



Job Announcement

Executive Director of the Chesapeake Research Consortium

The position will remain open until filled.

Applications due by December 7, 2025 for full consideration.

Apply at: <https://chesrescon.typeform.com/to/KvaN7JUM>

The [Chesapeake Research Consortium](http://www.chesapeake.org) (CRC, www.chesapeake.org), a regional 501(c)(3) located near Annapolis, MD, seeks an experienced environmental scientist and leader to serve as its next Executive Director.

Established in 1972, CRC represents some of the most active research institutions in the U.S., including Old Dominion University, Smithsonian Institution, The Johns Hopkins University, University System of Maryland, Penn State, Virginia Institute of Marine Science, and Virginia Tech. CRC's primary mission is to support long-term basic and applied research addressing coastal issues, ranging from land-based watershed considerations to rigorous investigation of water quality and living resources in its aquatic ecosystems. CRC fully enables its member institutions and broader scientific community in the region to inspire and implement solutions for understanding and managing of the Chesapeake Bay and its watershed. This is achieved through defining, coordinating, and disseminating the research and education that inform science-based management. To translate this mission into strategic action, CRC embraces four enabling roles: (1) convening managers and science providers, (2) creating pathways for emerging environmental professionals, (3) building platforms for sharing knowledge and developing solutions, and (4) supporting member institutions in the research and education efforts relevant to Chesapeake Bay partnership efforts.

Roles and Responsibilities

Below are some specific responsibilities of CRC's Executive Director. Interested candidates should review the CRC website for more information about our organization and the full range of activities associated with the position.

Organizational Leadership

- Provide collaborative and supportive leadership to a team of seven dedicated CRC staff members at CRC's headquarters office in Edgewater, MD, cultivating a workplace culture rooted in trust, open communication, and mutual respect. Work in close partnership with staff to support their growth, encourage innovation, monitor individual and team performance, and advance the organization's mission together.
- Partner with CRC's Director of Finance to oversee day-to-day organizational operations.

Partnerships and Program Support

- Identify and respond to science needs of the Chesapeake Bay restoration effort by convening managers and science providers through strategic communications, including a monthly webinar series and newsletters.
- Serve as Executive Secretary of the [Chesapeake Bay Program's Science and Technical Advisory Committee](http://www.chesapeake.org/stac) (STAC, www.chesapeake.org/stac). Since its creation in December 1984, STAC has enhanced scientific communication and outreach throughout the Chesapeake Bay watershed by providing independent scientific and technical advice to inform management decisions.

Organizational Growth/Resource Development

- Lead efforts to expand and diversify CRC's funding portfolio, including identifying and cultivating new funding sources to ensure long-term financial sustainability and mission impact.
- Engage CRC's Board of Trustees on issues of capacity-building initiatives in three areas: (1) strengthening the environmental professional pipeline through professional development and internship programs, (2) supporting organizational development of CRC and its members through interdisciplinary and multi-institutional network building, and (3) acting as a proactive liaison between the research and management communities to facilitate science transfer for informed, science-based management and policy in the region.
- Support and help resource collaborative multi-disciplinary, multi-institution research projects as opportunities arise.

The Executive Director is not expected to maintain an active research program. Frequent regional and occasional national/international meeting participation is expected. Continued affiliation within a partnering institution is possible, or alternatively employment and benefits may be provided directly through the CRC.

Desired Skills and Background

The ideal candidate would possess the following skills and background. If you meet at least 4 of the 6 items listed below, we strongly encourage you to apply. We welcome inclusion of nontraditional or nonformal education and experiences, volunteer, and lived experience that contribute to your fit for this role.

- Graduate degree in a relevant field of study and at least 10 years of leadership or related experience with nonprofit leadership, higher education, Chesapeake Bay-related research, and/or government or other regional partnerships.
- Familiarity with the Chesapeake Bay ecosystem, including its hydrology, water quality, living resources, tributaries, shorelines, and watershed dynamics – as well as the human activities that influence its sustainability. Knowledge of comparable ecosystems is also valued.
- Broad knowledge of the mid-Atlantic science network, with established relationships with federal and state agencies and regional NGOs.
- Strong verbal and writing skills are a necessity, as well as a demonstrated history of active interaction with science and management communities.

- Proven success in grant writing and fund development, with experience leveraging existing resources to attract new funding and build strategic partnerships that expand organizational impact.
- Experience in staff supervision and team leadership within collaborative, mission-driven environments. Demonstrated ability to support professional development, foster a positive team culture, and effectively manage performance through clear communication, feedback, and accountability.

Additional Information

- The Executive Director will start as soon as possible in 2026. The specific start date will be set collaboratively with the selected candidate. Beginning the role in a reduced capacity to accommodate transition needs can be considered.
- The position is available full-time or part-time (minimum 50% capacity).
- The Executive Director may adopt a hybrid work schedule dividing time between working from CRC's office in Edgewater, MD and working remotely.
- Salary will be commensurate with experience and qualifications.

The position will remain open until filled. To apply, please submit your application through our website (<https://chesrescon.typeform.com/to/KvaN7JUM>) by December 7, 2025 for full consideration. A completed application includes a cover letter, resume/CV, and a separate document with the names and contact information of three references. A Search Committee member will notify you and request permission before contacting references.

Questions about the position? Please contact Bill Dennison (dennison@umces.edu), Chair, CRC Board of Directors, or Melissa Fagan (faganm@chesapeake.org), CRC Interim Executive Director.

The Chesapeake Research Consortium recruits, employs, trains, compensates, and promotes regardless of race, religion, creed, national origin, ancestry, gender identity (including gender nonconformity and status as a transgender individual), sexual orientation, age, physical or mental disability, veteran status or any other characteristic protected under applicable federal, state, or local law.