



JOE DOUGLAS
SENIOR PERSONNEL DIRECTOR/ADVISOR TO THE G.M.



NFL Experience: 26th Year (4th with Eagles)
 College: Richmond Hometown: Mechanicsville, VA

SUPER BOWL CHAMPION: 2000 (XXXV), 2012 (XLVII), 2017 (LII)

Joe Douglas was hired by the Philadelphia Eagles as a senior personnel director/advisor to the general manager during the 2025 offseason. A scouting veteran with 26 years of NFL experience, Douglas returned to the Eagles after serving as the New York Jets' general manager from 2019-24.

During his time in New York, Douglas oversaw a roster that saw seven players receive 10 combined *Associated Press* All-Pro honors, in addition to six players earning nine Pro Bowl accolades. His first draft choice, defensive tackle **Quinnen Williams**, who was the third-overall selection in the 2019 NFL Draft, produced three consecutive Pro Bowl nods (2022-24) and was voted a first-team All-Pro (2022). With his first two picks in 2022, Douglas drafted cornerback **Sauce Gardner** (fourth overall) and wide receiver **Garrett Wilson** (10th overall), who became the third duo to win AP NFL Defensive Rookie of the Year and AP NFL Offensive Rookie of the Year in the same season.

Douglas previously worked as the Eagles' vice president of player personnel during the 2016-18 seasons. He played an integral role in helping construct Philadelphia's **Super Bowl LII**-winning roster in 2017.

Prior to joining the Eagles, Douglas spent the 2015 campaign as the director of college scouting for the Chicago Bears.

Douglas spent 16 years working in the Baltimore Ravens' personnel department (2000-15), where he contributed to the club's **Super Bowl XXXV** (2000) and **Super Bowl XLVII** (2012) Championships. He was instrumental in acquiring a number of key performers for the Ravens in that span.

As a member of the Ravens, Douglas held various positions, including serving as a national scout (2012-15), Southeast Area scout (2009-11), East Coast Area scout (2008) and Northeast Area scout (2003-07).

Douglas began his NFL tenure when he was hired by Baltimore in 2000, working as a player personnel assistant for three years. He was responsible for fall and spring scouting assignments, college workouts and draft visit coordination, managing the team's college video library and assisting the pro personnel department with special teams evaluations.

An All-Atlantic 10 selection, Douglas played tackle at the University of Richmond from 1995-98, starting in 45 consecutive games during his career. Following his collegiate playing days, he transitioned into a volunteer assistant coach role with the Spiders' football team in 1999.

Douglas, who is a native of Mechanicsville, VA, was an offensive lineman at Lee-Davis High School, where he was a two-time all-state honoree.

He and his wife, Shannon, have two daughters, Addison and Leighton, and a son, Thomas.

CAREER TIMELINE		
Years	Team	Position
2025-	Philadelphia Eagles	Sr. Personnel Dir./Advisor to the G.M.
2019-24	New York Jets	General Manager
2016-18	Philadelphia Eagles	Vice President of Player Personnel
2015-16	Chicago Bears	Director of College Scouting
2012-15	Baltimore Ravens	National Scout
2009-11	Baltimore Ravens	Southeast Area Scout
2008	Baltimore Ravens	East Coast Area Scout
2003-07	Baltimore Ravens	Northeast Area Scout
2000-02	Baltimore Ravens	Player Personnel Assistant
1999	Richmond	Volunteer Assistant Coach