



Job Posting: PRESIDENT

Sea Education Association (SEA), www.sea.edu, invites applications for a full-time President.

This is a hybrid position. The successful candidate will be available to work on campus in Woods Hole (Falmouth), Massachusetts.

SEA, a nonprofit and an interdisciplinary experiential education organization dedicated to studying the oceans, seeks a bold, visionary leader and strategic thinker to serve as its next President.

SEA is an equal opportunity employer and strongly encourages applications from people of color, persons with disabilities, women, and LGBTQ+ candidates. SEA is committed to the development of a multicultural environment. We value input of multiple viewpoints and perspectives across the organization; our goal is to create an academic and working community that is rich in cultural, social and intellectual diversity.

Over the past 50+ years, SEA has taken more than 10,000 college, gap year, and high school students on transformative educational journeys of discovery—to explore in Woods Hole and by tall ship to understand the world's oceans and maritime environments while simultaneously developing decision-making, team building, communication, and leadership skills.

SEA works to inform worldwide marine stewardship and policy and inspire the next generation of ocean scholars, stewards, and leaders through its educational programs, research, and collaborative partnerships. This is an exciting and unique opportunity to lead an organization with global impact, and to do so on an intimate scale amid a culture that prioritizes collaboration and teamwork. The President serves as the chief executive officer and will be responsible for providing transformative leadership to promote SEA's [mission and vision](#) while ensuring the vitality of the operating model.

SEA is amid an exciting post-pandemic expansion encompassing program innovation with a focus on shore-based undergraduate offerings and high school programming, and with a renewed energy for cross-institutional partnerships. The next President will accelerate these programmatic directions, bring fresh energy and execution to SEA's philanthropic endeavors, work collaboratively with the SEA Senior Management Group and Trustees to increase SEA's fundraising, and develop and implement the next five-year plan.

Additionally, the next President will expand the scope and impact of the organization's research, outreach, and innovative programming at sea aboard tall ships, on shore, and online.

The successful candidate will provide the support and resources needed to retain its faculty and staff of approximately 100 (including sea-going staff); continue to advance SEA's dedication to diversity, equity, and inclusion (DEI); and ensure the organization's human and fiscal resources are well managed. The President needs to be able to navigate the space where scientists, scholars, educators, advocates, and policy makers interact to make positive change for the future of the oceans.

THE ROLE OF THE PRESIDENT

Reporting to the Board of Trustees, the President is accountable for educational, marine, fiscal, communications, development, and operating activities. These include: to ensure safety, quality, and efficiency of operations and educational programs; to raise funds and manage financial resources; to foster increased enrollment; to develop and empower staff; to advance and expand SEA's academic reputation and visibility with colleges and universities it serves and wishes to serve, the scientific community, foundations, and donors; to maintain and enhance SEA's global impact; and to ensure long-term institutional sustainability. The President's role is outward and future focused as the face of SEA. The person filling this role will build and maintain relationships and networks that will propel the organization forward while garnering the resources needed to thrive. The President is a steward of the organization's culture and commitment to diversity, equity, and inclusion and inspires all in the SEA community to advance its mission. The President, in conjunction with the Board, defines and maintains SEA's long range planning goals, advises the Board and Members in matters relating to their responsibilities, and assists the Chair in determining the content of all Board meetings. The President's senior management group (SMG) consists of the Academic Dean, Director of Marine Operations, Dean of Enrollment Management, Director of Development, and Dean of Finance and Administration. The President works with:

- The Academic Dean to assure the overall quality of the educational programs, develop innovative new courses and programs, and review and approve recommendations for full-time faculty appointments. They also jointly steward the ongoing partnership with Boston University, as SEA's school of record.
- The Director of Marine Operations to ensure quality and safety of programs onboard SEA's vessels.
- The Dean of Enrollment Management to nurture relationships with colleges, universities, and high schools and to maximize enrollment from a pool of qualified students.

- The Director of Development to determine the on-going fundraising plan for both annual appeals and capital campaigns and to cultivate, solicit, and steward major donors.
- The Dean of Finance and Administration to develop the budget and allocate resources to meet SEA's strategic goals, both short- and long-term.

QUALIFICATIONS AND CHARACTERISTICS

The Sea Education Association seeks in its next President an exceptional leader who will position SEA as a national trailblazer in ocean and experiential education and research. An ideal candidate will bring many of the following skills and experiences:

- Passion for and demonstrated commitment to the mission to make a difference for the future of the oceans;
- Experience developing, motivating, and mentoring teams of talented people;
- An empathetic and open leadership style, a proclivity for listening, and record of well-considered and inclusive decision making;
- Exemplary organizational and change management leadership skills, experience defining clear roles and responsibilities, and establishing transparent decision-making processes and channels;
- Exceptional written and interpersonal communication skills; the ability to effectively convey SEA's mission, programs, priorities, and impact in a compelling manner to diverse audiences in a variety of formats;
- An innovative, entrepreneurial, and visionary mindset and the capacity to assess and determine a course of action from diverse data points and ideas;
- Proven record of fundraising success on a scale that matches organizational needs, relationship development, and ability to passionately communicate the vision and relevance of SEA with potential sponsors and donors;
- The ability and enthusiasm to build relationships and collaborate with a broad array of internal and external partners;
- Demonstrated personal and professional commitment to and experience in advancing diversity, equity, and inclusion;
- Experience with complex risk management analysis and safety preparedness;
- Collegiality, emotional intelligence, integrity, flexibility, and good humor;
- Strong references supporting suitability for the role; and
- An earned terminal degree in an academic discipline relevant to SEA is preferred and/or commensurate leadership and administrative experience in a field relevant to SEA's mission.

BENEFITS AND COMPENSATION

- The salary range for this position is \$165,000 to \$205,000; commensurate with experience.
- SEA offers a full benefits package which includes health, dental, vision and life insurances; retirement plans; flexible spending accounts; and generous vacation/sick/personal time and holidays.
- SEA offers the possibility of housing on the SEA campus.
- SEA also offers a hybrid 4-day flexible work week **in Woods Hole (Falmouth), MA.**, with scheduling on Fridays as necessary.

Please send a cover letter and resume to PresidentSearch@sea.edu by July 1, 2024. Questions may be sent to this email address as well.