Job Description
Schooner SULTANA Mate

Last update: October 2026
Position Will Be Filled on a Rolling Basis

SUMMARY

Regulatory Minimum Age	18 years old
Criminal Background Check Required	Yes
Pre Employment & Random Drug Testing Required	Yes
Employment Type	Seasonal
Standard Work Days/Hours	Varies, Generally 40 Hours Per Week
Overtime Status	Exempt
Job Location	Chestertown, Maryland - Various Chesapeake Ports
Period of Employment	February - November (specific dates determined at hiring)
Staff Housing Provided	Yes
Board Provided	Partial
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 or greater
Health Insurance	100% employer paid coverage (details provided in interview)

Reports to	SULTANA Captain
Salary	$650 per week adjusted for experience

GENERAL RESPONSIBILITIES

Sultana Education Foundation (SEF), is a private non-profit 501(c)(3) organization based in Chestertown, Maryland that works with over 10,000 students annually, nearly half of which are carried on the namesake schooner SULTANA, a replica of an 18th century revenue cutter used by the Royal Navy to enforce tax law. The SULTANA is used as an educational platform focused on teaching History and Ecology.

The Mate is responsible for the safe operation of the schooner SULTANA under the direction of the Captain, and is integral to the educational program under the direction of the Captain and Education Director. SULTANA's sailing season runs from March to November each year, during which SULTANA conducts programs for students of all ages. In the spring and fall, programs are approximately 1.5 - 3

hours serving upper elementary age students. In the summer, SULTANA operates multi-day summer camp programs, including some liveaboard programs.

KEY RESPONSIBILITIES

- Run the deck of an 18th century schooner under direction of the Captain
- Work aloft to rig the vessel, make repairs, and downrig
- Oversee completion of monthly safety and rigging checks
- Be an active participant in the Foundation's educational programs
- Serve as the onsite, responsible party for staff housing
- Lead a watch while the vessel is transiting between ports

CORE QUALIFICATIONS

- Experience working on traditional sailing craft
- Experience working with children in an educational setting (preferred)
- Experience with traditional rigging (preferred)
- Bachelor's degree or equivalent educational experience (preferred)
- 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

PROFESSIONAL CERTIFICATIONS

(SEF may assist and cover expenses for required certifications)

- USCG 50 ton inland Mates license with sail endorsement (required)
- First Aid & CPR (required) / Lifeguard Certificate (preferred)

ABOUT THE SULTANA EDUCATION FOUNDATION

The Sultana Education Foundation provides hands-on educational opportunities that promote stewardship of the Chesapeake Bay's historic, cultural, and environmental resources. By helping students of all ages develop an appreciation for the Chesapeake Bay, Sultana is working to create a community of individuals who are dedicated to preserving this irreplaceable treasure.

DIVERSITY, EQUITY, AND INCLUSION

The 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

Email resume, cover letter, and two references to Kate Dumhart, Senior Captain
kdumhart@sultanaeducation.org