



*The Alliance is an Equal Opportunity Employer.
Visit our website at: allianceforthebay.org*

Position Announcement: **Multimedia Producer**

About the Alliance:

The Alliance for the Chesapeake Bay (Alliance) is a regional nonprofit organization with offices in Annapolis, MD, Lancaster, PA, Washington, D.C., and Richmond, VA. Founded in 1971, the Alliance restores the lands and waters of the Chesapeake Bay watershed. Our collaborative and action-oriented approach delivers on-the-ground solutions, technical assistance, and builds capacity to achieve healthier lands and cleaner water. We envision clean water and resilient landscapes, cared for by all the people who live, work, and play in the Chesapeake Bay watershed.

Job Description:

The Alliance is seeking a creative storyteller to join our Communications Team. The Multimedia Producer will produce video, photo, and graphics that portray the impacts the Alliance is making throughout the Chesapeake Bay watershed. In collaboration with the broader Communications team and under the direction of the Communications Director, the Multimedia Producer works closely with staff from across the organization to identify and capture content and visual stories that resonate with and engage the Alliance's diverse audiences. The successful candidate is a creative, independent, and collaborative team player who is enthusiastic about environmental work and driven to elevate the Alliance's brand.

Specific Duties of the Position:

● **Multimedia Content Development**

- Identify and produce stories that align with the many special interest groups found throughout the Chesapeake Bay watershed, including but not limited to gardeners, farmers, naturalists, outdoor recreationists, educators, parents, and other conservationists.
- Participate in regular Program Team meetings to identify and pursue video and photo project opportunities.
- Work with internal teams, project partners, contractors, and volunteers to coordinate and schedule video and photo shoots.
- Develop and communicate interview questions and video scripts to all necessary video participants.
- Elevate voices of diverse and underserved communities throughout the Chesapeake Bay watershed.
- Create content that effectively captures the Alliance's impact while also engaging the Alliance's audiences, including social media and newsletter followers, volunteers, donors, and funders.
- Produce both long and short-form video content, efficiently shifting duties from high-quality cinematic storytelling to quick-turnaround social media content.
- Produce and post short-form social media content from the field, including stories, reels, and shorts.

- **Leadership and Responsibility**

- Take ownership of the Alliance's photo and video efforts with a passion and a sense of responsibility.
- In collaboration with the Communications Team, strategize around and coordinate the Alliance's multimedia efforts to support programmatic, fundraising, and other communications.
- Collaborate with Alliance staff to identify, manage, plan, shoot, and edit videos with minimal oversight by the Communications Director.
- Interact with numerous stakeholders throughout the Chesapeake Bay watershed, acting as a professional representative of the Alliance's brand.
- Collaborate with the Communications Team to develop monthly editorial calendars.
- Manage and grow the audience and engagement of Alliance YouTube accounts.

- **Day to Day**

- Travel to and from areas within the Chesapeake Bay watershed to document Alliance projects and events. Some night and weekend work is required.
- Spend up to 2 days per week in the field capturing content.
- Coordinate with Communications and Social Media Coordinator to plan and post photo and video content to social media from the field.
- Maintain an organized local library of RAW photo and video assets.
- Maintain organized albums of published photo and video assets via Google Drive and Flickr accounts.
- Organize and maintain Alliance-owned audio and video equipment.
- Provide guidance to Alliance staff about shooting photo/video on a smartphone.
- Stay up-to-date with evolving storytelling technologies and practices, and social media trends.
- Broad communications and engagement support as assigned.

Qualifications & Experience:

- Associate degree or higher in communications, film, cinematography, journalism, photography, graphic design, or other relevant field.
- Expertise in content that engages audiences on social media via reels, stories, ads, and posts.
- 2-5+ years of working experience in a communications-related field, which may include internships. An advanced degree in a related field may substitute for one year of professional experience.
- Driver's license, personal vehicle, and ability to travel throughout the Chesapeake Bay watershed (mileage is reimbursed at the federal rate).
- Experience with photo and video editing software, such as Adobe Photoshop, Adobe Lightroom, and Adobe Premiere or Final Cut X.
- Experience with YouTube, Flickr, and additional social media platforms with an understanding of video best practices on social media.
- Excellent written and verbal communication skills.
- Quick learner, well-organized, and possesses a strong attention to detail.
- Excellent time management skills and ability to efficiently turn around high-quality content.
- Ability to work in the field, comfortable working individually, with groups, and outdoors.
- Experience creating content in outdoor elements, like weather, harsh lighting, and around water.
- Ability to create content in diverse settings, ranging from urban to rural landscapes.
- Ability to work efficiently while remote, independently on multiple projects, as well as part of a team.
- Experience with Google Workspace and Microsoft Office.
- Basic understanding of environmental issues related to local waterways and the Chesapeake Bay.
- Passionate about the Alliance's mission, its programs, and individual projects.

Supervision: The Multimedia Producer will report directly to the Communications Director.

Hours and Location: The Multimedia Producer may be based at any of the Alliance's four offices (Annapolis, MD, Richmond VA, Lancaster PA, or Washington DC), and predominantly remote applicants will be considered. Some night and weekend work may be required. Frequent travel throughout the Chesapeake Bay watershed is a regular part of this position. The position advertised is full-time (40 hours per week).

Salary, Benefits, and Commitment to Diversity: \$49,500.00 - \$54,500.00 annual salary. Competitive benefits available (health, dental, and vision insurance, 403b retirement fund, life insurance, professional development opportunities, vacation, sick, holiday, and other leave, and more).

Application: The information listed below should be emailed to careers@allianceforthebay.org no later than **April 26, 2026**. Indicate "Multimedia Producer" in the email subject line. No telephone inquiries, please. If you meet 50%+ of the above qualifications, please apply.

- Your resume, a link to your portfolio, and a cover letter with a written response (no more than 1 page) to the following prompt:
 - Please describe a video project you're most proud of and/or excited about. Share a link to the video and explain the project's goals and how you achieved them. What was your role on the project? How did you keep the project organized and moving forward? What challenges did you face and how did you overcome them? **If you collaborated with others on the project, please clearly describe your specific role and responsibilities.**
- A list of 2-3 professional references and their contact information (email and preferred phone number)