

**WICOMICO ENVIRONMENTAL TRUST
EXECUTIVE DIRECTOR**

Position Listing | February 2026

Application Review Begins: **March 15, 2026**

Salary Range: **\$70,000–\$80,000**

Location: **Hybrid, including in-person Salisbury, MD**

Preferred Start: **May 2026**

Application form: <https://forms.gle/239tUvVYj95GYzSz8>

ABOUT THE WICOMICO ENVIRONMENTAL TRUST (WET)

WET has been working to protect and improve the environment in and around Wicomico County, Maryland for almost four decades, focusing on:

- ***Watershed Monitoring*** : Science-based data collection and analysis, in partnership with Salisbury University, providing vital information for government agencies and community stakeholders; includes Annual Watershed Reports, biweekly quality alerts, and the inaugural Wicomico River Watershed Atlas
- ***Community Outreach & Environmental Education*** : Civic engagement through town hall forums and strategic partnerships, such as the Waterside Park restoration-focused outreach project; expanding into hands-on, standards-aligned environmental education with a forthcoming pilot program for upper-elementary and middle school students.
- ***Natural Resources Protection & Advocacy*** : Analysis and advocacy for enforcement, regulation, legislation, and litigations on issues including land use, waste management, wastewater treatment, clean energy, clean water, and public health risks

ABOUT THE POSITION

The Wicomico Environmental Trust seeks a talented, dedicated environmental leader to elevate our team, our programs, and our impact for the betterment of our local waterways, forests, farms, and neighborhoods. The Executive Director will oversee all day-to-day operations of the organization, with support from the Board of Directors, paid professionals, and volunteers. The Executive Director will be the public face of the organization, the captain of our fundraising, planning, and budgeting, and the one who helps the Wicomico Environmental Trust further flourish and grow.

We offer, as outlined below, a salary range of \$70,000–\$80,000 (based upon experience) and a comprehensive benefits package. The position is full-time, exempt, and will require the ability to work longer hours and weekends as needed, but we also offer flexible work arrangements and

scheduling, including options for hybrid telework and a 4-day workweek. The position is based in Salisbury, Maryland, where WET's office is located. The Executive Director reports to WET's Board of Directors.

KEY RESPONSIBILITIES

Organizational Leadership

- Leads a shared vision of organizational purpose and impact with the Board of Directors, staff, and volunteers, and advances this vision throughout the Lower Shore communities
- Maintains thorough working knowledge of pertinent environmental issues to inform organizational decisions and engage decision-makers at local and, where relevant, state and regional levels
- Collaborates with the Executive Committee and the Board of Directors on strategy and financial sustainability, including WET's strategic plan, annual workplan, annual budget, and procedural reviews
- Manages and monitors the organization's operations and budget with the utmost accuracy, timeliness, compliance, and attention to detail
- Recruits, supervises, and empowers team members, both paid and volunteer, with support for self-sufficiency and professional development

Community Connections & Stewardship

- Advances WET's development through identification and stewardship of donors and grantors, providing for both short-term projects and long-term, financially-sustainable growth
- Cultivates a broad network of diverse partners with an emphasis on collaboration, a respect for differing perspectives, and a focus on environmental justice
- Represents WET as principal spokesperson to elected officials, policy makers, civic leaders, the media, and the general public, including at public gatherings and events
- Supervises and contributes to WET's external communications, including mass and targeted emails, newsletters, printed reports, and social media content

Program Management

- Coordinates Wicomico River Creekwatchers program, in partnership with Salisbury University, through volunteer management and sharing of data and analyses with government leaders, individuals, and the public
- Envisions, implements, and evaluates new projects, programs, and initiatives to grow WET's organizational impact and community connections through environmental education, community outreach, advocacy and policy, and science-based monitoring and reporting

REQUIREMENTS & QUALIFICATIONS

- Possesses a minimum of 4 years of professional experience in leadership, management, and/or administrative positions, preferably at an environmental organization or agency
- Holds a bachelor's degree or higher in environmental science, environmental studies, public policy, or related field (additional training and certification is preferred)
- Demonstrates fundraising experience and successes with major donors and grantors
- Maintains operating knowledge of Google Workspace, donor management and communication systems (such as Bonterra), and social media platforms (such as Instagram, Facebook, YouTube, and LinkedIn)
- Preferably, brings experience in environmental education and public outreach
- Preferably, understands environmental issues affecting Maryland and specifically Wicomico County and/or the Eastern Shore

SALARY & BENEFITS

- Starting annual salary (full-time exempt) of \$70,000–\$80,000
- Retirement match of up to 3% of salary
- Health insurance subsidy
- 20 days paid time off
- 11 federal holidays
- Flexible, hybrid work schedule, including options for partial telework and 4-day workweek