



Joe Douglas, who was hired by the Eagles on May 11, 2016, enters his third season as vice president of player personnel.

During the 2017 offseason, Douglas, along with Executive Vice President of Football Operations **Howie Roseman**, identified and acquired key veterans such as **LeGarrette Blount**, **Nick Foles**, **Alshon Jeffery**, **Chris Long**, **Patrick Robinson** and **Torrey Smith**, while also executing trades for veteran defenders **Ronald Darby** and **Tim Jernigan**. The team later traded for running back **Jay Ajayi** just before the NFL trade deadline in October. Additionally, Roseman, Douglas and the scouting department infused the roster with talent and youth during April's NFL Draft, which was held in Philadelphia for the first time since 1961. This extensive series of personnel transactions paid dividends when the Eagles captured the first **Super Bowl** title in franchise history with a 41-33 victory over the New England Patriots.

Prior to joining the Eagles, Douglas spent the 2015 season as the director of college scouting for the Chicago Bears after working in the Baltimore Ravens' personnel department for 16 years (2000-15).

During his time in Baltimore, Douglas was instrumental in acquiring a number of key performers for the Ravens, both through the draft and during the undrafted free agent signing period. Some of the players that he had a hand in obtaining included QB **Joe Flacco**, G **Ben Grubbs**, LB **Pernell McPhee**, LB **C.J. Mosley**, K **Justin Tucker**, CB **Lardarius Webb** and G **Marshal Yanda**. Grubbs, Mosley, Yanda and Tucker have combined for 10 **Pro Bowls** with the Ravens.

"I have known Joe for several years and have admired his work with both the Ravens and the Bears," said **Howie Roseman**, Eagles executive vice president of football operations. "He is a guy that we had targeted from the outset. I feel that we are very fortunate to have him lead our player personnel department. [Ravens general manager] **Ozzie Newsome** and [Bears general manager] **Ryan Pace** spoke very highly of him and his work. He is passionate about football, passionate about scouting and he played a vital role in the success of the Ravens over the last decade."

As a member of the Ravens organization, Douglas held various posts which included serving as the club's national scout (2012-15), Southeast area scout (2009-11), East Coast area scout (2008) and Northeast area scout (2003-07). Douglas was first hired by Baltimore in 2000, where he worked 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 of club opponents and unrestricted free agents.



SCOUTING DEPARTMENT



- Joe Douglas**, Vice President of Player Personnel
- Andy Weidl**, Director of Player Personnel
- Tom Donahoe**, Senior Football Advisor
- Anthony Patch**, Senior Director of College Scouting
- Ian Cunningham**, Director of College Scouting
- Dwayne Joseph**, Director of Pro Scouting
- T.J. McCreight**, Player Personnel Executive
- Brandon Brown**, Assistant Director of Pro Scouting
- Alan Wolking**, Assistant Director of College Scouting
- Shawn Heinlen**, Southwest Area Scout
- Ryan Myers**, West Coast Area Scout
- Jim Ward**, Northeast Area Scout
- Matt Holland**, Pro Scout
- Patrick Stewart**, National Scout
- Phil Bhaya**, NFS Scout
- Casey Weidl**, Player Personnel Coordinator
- John Hill**, Pro Scouting Coordinator
- Lee DiValerio**, Scouting Assistant
- Chris Nolan**, Scouting Assistant

An All-Atlantic 10 selection, Douglas started 45 consecutive games at tackle for the University of Richmond. Following his collegiate playing career, he transitioned into a volunteer assistant coach with the Spiders' football team in 1999.

As an offensive lineman at Lee-Davis (Mechanicsville, VA) High School, Douglas was recognized as a two-time all-state honoree.

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

