

Chesapeake Bay Program's Adaptation Workgroup: Call for Nominations Tidal and Nontidal Co-Chair Positions

Overview & Background

The Chesapeake Bay Program's Adaptation Workgroup is seeking two qualified candidates for two Co-Chair positions: 1) a tidal Co-Chair to help lead the tidal/coastal aspects of the work and 2) a nontidal Co-Chair to lead the nontidal/inland aspects of the work.

The Adaptation Workgroup is charged with advancing the **Adapting to Changing Environmental Conditions Outcome** and associated targets established under the 2025 [Chesapeake Bay Watershed Agreement](#). This work is carried out in coordination with related workgroups and outcomes – such as Healthy Forests, Land Use Planning and Decision Support, and Protected Lands – and is guided by the Healthy Landscapes Goal Team, under which the Adaptation Workgroup is nested. Together, these efforts support the broader Healthy Landscapes Goal of the Watershed Agreement. The Adapting to Changing Environmental Conditions Outcome and Healthy Landscapes Goal language is provided at the end of this document for reference.

The Chesapeake Bay Program (CBP) is a regional partnership dedicated to restoring, conserving, and protecting the Chesapeake Bay, its tributaries and the lands that surround them. More information about the CBP is available at <https://www.chesapeakebay.net/>.

About the Adaptation Workgroup

HISTORY OF THE ADAPTATION WORKGROUP

The Adaptation Workgroup was originally the Climate Resiliency Workgroup, established in 2014 as part of the original *Chesapeake Bay Watershed Agreement*. The group primarily focused on coordinating efforts for the Chesapeake Bay Program to enhance resiliency of the Chesapeake Bay through assessing changes in sea level, temperature, and precipitation and their corresponding impacts on natural resources, connecting science on changing environmental conditions to inform protection and restoration projects, and engaging stakeholders in resiliency research.

FUTURE VISION AND PURPOSE

With the release of the revised Watershed Agreement, the workgroup is entering a new phase. While the previous Climate Resiliency Workgroup focused on monitoring and science synthesis

and communication of climate risks, the Adaptation Workgroup will focus on building technical capacity to identify and implement on-the-ground nature-based solutions in tidal and nontidal portions of seven subwatershed areas yet to be selected. These solutions include restoration and protection projects that will help address risks to people, infrastructure, and habitats from changes in temperature, precipitation, and sea level rise.

Position Description (Tidal and Nontidal Co-Chairs)

Both Co-Chairs are primarily responsible for guiding the work of the Adaptation Workgroup with the tidal Co-Chair focused on coastal nature-based solutions and the nontidal Co-Chair focused on inland nature-based solutions. Where a selected subwatershed area has both tidal and nontidal areas, both Co-Chairs will work together to provide direction. Ideally, the tidal Co-Chair will have experience and/or awareness in planning and/or implementing coastal nature-based solutions, such as living shorelines, tidal wetland restoration, marsh migration, or natural breakwaters. For the non-tidal co-chair, we are seeking a person with experience and/or awareness in planning and/or implementing upland nature-based solutions to address changes in temperature and precipitation, including restoring natural hydrologic regimes, floodplain management, natural stream channel restoration, emergency management.

While the CBP is still undergoing restructuring conversations, we envision meeting on a quarterly-basis with meetings alternating between tidal and nontidal discussions for the seven selected subwatershed areas. One of the quarterly meetings may also be used to bring the entire group together (e.g., subwatershed teams covering both tidal and nontidal efforts) in a longer meeting. There will also be joint meetings with other relevant CBP workgroups, such as the Land Use Workgroup, to leverage expertise across the partnership on shared priorities. In partnership with the Adaptation Coordinator and the Healthy Landscapes Goal Coordinator and Staffer, the Co-chairs will help set priorities, support implementation of the Adapting to Changing Environmental Conditions Outcome and ensure effective communication and collaboration within the Adaptation Workgroup and the Healthy Landscapes team. Co-Chairs will also help promote collaboration with Bay Program jurisdictions and other relevant CBP teams needed to support progress on the Adapting to Changing Environmental Conditions Outcome.

Duties of the Co-Chairs:

- Facilitate quarterly Adaptation Workgroup meetings (2 to 4-hour remote or hybrid-based meetings), fostering productive discussion and ensuring all voices and perspectives are heard.
- Assist in the development and refinement of the management strategy and implementation initiatives. The tidal Co-Chair will work closely with the NOAA

Chesapeake Bay Office and coastal resiliency experts in the Adaptation Workgroup. The nontidal Co-Chair will work closely with the Healthy Landscapes Goal Coordinator and inland resiliency experts in the Adaptation Workgroup.

- In the near term, assist in recruiting Adaptation workgroup members, lead discussions on a method to select the seven subwatershed areas to focus on, and provide guidance on an outreach strategy to identify adaptation needs with partners in the selected subwatershed areas.
- Collaborate with the Adaptation Coordinator and Healthy Landscapes Goal Coordinator and Staffer to develop meeting agendas and support progress on workgroup activities.
- Provide leadership in establishing and maintaining work priorities, consistent with management strategies, implementation initiatives, and workgroup goals.
- As needed, serve as a liaison to the Healthy Landscapes Goal Team and other CBP teams – collaborating with the Adaptation Coordinator and Healthy Landscapes Staffer to participate in meetings and ensure alignment across Partnership outcomes.

Expected time commitment:

Overall, the time commitment is expected to be around 5-8 hours per month based on the activities below:

- Adaptation Workgroup Planning/Coordination: approx. 1-2 hours per month.
- Adaptation Workgroup Meeting Attendance: approx. 2 hours per most quarters; 3-4 hours for one quarter.
- Engagement with Healthy Landscapes Goal team: approx. 1 hour per month
- Adaptation Workgroup Activities: approx. 1-2 hours per month (will vary depending on the activity)
- Cross-outcome engagement activities: approx. 1-2 hours per quarter

Position Duration:

- Two-year term (with option to renew), starting May 2026.

Process

Please submit the following to Julie Reichert-Nguyen, Adaptation Coordinator (julie.reichert-nguyen@noaa.gov) and Julia Fucci (fuccij@chesapeake.org), Adaptation Staffer, by **April 14, 2026**.

1. Nominee contact information (name, affiliation, email).
2. State which co-chair position you are interested in: tidal Co-Chair or nontidal Co-Chair

3. Short C.V., resume, or bio (addressing the nominee's background).
4. One to two paragraphs on why you are interested in serving as a Co-Chair for the Adaptation Workgroup.

Prior to nominating someone, please confirm their interest in the position and agreement to be nominated. Self-nominations are encouraged and will be accepted.

While the governance and management structure of the CBP is still under development, we anticipate, at a minimum, that the Healthy Landscapes Co-chairs and the Adaptation Coordinator will review the submitted materials and consider the nominees' level of commitment, position, skills, and relevant expertise to inform the selection. We are aiming to have the Co-Chairs selected by the end of April.

Interested individuals are encouraged to reach out in advance of submitting materials to express interest and ask questions.

Additional Information:

Adapting to Changing Environmental Conditions Outcome

Outcome:

Increase the capacity for pursuing solutions, including those that are nature-based, to improve planning and responses to changing conditions while balancing long-term resiliency of watershed communities, economies and ecosystems.

Targets:

- By 2040, support at least seven sub-watershed areas with knowledge-sharing and technical assistance to identify adaptation options with a preference for nature-based solutions. These solutions include restoration and protection projects that will help address risks to people, infrastructure and habitats from changes in temperature, precipitation and landscapes.
- By 2040, inform and lead to an increase in the implementation of the identified adaptation options that prioritize and integrate nature-based solutions in the above sub-watershed areas.

Healthy Landscapes Goal

Conserve, protect, restore and enhance landscapes of ecological, economic, recreational and cultural value to improve water quality, provide habitat for wildlife and increase resilience.

- **Outcomes:**

- *Adapting to Changing Environmental Conditions:* Increase the capacity for pursuing solutions, including those that are nature-based, to improve planning and responses to changing conditions while balancing long-term resiliency of watershed communities, economies and ecosystems.
- *Land Use Planning and Decision Support:* Develop and disseminate relevant and actionable land use information in consultation with local governments, to organizations and communities involved in local and regional land use planning. This information should include past, present and future conditions, as well as the potential environmental and socioeconomic consequences of changing conditions.
- *Healthy Forests & Trees:* Conserve, manage and restore forests and tree cover to maximize benefits for water quality, habitat and people throughout the watershed, with a particular focus on riparian areas and communities.
- *Protected Lands:* Permanently protect critical landscapes within the Chesapeake Bay watershed to protect water quality, enhance biodiversity, support sustainable livelihoods, bolster local economies, honor cultural heritage and protect the mission and resilience of military installations.