervise and contribute to analysis, narrative and recommendation development, technical documentation, and communication of findings.
- Oversee the agency's socioeconomic forecasting program, which models regional projected households, housing unit demand, labor force, and jobs in collaboration with several external partners.
- Oversee the ongoing development, improvement, and publication of MAPC's novel data products, such as MassBuilds, Land Surface Temperature index, Massachusetts Community Types, and more. Establish priorities for new dataset development.
- Oversee the agency's Regional Indicators program, which tracks the region's progress toward achieving the goals of our regional plan, MetroCommon 2050, and provides insight into the policy interventions needed for the region to move closer to these goals.
- Oversee the management of data, data systems, and GIS administration, including the publication of spatial and tabular datasets via MAPC's internal database and DataCommon website.
- Support the expansion of a qualitative and mixed-methods research practice at MAPC, in collaboration with colleagues from other departments.
- Working with the Data Services Director, ensure the sustained funding of the Research team through successful resource development, including grant funding and fee-for-service contracts. Contribute to department and agency budgeting processes.
- In collaboration with Data Services Director and other Data Services managers, foster a collaborative work environment within and outside the department.
- Foster relationships between MAPC and the research and data community in Greater Boston, across the US, and in other countries; identify best practices, emerging trends, new methods, and new approaches; find ways to apply those in MAPC's work.

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, a Zipcar account and BlueBikes membership.

QUALIFICATIONS:

A Master's Degree is required for this position, including coursework and concentration in regional and city planning, public policy, economics, social sciences, or a similar field, preferably with an emphasis on data analysis and mixed-methods research. Candidates for this position should have at least 5 years of progressively senior experience in applied multidisciplinary research and demonstrated experience managing a team and supervising the work of others in a supportive and engaging manner OR, any combination of education and experience that shall be substantially equivalent to the above education and experience. Experience in a regional context preferred.

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

- Commitment to advancing equity in projects and policies across race, ethnicity, income, gender, ability, and more; commitment to developing a region that is collaborative, sustainable, and climate resilient.
- Demonstrated ability to manage a team, work in a collaborative setting, supervise the work of others in a supportive and engaging manner, and foster professional growth of staff.
- Strong project management and organization skills; the ability to scope projects collaboratively with staff and non-technical partners and deliver projects within a budget and on schedule.
- Demonstrated proficiency with quantitative research methods and statistical modeling. Experience applying these methods in a regional planning and policy context preferred. Proficiency with GIS, R, Python, PostgresSQL, or other statistical and data management tools preferred.
- Demonstrated proficiency with qualitative research methods, including experience designing and implementing participatory action research and mixed-methods research with a focus on relationship and community building. Proficiency with qualitative research software tools such as NVivo and/or Dedoose preferred.
- A solid understanding of how to design, interpret, and present demographic, employment, and housing demand forecasts for technical and non-technical audiences; knowledge of regional land use forecasting models and scenario planning methods is preferred.
- Excellent verbal, writing, visual communication, and public speaking skills. Demonstration of nuance and political acumen.
- Demonstrated experience building and maintaining inter-organizational partnerships.
- Understanding of critical planning issues facing U.S. metropolitan areas and familiarity with best practices and policies related to them.

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 $100,000 - $110,000 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. A Criminal Offenders Records Information (CORI) request must be completed if offered this position. A criminal record is not an automatic bar to employment at MAPC, but it will be reviewed in light of the position and other elements of an applicant's resume.

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.