

## Director, Latin America and the Caribbean

### Our Mission

The Lincoln Institute of Land Policy seeks to improve quality of life through the effective use, taxation, and stewardship of land. A nonprofit, private operating foundation whose origins date to 1946, the Lincoln Institute researches and recommends creative, nonpartisan approaches to land as a solution to economic, social, and environmental challenges. Through education, training, publications, and events, we integrate theory and practice to inform public policy decisions worldwide. We organize our work around three impact areas: land and water; land and fiscal systems; and land and communities. We envision a world where cities and regions prosper and benefit from coordinated land use planning and public finance; where communities thrive from efficient and equitable allocation of limited land resources; and where stewardship of land and water resources ensures a livable future. We work globally, with locations in Cambridge, Massachusetts; Washington, DC; Phoenix, Arizona; and Beijing, China.

### Lincoln Institute of Land Policy and its work in Latin America and the Caribbean

The Lincoln Institute of Land Policy is an independent, nonpartisan organization whose mission is to help solve global economic, social, and environmental challenges to improve the quality of life through creative approaches to the use, taxation, and stewardship of land. For over 32 years, [the Institute has had a major presence in Latin America and the Caribbean \(LAC\)](#), especially on matters related to land markets, land-based finances, informality, property tax, and large-scale urban projects. More recently, the Institute's scope of work in LAC has begun to include climate action and resilience, accessible and affordable housing, as well as land and water policy. The LAC program has been, and strives to remain, a major source of innovative research and education in the region on a range of land policy and management issues and themes, including urban economics, informal land markets and housing, land value capture, property taxation, and geospatial technologies. The Institute's work and impact in LAC have been leveraged by the creation, deployment, and active maintenance of a broad network of academics, practitioners and experts in urban economics, planning, climate, and housing, among other disciplines. The

work of these professionals as researchers, course faculty, and local/regional experts is central to our work in the Latin America region.

The Institute's Program on Latin America and the Caribbean has built a unique position at the intersection of research, education, and policy practice across the region. The next Director will lead efforts to strengthen functional land markets, promote equitable fiscal systems, and advance climate-responsive land governance, working with governments, universities, and practitioners across more than 17 countries to translate knowledge into effective public policy.

## **Position Overview**

The Institute seeks a Director to lead and further develop its programming in Latin America and the Caribbean (LAC). Broadly, you will be expected to maintain both the continuity in current LAC programming and commitments, as well as build a new vision for its presence and impact in the region. A new vision would include a careful assessment of LAC's historical assets and contributions and a plan to leverage them, as well as the identification of new forms of alliances to advance the Institute's mission. As the Director, you will work closely with the Institute's Chief Program Officer to lead existing efforts and propose innovative approaches to working in the region.

This is a full-time, fully-benefits eligible position (37.5 hours/week) reporting to the Chief Programs Officer. This position is a hybrid position with approximately two (2) days weekly in the office. Most of our staff utilize a four-day work week, and you would be welcome to that work arrangement as well. We prefer you to be based out of our Cambridge, MA office, but also have locations in Washington DC, and Phoenix, AZ. This position will require a substantial portion of travel.

## **What You Will Do**

### **Strategy and Program Development**

- Lead the Institute's work in the Latin America and the Caribbean geography, including the development of a mission statement and long-term goals based on an analysis and articulation of emergent land policy and land market issues in LAC.

- Work with the Institute to prepare and frame LAC's annual goals in the context of the Institute's evolving institutional structure and global aspirations. Develop a strategic plan including research, educational activities, programs, pilot/demonstration projects, publications, and other activities that support the Institute's presence in LAC.
- Oversee and participate in LAC's in-person and remote education and training activities:
  - Assess the management and sustainability of LAC's current suite of courses and training activities and identify opportunities to enhance them.
  - Contribute to LAC courses and training sessions, including the UNED-Lincoln Institute Chair and Masters of Land Policy and Sustainable Urban Development, as well as other certificate programs in the region.
- Support and nurture LAC's network of advisors, practitioners, and researchers. Identify and propose opportunities to nurture and build upon the network of academics and practitioners that advise and help guide the Institute's work in the region.
- Sustain a regional presence through lectures, seminars, workshops, and other events within and outside of LAC.
- Strengthen the connection between the Institute's research and the policy and implementation challenges facing governments across the region, ensuring that evidence-based knowledge reaches decision-makers and contributes to informed public debate on land and urban issues.

## **Manage and Supervise Staff Members**

- Direct LAC staff and oversee hiring processes to expand capacity as needed.
- Align staff expertise and competencies with the emerging mission and objectives.
- Communicate a vision and inspire staff, supporting their growth and professional development.

## **Budget and Administrative Duties**

- Lead budget development and resource allocation for LAC geography, including presentation to Lincoln's Board of Directors and engagement of outside funders:
  - Work with program staff to prepare the annual budget. Plan and estimate costs for courses, research, demonstration projects and publications.

- Work with LAC program staff to monitor commitments and disbursements and recommend mid-year reallocations as necessary.
- Present to the Board of Directors and Planning & Budget Committee and prepare related documentation as necessary regarding LAC's programmatic work.
- Develop a fundraising pipeline in collaboration with impact area teams and the Institute's Partnerships unit.
- Review, monitor, and approve the work of researchers, faculty, and authors working on contract with the program.
  - Supervise and maintain active involvement in all LAC research and educational contracts.
  - Assist with the publication of new products and their dissemination.

## What You Will Need

- Doctorate, Juris Doctorate, or graduate degree, preferably in economics, urban economics, public policy, geography, city and regional planning, public administration or a related discipline, with a demonstrated focus on land markets, land policy, or urban development.
- Expert-level subject matter expertise on land policy and land market issues in Latin America and the Caribbean, including a strong understanding of urban economics.
- 10+ years of academic and/or industry in any of the thematic areas of our work.
- Demonstrated ability and interest to initiate and negotiate collaborative work with relevant institutions working in and for the region.
- Demonstrated capacity to provide strategic vision and intellectual leadership, including the ability to identify emerging policy challenges, set research and training priorities, and articulate a forward-looking agenda for land and urban policy in the region.
- Demonstrated business acumen and experience addressing strategic and operational issues when managing initiatives, complex projects, and teams.
- Track record of published research, or applied knowledge products (policy briefs, technical reports), or editorial contributions in land policy, urban economics, or related fields.

- Familiarity with the institutional, political, and policy landscape across different sub-regions of Latin America and the Caribbean, whether through professional experience, research, or advisory work.
- Superior communication skills and fluency in Spanish and English required.
- Management experience leading project teams to successful completion.
- Excellent critical thinking/critical thinking skills and ability to develop new/creative approaches to difficult issues.
- Positive, collegial, and collaborative leadership skills for multidisciplinary programs.
- Task-oriented work ethic, responsiveness to deadlines, and a commonsense approach to moving projects and agendas forward.
- Integrity and sound judgment.

## You Will Be Preferred With:

- Experience teaching policymakers, advisors, and staff.
- Experience convening multi-stakeholder dialogues involving government officials, academics, and civil society organizations across multiple countries in the region.
- Experience in advisory roles with government agencies, international organizations, or multilateral institutions on land, housing, or urban development policy.
- Experience in fundraising, grant management, or securing external funding for research, training, or technical cooperation programs.
- Proficiency in Portuguese.

## Our Benefits

Benefits highlights include but are not limited to (a) 3x employer contribution towards retirement matching your employee contribution up to 15%, (b) health insurance, (c) dental insurance, (d) vision insurance, (e) 100% reimbursement of the health care deductible through a health reimbursement account, (f) short-term disability coverage, (g) long term disability coverage, (h) paid parental leave, (i) voluntary insurances such as accident insurance, (j) health care flexible spending, (k) dependent care flexible spending, (l) paid time off for holidays, vacation, personal, sick, bereavement, and jury duty, (m) office closure between December 24 – Jan 1 each calendar year, (n) flexible schedule and option for a compressed 4 day workweek, (o) tuition and staff development reimbursement, (p) pet insurance, and (q) Employee Assistance Program.

## **Our Values**

We support a culture of forthright feedback, initiative, cooperation and teamwork, diversity, equity, and inclusion, and accepting responsibility.

## **Equal Opportunity Employer**

The Lincoln Institute of Land Policy is dedicated to creating an inclusive work environment and is proud to be an equal opportunity employer. Individuals seeking employment at the Lincoln Institute of Land Policy are considered without regards to race, color, religion, national origin, age, sex (including pregnancy, childbirth, or related medical conditions), ancestry, citizenship status, gender identity or expression, genetic information, marital or domestic/civil partnership status, physical or mental disability, sexual orientation, veteran status, or any other characteristic protected by law.

## **Pay Transparency Nondiscrimination Provision**

Lincoln Institute of Land Policy will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information.

## **Massachusetts Polygraph Statement**

It is unlawful in Massachusetts to require or administer a lie detector test as a condition of employment or continued employment. An employer who violates this law shall be subject to criminal penalties and civil liability.

## **Non-Smoking Organization**

Lincoln Institute of Land Policy is a non-smoking organization. Smoking and the use of tobacco products are prohibited at all times and on all property owned, leased, or under the control of Lincoln Institute of Land Policy at all times, including, but not limited to indoor and outdoor grounds, walkways and sidewalks, parking lots, company vehicles, and private vehicles parked on Lincoln Institute of Land Policy property.