



CLIMATE PERFORMANCE MANAGER

Department: Office of Climate
Innovation & Resilience
Unit: 5075
Level: 8, Exempt

Supervisor's Title: Chief Climate and
Resilience Officer
Supervises: Net Zero Initiative
Consultants and Contractors

The Climate Performance Manager will serve as the strategic and operational co-lead for delivering on Massport's Net Zero 2031 commitments and accelerating emissions reduction across aviation, maritime, and real estate assets. This role will drive integration of climate-forward strategies into planning, capital delivery, procurement, and operations while managing key performance indicators, project delivery oversight, and cross-agency coordination. The Climate Strategy and Performance Managers will act as a connective hub between OCIR, Capital Programs, Finance, Aviation, Maritime, and other Massport departments.

ESSENTIAL JOB TASKS:

Program Oversight & Strategy Execution

Implement and oversee a Net Zero project tracker, climate dashboard, and reporting systems in partnership with IT and across key Massport departments.

Lead day-to-day implementation of the Net Zero 2031 plan, ensuring key initiatives remain on schedule and within scope.

Translate high-level goals into clear operational milestones and provide regular progress updates to OCIR leadership and Executive Team.

Team and Stakeholder Management

- Co-lead and collaborate with the Climate Strategy Manager in guiding the work of the climate solutions team, jointly fostering a high-performing, innovative, and collaborative environment for current staff and future hires.

- Coordinate and facilitate cross-functional working groups across departments to align climate goals with core operations and capital priorities.
- Serve as a liaison between OCIR and Capital Programs, ensuring climate considerations are embedded in project scopes, schedules, and budgets.

This position is a co-leadership role within the newly established Office of Climate Innovation and Resilience (OCIR) and will work alongside the Climate Strategy Manager. The following responsibilities would be co-lead by the Strategy and Performance Managers:

Capital Alignment & Technical Support

- Advise on the climate impact of capital projects and lead the integration of low-carbon, climate-resilient strategies into project design, delivery, and procurement.
- Partner with CIP, Procurement, and Facilities to identify emissions reduction opportunities through energy efficiency, renewable integration, and low-carbon materials.
- Provide technical oversight or review of project documentation, scope alignment, feasibility studies, and RFP/RFQ language.

Performance, Compliance & Reporting

- Track and analyze department KPIs related to emissions, project timelines, and funding leveraged.
- Coordinate internal data collection efforts for annual climate reporting, executive dashboards, and public transparency platforms.
- Monitor project compliance with Massport's sustainability standards, zero-emission policies, and external regulatory requirements.

Innovation & Continuous Improvement

- Stay abreast of emerging technologies, policy developments, and best practices in airport and maritime decarbonization.
- Identify new opportunities for climate innovation pilots, partnerships, or funding streams.
- Support internal training and knowledge-building on sustainability, carbon accounting, and operational integration of Net Zero goals.

JOB REQUIREMENTS AND QUALIFICATIONS:

Education:

- Bachelor's degree in Data Science, Management Information Systems, Environmental Science, Environmental Engineering, or a related field required.
- Master's degree or professional certification in sustainability, energy, or project management strongly preferred.

Certifications:

- Project Management Professional (PMP) certification required; additional certifications in Agile project management, such as Certified Scrum Master (CSM) or equivalent, are preferred.
- LEED, Envision, or other sustainability-related credentials a plus.

Experience:

- 8–10 years of relevant experience in sustainability, infrastructure planning, capital project management, or environmental programs.
- At least 4 years managing complex, multi-stakeholder projects or programs in a public or highly regulated environment.
- Proven experience with GHG reduction strategies, capital planning processes, and climate-aligned project delivery.

Skills & Competencies:

- Strong knowledge of climate mitigation strategies across aviation, maritime, and built environment sectors.
- Demonstrated ability to leverage digital tools, automation, and advanced monitoring for performance tracking.
- Familiarity with emissions accounting, performance metrics, and public climate reporting platforms.
- Excellent communication and leadership skills, with experience managing staff and working across departments.
- Strong project management skills, including scheduling, budgeting, and risk mitigation.
- Working knowledge of Massport facilities, public agency operations, or Massachusetts climate policy is desirable.

Technical Skills :

- Proficiency in project management software and tools
- Strong understanding of project management methodologies (PMBOK, Agile, or Lean).
- Familiarity with contract administration, procurement, and regulatory compliance processes.

Additional Requirements:

- Ability to work across Massport's properties, including Logan Airport, Hanscom Field, and the Conley Maritime Terminal.
- Must be able to pass Massport's background check and obtain all necessary badges and credentials.

Work Schedule and Compensation:

- Full-time, exempt role, 37.5 hours per week.
- Hybrid work model with in-person presence at Massport facilities and headquarters as needed.
- Competitive and commensurate with experience; includes full Massport benefits package.