



Job Description - Mate 2026, Schooner SULTANA

Last update: December 10 2025

SUMMARY

Employment Type_____Seasonal

Standard Work Days/Hours_____Varies, approximately 40 hours/week

Overtime Status_____Exempt

Job Location_____Chestertown, MD (primary) and various ports on the Chesapeake Bay

Period of Employment_____Varies, typically late February - late November

Staff Housing Provided_____Yes, in Staff Housing facility

Weekend Work_____Yes

Residential (Overnight) Work_____Yes

Paid Holidays_____Applicable federal holidays during term of employment

Sick & Safe leave_____Up to 5 paid days per year pro-rated for term of employment

Health Insurance Eligibility_____Eligible if term of employment is 90 days

Health Insurance _____Blue Cross/Blue Shield Silver Plan | 100% employer paid

Reports to_____Senior Captain / Captain, Schooner SULTANA

Salary_____ \$110/day, plus room and partial board

This is an excellent opportunity for a relatively new license holder to further develop their leadership and seamanship skills aboard **SULTANA**, a historically accurate 18th-century reproduction schooner. The mate works closely with the captains in daily vessel operations and will be expected to take charge of a watch while the vessel is transiting between ports and during special events, such as the Great Chesapeake Bay Schooner Race.

The mate will also support SEF's award-winning educational programs, which serve over 10,000 students annually. As part of the 2026 "America 250" celebrations, **SULTANA** will participate in several major events, including voyages to Alexandria, VA, Chesapeake, VA, and other Mid-Atlantic Ports. The mate will play a key role in these events, running watches, managing deck tours, and assisting with dockside programming.

After a performance evaluation, there may be an opportunity for the right candidate to take on additional work as a relief captain when the Senior Captain begins a one-year sabbatical in the fall.

KEY RESPONSIBILITIES

- Vessel Operations: Assist in daily operations and take the lead on watch during transits and events.
 - Work aloft to rig the vessel, make repairs, and downrig
 - Oversee completion of monthly safety and rigging checks
- Educational Programs: Support SEF's mission by assisting with hands-on educational activities for students, particularly on topics related to history and ecology.
- Event Management: Assist with dockside events, public tours, and special activities during the "America 250" celebrations. Run the deck of an 18th century schooner under direction of the Captains

CORE QUALIFICATIONS

- Must be at least 22 years of age
- A valid USCG license, minimum 50 GRT Inland Masters, with Auxiliary Sail
- Must be able to pass Federal and State background checks, including Maryland Child Protective Services screening
- Strong leadership and communication skills
- Experience or interest in educational programming
- Interest in maritime history and the Chesapeake Bay environment
- Must be able to handle the physical demands of life aboard a tall ship, including lifting (50lbs), climbing, and working in varied weather conditions
- Must be able to safely work with sharp tools or power equipment
- Must be able to observe details at close, medium, and far range
- Experience with traditional rigging preferred
- Bachelor's degree preferred

PROFESSIONAL CERTIFICATIONS PREFERRED

- First Aid and CPR
- Lifeguarding

ABOUT SULTANA EDUCATION FOUNDATION

In 1997, a handful of educators from Maryland's Eastern Shore came together to build a replica of the 1768 schooner SULTANA to help students better understand the Chesapeake Bay. More than two decades later the Sultana Education Foundation (SEF) has grown to serve more than 20,000 students and teachers annually with a grade-appropriate progression of Maryland State Department of Education (MSDE) certified programs in history and environmental science. SEF has also become an important resource for individuals and families, providing summer enrichment programs and outdoor experiences for the public. Whether paddling in the wake of Captain John Smith, sailing on the schooner SULTANA, exploring land-use issues at the Lawrence Wetlands Preserve, or serving as a citizen scientist at the Holt Education Center, participants in SEF's programs gain a better understanding of the Chesapeake Bay and the role they can play in saving this national treasure.

OUR MISSION

Provide transformative educational experiences in which students investigate the natural and human history of the Chesapeake Bay while exploring solutions for a more sustainable ecosystem.

DIVERSITY, EQUITY, AND INCLUSION STATEMENT

Sultana Education Foundation (SEF) is committed to and accountable for advancing diversity, equity, and inclusion in all of its forms. We embrace individual uniqueness, foster a culture of inclusion that supports both broad and specific diversity initiatives, leverage the educational and institutional benefits of diversity, and engage all individuals to help them thrive. We value inclusion as a core strength and an essential element of our public service mission.

HOW TO APPLY

Interested candidates should email a resume, cover letter, and two references to Captain Forrest Richards frichards@sultanaeducation.org