



ShoreRivers Executive Director

Position Specification 2025

- ▶ **Deadline: October 15, 2025**
- ▶ **Salary Range: \$140,000–\$170,000**
- ▶ **Location: In person, Easton & Chestertown**
- ▶ **Preferred Start: January, 2026**

About Us

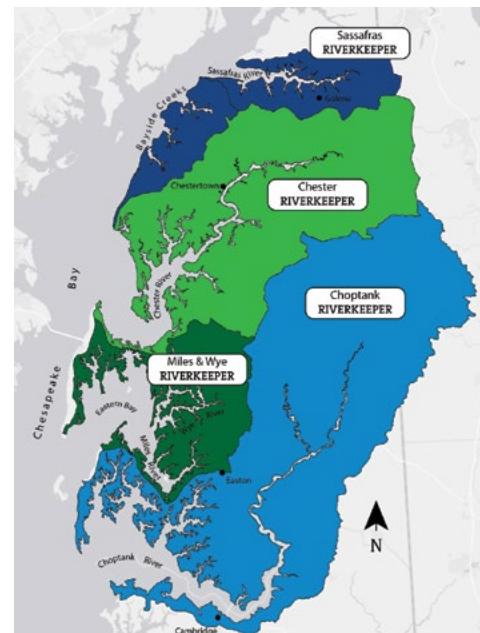


ShoreRivers

ShoreRivers protects Maryland's Eastern Shore waterways through science-based advocacy, restoration, education, and engagement. We have a dedicated staff of Riverkeepers, educators, scientists, restoration specialists, and advocates focused on policies and projects that will improve the health of our rivers. Our staff and volunteer network are a strong, collective voice for Eastern Shore waterways.

ShoreRivers believes that environmental and racial justice in our staff, board, supporters, and programs is critical to achieving our mission of clean water. We believe that access to waterways fuels environmental stewardship; inclusion of all communities is essential to long term success; and diverse representation in our membership, staff, and board makes us stronger.

ShoreRivers believes that swimmable, fishable, clean, and safe rivers are for everyone in our communities. We are an equal opportunity employer and welcome all applicants. This position uses a wide variety of skills; we encourage you to apply if you think you would be a good fit, even if you don't meet 100% of the qualifications.



LEARN MORE ABOUT SHORERIVERS

OUR 2024–27 STRATEGIC ROADMAP

The Position

ShoreRivers Seeks Executive Director

ShoreRivers protects Maryland's Eastern Shore waterways through science-based advocacy, restoration, education, and engagement. We are seeking a leader who can compassionately support and elevate a team of expert staff, collaboratively engage with the variety of stakeholders in our region, uphold the organization's excellent reputation and financial stability, and communicate our vision of healthy rivers cherished by all communities. ShoreRivers' next Executive Director will lead our impactful work by embodying our core values: solutions-oriented, optimistic, community-centered, and trusted.

ShoreRivers is a strong, regional Riverkeeper organization that formed from the merger of three local organizations in 2017. Our core focus is the waterways of the Chester, Choptank, Sassafras, Miles, and Wye rivers, Eastern Bay, and the Bayside Creeks. The Executive Director will be joining a 501c3 nonprofit organization with a 40-year history, \$7 million budget, staff of 30+ professionals, and hundreds of volunteers. In 2024, ShoreRivers launched a three-year strategic plan that both honors our grassroots legacy and charts a course for us as a regional leader.

This position offers a competitive benefits package (see more below) and a salary range between \$140,000–\$170,000, based on experience. Position begins January 2, 2026, or a mutually agreed upon date. Employees work in-person with flexibility in their schedule when appropriate. This full-time position is exempt salaried and “at-will,” and reports to a Board of Governors. The Executive Director will work out of both the Chestertown and Easton offices and must live on the Eastern Shore of Maryland within the communities we serve. This position requires flexibility to work longer hours, weekends, and travel as needed.

To apply, send your two-page resume and two-page cover letter to Deputy Director of HR & Culture Doug Mayorga at dmayorga@shorerivers.org by October 15, 2025.

In your cover letter, please address the following question:

As Executive Director of ShoreRivers, how would you lead to maximize the protection of the Eastern Shore's waterways at a time when critical protections are being rolled back and financial support from Federal and state sources is more uncertain?

Note: cover letters are run through AI detector technology; take this opportunity to authentically communicate with us in your own words.

Key Responsibilities

Upholds financial and operational excellence, sustainability, and growth

- Stewards positive relationships with donors, foundations, and government funding agencies, ensuring the continued success of fundraising efforts and the long-term financial sustainability of the organization.
- Understands the organizational implications of decisions; knows how all areas of the organization interconnect financially and operationally.
- Upholds the highest standards of accuracy, integrity, compliance, timeliness, and attention to detail in all financial and operational matters.
- Leads the staff in upholding a dynamic fundraising program that responds to the rapidly changing government policies and funding sources.

ShoreRivers Easton

114 South Washington Street, Ste. 301
Eastern Shore Conservation Center
Easton, MD 21601
443.385.0511

ShoreRivers Chestertown

207 South Water Street, Unit B
Chestertown, MD 21620
410.810.7556

Ensures programs are solutions-oriented and impactful

- Cultivates programs that make measurable improvements to water quality and meet strategic planning goals.
- Ensures the team produces quality work that is accurate, clear, consistent, timely, and thorough.
- Maintains a community-centered perspective when engaging with people and projects.

Drives strategic planning and visioning

- Utilizes direct knowledge of issues specifically related to Maryland's Eastern Shore watersheds and the Chesapeake Bay to prioritize and inform organizational decision-making.
- Leads the organization in ensuring all efforts ultimately work towards achieving our goal of healthy rivers.
- Thinks holistically about how to increase visibility and amplify voice and impact.
- Lifts up and recognizes the work and contributions of all departments; knowledgeable about all current and potential programs and operations within the organization.
- Ensures operations and programs are working to achieve goals outlined in the 2024–2027 Strategic Plan and consistently thinks ahead about the elements of the next strategic plan.

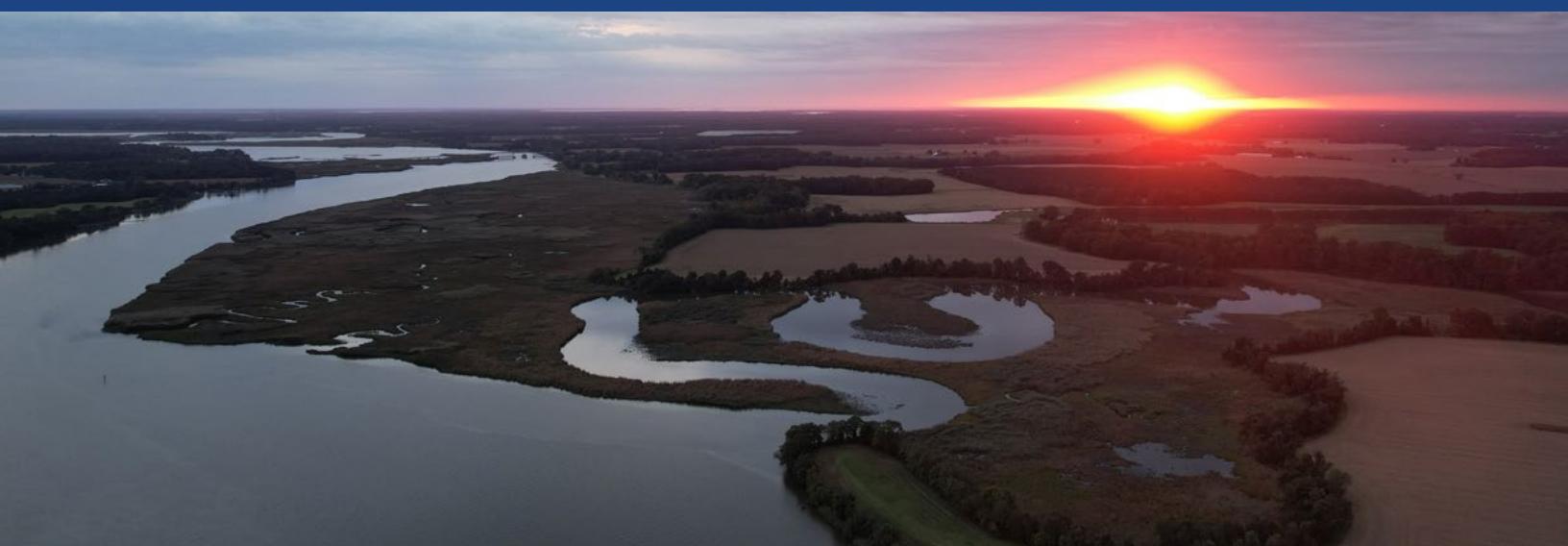
Key Responsibilities (continued)

Leads people with intention and humaneness

- Leads the organization through empathy and optimism, embodies a mindset of abundance, fosters growth, and is solutions-oriented.
- Empowers team members to make decisions and thrive in independent work. Does not micro-manage.
- Cultivates a supportive, regenerative work culture where hard work, innovation, and collaboration are valued and teambuilding and professional development are priorities.
- Directly supervises seven Department Directors and the Deputy Director of HR & Culture.
- Works collaboratively with the Board of Governors on long-term visioning, financial sustainability, and cultivating reputation and visibility.
- Works effectively with diverse stakeholders, values different perspectives, cultivates donor and partner relationships, and embodies our collaborative approach.



Position Requirements and Qualifications



Experience, Education, Skills, & Abilities

- Possess a minimum of 10 years of professional experience, preferably within an environmental or social-sector nonprofit organization.
- Holds a bachelor's degree or higher in a relevant scientific, environmental, or conservation field.
- Additional leadership training or certification is preferred.
- Demonstrates a strong track record of leadership experience.
- Embody and uphold our core values: solutions-oriented and optimistic, community-centered and trusted.
- Model a servant leadership style that uplifts staff, amplifies their work, and leads with compassion and empathy.
- Understand environmental issues impacting water quality in estuarine systems, such as the Chesapeake Bay.
- Bring proven experience in fundraising with major donors, grantors, or family foundations.
- Demonstrate success in securing and managing grants from public and/or private sources.
- Balance strategic visioning and planning with strong attention to detail and organizational skills.
- Communicate effectively as a confident, credible and engaging public speaker.

The employee must have a strong commitment to environmental protection and to ShoreRivers' mission and statement of inclusion.

Working at ShoreRivers



ShoreRivers offers an energetic and fast-paced work environment with bright, engaged coworkers. We cultivate a supportive, regenerative work culture where hard work, innovation, collaboration, and professional development are priorities.

We are dedicated to providing flexibility and a genuine work-life balance for all staff, in addition to meeting our mission and serving our communities responsibly as a nonprofit organization. As such, ShoreRivers operates in person with a flexible schedule; occasional remote work is supported in alignment with individual responsibilities and supervisors.



Benefits

- Medical coverage, with 100% of base plan premiums for the employee covered by ShoreRivers.
- Retirement plan, with ShoreRivers matching up to 4% of an employee's salary.
- 25 paid days off for all employees.
- 11 paid federal holidays, plus the week off between Christmas Eve and New Year's Day. (17 paid holidays total)
- 5 weeks paid parental leave; option to add 7 weeks unpaid.
- Professional development opportunities.
- Sabbatical of 4 consecutive weeks at 10-year anniversary and every 5 years after.



SHORE RIVERS

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Easton, MD, 21601
443.385.0511 | shorerivers.org

Updated August 2025

