

Chesapeake Bay Program's Clean Water Goal Team
Call for Nominations by COB January 16, 2026
Co-Chair Position Description
Two Co-Chair Openings (One Jurisdictional Signatory and One Federal)

Nomination/Selection Process: Nominations for two positions of **Co-Chair** are invited for the Chesapeake Bay Program's Clean Water Goal Team. One Co-Chair will be selected from a jurisdictional partner and one from a federal partner.

Nominees for Goal Team Co-Chairs should ideally reflect individuals who have subject matter expertise and authority within their respective agencies to direct policy, budgetary, and resource decision-making to support implementation of the Goal and Outcomes under the amended Chesapeake Bay Watershed Agreement (CBWA). With the transition of the new Chesapeake Bay Program structure, Goal Team Co-Chairs will be expected to serve as intermediaries between the organizational components of Program Implementation and Program Leadership, managing and facilitating the direction of cross-Outcome activities, decisional items, and program oversight function.

Please send your nominations to Jeremy Hanson, Clean Water Goal Team Coordinator (hansonj@chesapeake.org) and Petra Baldwin, Clean Water Goal Team Staffer (baldwin.petra@epa.gov) by close of business (COB) **Friday, January 16, 2026.**

All nominations including self-nominations are accepted; nominations from multiple partners are encouraged. If nominated by a third party or multiple parties, the nominee must confirm their agreement with their nomination via email or short cover letter. **Nominees are asked to provide a short bio (<1 page), with an optional brief resumé/curricula vitae (CV) (maximum 4 pages),** to be reviewed by the WQGIT members that describes their applicable experience and objectives if selected for leadership. **Please only include business contact info or otherwise public information on provided materials, as it is standard practice to post materials for review on a publicly accessible webpage.**

Context

In the past, the WQGIT collectively discusses the renewal or change of their Chairmanship every two years. In order to help facilitate a smooth transition of implementing the new structure as agreed to by the Chesapeake Executive Council, each Goal Team is asked to nominate and recommend Goal Team leadership for Management Board approval by the February 12, 2026 Management Board meeting. The Bay Program will continue to adapt its structure and governance to implement the revised Chesapeake Bay Watershed Agreement (CBWA) signed by the Executive Council in December 2025. Thus, the exact roles and expectations for Goal Team or other voluntary partnership leadership positions may remain in flux while the Bay Program adapts to the revised CBWA.

About the Clean Water Goal Team: The Clean Water Goal Team is an ongoing adaptation of the Water Quality Goal Implementation Team (WQGIT) that will include three outcomes under the Clean Water Goal of the revised CBWA. The Clean Water Goal Team will work to evaluate, focus and accelerate the implementation of practices, policies and programs that will restore water quality in the Chesapeake Bay and its tributaries to conditions that support living resources and protect human health. See [website](#) for the existing WQGIT scope and purpose, as well as the current membership list. Please note that website and other updates to reflect the revised CBWA are still forthcoming.

The Clean Water Goal and Outcomes are provided at the end of this document for reference. The full CBWA is available [here](#).

Co-Chair Position Description:

The exact nature of the volunteer leadership role largely depends on the candidate and their desired level of activity in relation to the leadership team of the Goal Team. Together, the Co-Chairs provide vital strategic guidance toward achieving the Goal Team's stated purpose within the Chesapeake Bay Program.

The individual Co-Chairs will coordinate closely with each other and the Clean Water Goal Team leadership team, which includes the Goal Team Coordinator and two staffers.

Co-Chair Responsibilities:

- *Essential or standard duties:*
 - Serve as intermediaries between the organizational components of Program Implementation and Program Leadership, managing and facilitating the direction of cross-Outcome activities, decisional items, and program oversight function.
 - Collaborate with the Co-Chair and Leadership team to facilitate and moderate Clean Water Goal Team meetings. Fostering discussion on agenda topics to ensure all voices are heard during meetings. The frequency and duration of Goal Team meetings are subject to change, but the current schedule is monthly (on the 4th Monday).
 - Facilitate consensus building within meetings and through active outreach to participants between meetings, as needed.
 - Coordinate with Goal Team leadership (staffers, coordinator) in the development of monthly meeting agendas and workload priorities.
 - Conduct additional internal meetings in support of the Goal Team, and in-between regularly scheduled meetings as needed, to ensure progress on special or time-sensitive initiatives.
 - As needed or able, contribute to partnership discussions and activities in response to Executive Council Directives or requests from Bay Program leadership.
 - Participate, as available, in GIT Chair or other pertinent partnership meetings with leaders from other Bay Program Goal Teams or groups.

- *Duration:* Nominees are expected to commit to at least one year. The exact terms or expectations are not yet defined under the revised CBWA and Bay Program Governance, but under prior Bay Program governance protocols the terms for Goal Team Chairs was two years. The Leadership Team works collaboratively with the goal to provide Co-Chairs with flexibility according to their needs and work demands. The next 1-2 years is expected to remain quite active for the Clean Water Goal Team.
- *Process:* Interested individuals are encouraged to reach out in advance of submitting materials to express interest and ask questions. Materials provided by the deadline (COB January 16) will be posted on the public calendar page for the January 26, 2026 Clean Water Goal Team meeting. Voting members will be polled prior to the meeting. The consensus, or lack thereof, will be discussed at the January 26 meeting. The Goal Team will provide the Management Board with the consensus nominees, or a summary of the members' polled positions, no later than January 28.

Clean Water

Clean water is the foundation of healthy fisheries, habitats, farmlands and communities across the watershed. However, excess nitrogen, phosphorus, sediment and toxic contaminants can degrade our waterways, harm wildlife and pose risks to human health. Changes in the landscape and environmental conditions may exacerbate these impacts. Chesapeake Bay Program partners use a variety of tools to reduce excess nitrogen, phosphorus and sediment, address toxic contaminants and monitor progress toward achieving water quality standards. These actions support sustainable economies that depend on a healthy Bay and watershed.

Goal

Reduce pollutants entering the Bay and its rivers to achieve the water quality necessary to support aquatic life, wildlife and protect human health.

Outcomes

Reducing Excess Nitrogen, Phosphorus & Sediment

Implement and maintain practices and controls to reduce nitrogen, phosphorus and sediment. These reductions are necessary to achieve the applicable water quality standards, as described in the Bay TMDL. Those water quality standards support living resources and protect human health, as required by the Clean Water Act.

- Through 2030, signatories will continue to accelerate completion of all interim water quality planning targets through implementation of Chesapeake Bay Watershed Implementation Plans, two-year milestone commitments and other innovative strategies to achieve and maintain reduced levels of nitrogen, phosphorus and sediment.
- By December 31, 2030, revise the planning targets approved by the Principals' Staff Committee for nitrogen, phosphorus and sediment, incorporating the latest watershed modeling, monitoring data and research findings, and develop new or amended Watershed Implementation Plans to meet the updated targets by 2040.
- Demonstrate net reductions in nitrogen, phosphorus and sediment through multiple lines of evidence, including modeling and monitoring data.

Toxic & Emerging Contaminants

Reduce the amount and effect of toxic contaminants, such as PCBs, plastics, mercury and PFAS, on the waters, lands, fisheries, wildlife and communities of the Chesapeake Bay watershed through an increased understanding of their impacts and mitigation options.

- Promote information sharing between researchers, program managers and policymakers on the lessons learned, best practices and most up-to-date science, policy and communications around the toxic contaminants impacting the Chesapeake Bay watershed.

Water Quality, Standards Attainment & Monitoring

Measure changing water quality conditions by maintaining monitoring networks and tracking our collective progress toward achieving clean water, throughout the Chesapeake Bay and its watershed.

- Maintain full core monitoring network operations (i.e., nontidal water quality, SAV, tidal water quality, benthic and community science) annually to support analysis and communication of water quality loads, trends and criteria attainment.
- Develop and expand partnership-approved approaches for assessing whether water quality criteria are being met for all designated uses. For dissolved oxygen criteria, establish an approved method by 2028 and apply the method for data analysis and reporting by the end of 2030.
- Maintain or exceed the rate of improvement in the water quality standards attainment indicator relative to the 1985-2022 baseline.
- Analyze and report status/loads, trends and factors affecting those trends for nontidal and tidal water quality.