



CHIEF CLIMATE & RESILIENCE OFFICER

Department: Executive
Administration
Level: 12 – Exempt
Unit: 5010

Supervisor: Chief Executive Officer
Supervises: Responsible for building
out resources in support of the
department's mission.

Purpose: Responsible for defining and leading the development, execution, and oversight of Massport's environmental, climate and resilience strategy and program. Serve as the leader in ensuring Massport meets or exceeds its ambitious NetZero 2031 targets and aligns with the Commonwealth's clean energy transition goals, such as the Global Warming Solutions Act (GWSA). Ensure that policies, procedures, and initiatives are designed to promote sustainability, mitigate climate risks, and enhance operational resilience, while maintaining full compliance with Massachusetts state and federal regulations and guidelines. Collaborate closely with key external stakeholders, such as State Administration leaders, local and municipal partners, and Environmental Justice (EJ) communities, to advance Massport's climate and resilience goals, align efforts, build support, and mitigate environmental impacts. Oversee the development and implementation of reporting frameworks and external communication strategies to highlight Massport's leadership and progress in sustainability and resilience, ensuring measurable and positive environmental, social, and economic impacts of organizational actions.

ESSENTIAL RESPONSIBILITIES OF THE JOB

Strategic Leadership

1. Lead the strategic development and implementation of the organizations climate, environment and resilience policies and procedures.
2. Foster a business culture that places a high value on minimizing climate risk and delivering excellent performance against key performance indicators to generate value.
3. Generate high performance standards and measures to showcase Massport as a leader in Climate and Resilience best practices to our stakeholders.
4. Lead the implementation of policies and procedures within a strategic function in order to meet organizational goals and objectives.
5. Lead the development of a corporate strategy providing functional leadership that contributes to creative ideas and insights to support the strategy.
6. Provide authoritative advice to the leadership team and to the Board of Directors to guide the implementation of policy and the design and implementation of projects and change initiatives.
7. Identify and manage internal and external stakeholders understanding their issues and concerns and reacting to them by leading and coordinating the

development of engagement plans to support communication of business information and decisions.

8. Represent Massport in a variety of industry, institutional and professional forums, boards, and committees in order to promote Massport's efforts. Represent Massport in external relations with the public and with Massachusetts state stakeholders.
9. Work closely with State Administration leaders (e.g., EEA, Climate Chief) and local and municipal stakeholders (e.g., Boston's Chief Climate Officer, Hanscom Community) to advance the Commonwealth's clean energy transition goals and maintain compliance with GWSA and related initiatives.
10. Provide periodic updates to the CEO and the Board of Directors on emerging trends, potential threats, and innovative solutions in climate and resilience planning.

Collaborative Competencies

1. Build collaborative, synergistic relationships and business partnerships with employees, internal and external stakeholders; work effectively cross-functionally to achieve Authority-wide Climate and Resiliency goals.
2. Display exceptional interpersonal and communication skills, both oral and written; able to articulate ideas to technical and non-technical audiences.
3. Exhibit excellent negotiating skills with internal customers and external stakeholders.
4. Facilitate cross-functional training programs to educate internal stakeholders on climate and resilience goals and their role in supporting organizational strategies.
5. Engage with EJ communities to mitigate Massport's environmental impacts and build meaningful relationships.
6. Build alliances with local communities and advocacy groups to strengthen relationships and increase community buy-in for climate and resilience initiatives.

Departmental Oversight

1. Oversee the management of a staff of well-trained and educated environmental professionals.
2. Coordinate all climate initiatives with internal stakeholders/department heads within Capital Programs, Strategic & Business Planning, Aviation and Maritime.
3. Develop and implement budgeting policies and procedures. Prepare annual budgets and forecasts.
4. Oversee and implement major Climate initiatives, including scheduling, assignments, and the allocation of staffing resources, project budgets and key performance indicators.
5. Present Climate & Resiliency reports to the Massport Board of Directors.
6. Assign or delegates responsibility for specific work or functional activities and disseminates policy to supervisory personnel, as appropriate.
7. Establish performance review frameworks for direct reports to ensure alignment with organizational goals and foster professional development within the team.
8. Lead the implementation of innovative technologies to monitor and manage environmental impact metrics across all departments.

JOB REQUIREMENTS AND QUALIFICATIONS

Education

Bachelor's degree in environmental science, business administration or relevant degree program. An advanced degree in a related field is strongly preferred.

Experience

10+ years of executive-level management and supervisory experience in the Environmental/Climate/Resiliency industry required.

UNIQUE EXPERTISE/CERTIFICATION/REGISTRATIONS:

1. Proven goal-oriented, team-based, positive leadership skills.
2. Exceptional business acumen, analytical and problem-solving abilities.
3. Demonstrated experience with long-range strategic planning methodology and techniques.
4. Knowledge of advanced data analytics tools to assess and report environmental performance metrics.
5. Demonstrated ability to engage with EJ community stakeholders to mitigate environmental impacts and build consensus.
6. Demonstrated knowledge of current best practices and principles of Climate and Resiliency strategy and management.
7. Deep knowledge of state and federal climate policies, including the GWSA.
8. Experience with carbon accounting, greenhouse gas inventorying, sustainability reporting frameworks (e.g., GRI, CDP, TCFD).
9. Demonstrated success in securing funding or grants for environmental, climate, or resiliency projects.
10. Demonstrated knowledge of project management principles and application; Certification in Project Management (e.g., PMP, PRINCE2) or Climate Leadership (e.g., LEED AP, ENV SP) is preferred.
11. Familiarity with Massachusetts environmental regulations and policies, including MEPA, and their application to infrastructure projects.
12. Experience in building a skilled, diverse workforce.
13. Experience in budget planning and controls.
14. Ability to pass Massport pre-placement physical, controlled substance screening, security and background checks.

WORK SCHEDULE

Ability to work a minimum of a 37.5-hour workweek and ability to meet the demands of a fluctuating workload based on current need, including weekends and nights. Ability to travel locally, nationally, and internationally as required for stakeholder engagement, conferences, or industry forums.