



*Wes Moore, Governor*  
*Aruna Miller, Lt. Governor*  
*Josh Kurtz, Secretary*  
*David Goshorn, Deputy Secretary*

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Position Description: Superintendent of the Maryland Natural Resources Police

The Maryland Natural Resources Police (NRP) is a public safety agency with statewide authority to enforce hunting, fishing, boating, and criminal law on all waterways and land; both public and private. The agency is housed within the [Maryland Department of Natural Resources](#). The Department is responsible for the conservation, protection, and restoration of aquatic and terrestrial natural resources. NRP is the state's primary recreational boating safety enforcement agency covering waterways across the state. The agency plays a lead role in educating the public on recreational activities including: hunting, boating and water safety. Rural and maritime search and rescue are also a core responsibility of the agency. NRP is the lead agency in a partnership for maritime homeland security. They also work closely with other public safety agencies and will provide mutual aid during emergencies or special events. The agency provides primary law enforcement services on Department of Natural Resources managed lands, to include state parks, state forests and wildlife management areas.

#### Position Overview:

The Superintendent of the NRP is a senior leadership role responsible for overseeing and directing all aspects of a state-wide conservation law enforcement agency. This position requires a strong commitment to environmental conservation, law enforcement, and the protection of natural resources. The Superintendent will build and lead a diverse team of dedicated law enforcement professionals, develop and implement strategic initiatives, collaborate with various stakeholders, and ensure compliance with relevant laws and regulations. The NRP is an Agency with 278 sworn personnel and 68 civilian staff.

The Superintendent is appointed by the Secretary of the Department of Natural Resources and is the commander of the NRP. The authority of the Superintendent to administer the NRP is conferred by the Secretary. The Superintendent administers the activities and operations of the NRP and makes all rules necessary to promote the effective and efficient performance of the Agency.

#### Key Responsibilities:

##### 1. Leadership and Management:

- Provide visionary leadership to the agency, establishing goals, objectives, and strategies for effective conservation law enforcement.
- Direct and oversee the day-to-day operations of the agency, ensuring the efficient utilization of resources and the delivery of high-quality services.
- Foster a positive and inclusive organizational culture, promoting teamwork, collaboration, and professional development among staff members.
- Interact with other organizational units within the Department of Natural Resources and work collaboratively toward achieving the mission objectives of the Department.

##### 2. Strategic Planning and Policy Development:

- Develop and implement long-term strategic plans to advance the goals of the agency.

- Stay abreast of emerging trends, technologies, and best practices in conservation law enforcement and integrate them into agency operations.
- Develop and enforce policies and procedures that align with legal requirements and promote effective conservation and law enforcement practices.
- Ability to reach out and engage diverse communities and stakeholders representative of Maryland's full population, but many of which are not currently taking full advantage of Maryland's outdoor opportunities.

### 3. Stakeholder Engagement:

- Collaborate with governmental agencies, non-profit organizations, community groups, and other stakeholders to enhance conservation and public safety efforts and ensure a coordinated approach to enforcement.
- Build and maintain strong relationships with external partners, fostering cooperation, information sharing, and joint initiatives.
- Represent the agency in public forums, promoting its mission, goals, and achievements.

### 4. Law Enforcement and Compliance:

- Ensure the agency's law enforcement activities are carried out effectively, ethically, and in accordance with relevant laws, regulations, and policies.
- Develop and implement strategies to combat illegal activities related to conservation, boating, and general law enforcement issues on DNR managed properties.
- Foster intelligence-led policing approaches to identify and respond to emerging conservation law enforcement challenges.

### 5. Budget and Resource Management:

- Develop and manage the agency's budget, ensuring financial resources are allocated appropriately and in alignment with strategic priorities.
- Identify funding opportunities and seek grants or partnerships to support conservation and boating law enforcement initiatives.
- Optimize the utilization of technological tools, equipment, and training resources to enhance the agency's effectiveness and efficiency.

### Qualifications and Requirements:

- Bachelor's degree in a preferred field such as environmental science, criminal justice, or public administration from an accredited college or university.
- At least ten years of full-time verifiable law enforcement experience with at least three years of management experience at a rank equivalent to Lieutenant or higher in an organization of similar or larger size and complexity, in the field of conservation and boating law enforcement.
- Proven track record of leadership and management in a complex organizational setting.

- Strong communication and interpersonal skills, with the ability to engage and collaborate with diverse stakeholders, including prior experience with social media outreach, engagement and community connection using modern tools available in those forums.
- Demonstrated ability to develop and implement strategic plans, policies, and initiatives.
- Excellent problem-solving and decision-making abilities.
- Sound financial management skills and experience with budget development and monitoring. The ideal candidate will have prior experience and success managing the requirements of federal and state conservation and education fund sources and the regulatory requirements therein.
- Familiarity with technological tools and systems used in law enforcement and conservation enforcement.
- Ability to work effectively in high-pressure situations and respond to emergencies.
- Integrity, professionalism, and a commitment to ethical conduct.
- Experience in a senior management role within a large conservation enforcement agency is highly desired, as is command level experience in a state-wide law enforcement organization. Top candidates will have a strong commitment to conservation law enforcement and public safety.

To apply for this position please send a letter of interest and resume to [DNRColonel@Maryland.gov](mailto:DNRColonel@Maryland.gov). The position will be open until September 29, 2023.