

Oregon Sea Grant Natural Resource Policy Fellowship Host Descriptions 2020-2021*

* Please note that due to the evolving COVID-19 situation, projects and locations may need to be modified. We will monitor the situation and communicate accordingly. Please check back periodically for updates to this document.

About the Natural Resource Policy Fellowship: The Natural Resource Policy Fellowship (NRPF) places a graduate student fellow with an agency or nonprofit in Oregon. This fellowship is intended to give the student first-hand experience in natural resource policy related to marine and coastal issues. For additional details visit: <https://beav.es/4zz>

In 2020, We anticipate filling at least one of the positions listed, in addition to the externally supported Aquaculture Fellowship (position 1, highlighted in blue).

Position #	Fellowship position Title	Host Office	Location	Page #
1	Aquaculture Fellow	Oregon Sea Grant	Location TBD	2
2	Squid Fisheries Fellow	Oregon Department of Fish and Wildlife/Fish Division/Marine Resources Program (MRP)	Newport, OR	4
3	Ocean Acidification and Hypoxia (OAH) Marine Policy Fellow	Oregon Department of Fish and Wildlife/ Marine Resources Program (MRP)	Newport, OR	6
4	Shellfish Conservation and Fishery Management Fellow	Oregon Department of Fish and Wildlife / Marine Resources Program	Newport, OR	9
5	Ocean Shores Policy Fellow	Oregon Coastal Management Program (OCMP) within the Oregon Department of Land Conservation and Development (DLCD)	Newport, OR	11
6	Advisor to the Executive Director on Marine and Estuarine Ecosystems	Columbia River Inter-Tribal Fish Commission (CRITFC)	Portland, OR	14
7	Rocky Habitat Management Strategy Fellow	Portland Audubon, Conservation Department	Portland, OR	16

Please note, the Oregon Sea Grant Scholars Program is focused on **broadening participation and diversity** by restructuring our recruitment and review processes to be more **equitable**. Our intent is to be **inclusive** of applicants from various cultural, ethnic, and socioeconomic backgrounds with unique lived experiences, skills and interests; including applicants that may have had fewer opportunities in the marine policy field.

Position Number 1

Office: Oregon Sea Grant

Position Title: Aquaculture Fellow

Position Location: Corvallis / Newport / Tillamook, Oregon (Exact location TBD)

Funding Status: This position has been recommended for funding through an external grant, and we anticipate filling this position.

Program Overview:

The Oregon Aquaculture Fellowship supports Sea Grant's education and workforce development mission, specifically by providing outreach and engagement training to an early career aquaculture practitioner. The primary objectives for the fellow are to assist with and synchronize various aquaculture efforts occurring at the state level, and facilitate integration of these activities with the broader aquaculture community.

Oregon investigators are involved with several recent and ongoing aquaculture projects supported by the National Sea Grant Program. The fellow will work alongside project partners, industry members, and resource managers to assess and support shellfish and seaweed aquaculture along Oregon's coast, and communicate project findings with stakeholders in Oregon and beyond. This is a one-year opportunity, with the possibility of an additional year of support.

How this position specifically relates to policy:

The fellow will help identify and convene Oregon state aquaculture groups, facilitate dialog with west coast partners and members of Sea Grant's national aquaculture network. One task will be to conduct an Oregon aquaculture needs assessment, with a focus on shellfish and seaweed cultivation to potentially inform Oregon legislation.

Fellow's anticipated day-to-day activities and how these tasks fit within a larger project scope:

The fellow will work with Oregon state and west coast regional partners, specifically in support of two recent National Sea Grant awards. Primary activities include raising awareness of state and regional needs, supporting ongoing aquaculture outreach and engagement work, identifying current barriers, and researching regulation structure related to aquaculture, with a focus on shellfish and seaweed farming in Oregon. The fellow will also convene new, or support ongoing, state workshops and regional working groups on aquaculture topics. At the end of the first fellowship year, the fellow will determine needs and develop outreach and engagement strategies on aquaculture topics relevant to Oregon. Year two activities include continuation of work from the previous year, and a higher degree of integration with the National Sea Grant aquaculture community. Final products include a white paper and conference presentation.

Approximate breakdown of field/office work:

Primarily office work. Possible travel in-state and regionally, and attendance at one national conference (year 2).

List the communities or stakeholders with which the fellow may engage:

- West coast regional aquaculture collaborative team
- National Seaweed Hub
- National Sea Grant aquaculture network
- Oregon state agencies, including, but not limited to: Department of Fish and Wildlife, Department of Agriculture, Department of Land Conservation and Development

- Shellfish harvesters and growers
- Seaweed harvesters and growers

Desired products from the fellow:

During year one of the fellowship:

- Raise awareness of state and regional needs, ongoing activities, current barriers, and regulation structure related to aquaculture, with a focus on shellfish and seaweed farming in Oregon. The target audience includes Oregon Legislature, shellfish/seaweed aquaculture operators and industry members, and academic communities.
- Convene new or support ongoing state workshops and regional working groups on aquaculture topics.
- Determine needs and develop outreach and engagement strategies on aquaculture topics relevant to Oregon.

During year two of the fellowship (if applicable):

- Best-practices for west coast shellfish and seaweed aquaculture enterprises are developed with input from other regions, and barriers are identified.
- Aquaculture efforts in Oregon and along the West Coast are integrated with the national Sea Grant aquaculture network, and information is shared among programs.
- A white paper summarizing Oregon's shellfish and seaweed aquaculture needs, along with outreach and engagement recommendations for the state, is drafted for review by relevant partners.
- Presentation at a national aquaculture conference.

Potential benefits of this position to the fellow:

- Increased knowledge of shellfish and seaweed aquaculture policies and practices
- Exposure to aquaculture regulations, particularly at the state level
- Interaction with regional and national aquaculture professionals
- Development of outreach and engagement skills
- Practical experience with science-informed decision making

Skills required:

- Knowledge of shellfish and seaweed aquaculture practices and policies
- Strong oral and written communication
- Self-motivation and ability to work independently and in a team
- Good organizational skills
- Comfortable working with people from diverse backgrounds

Skills preferred:

- Experience with facilitation, outreach, stakeholder engagement
- Familiarity with legislative processes and regulations

Position Number 2

Office: Oregon Department of Fish and Wildlife/Fish Division/Marine Resources Program

Position Title: Squid Fisheries Fellow

Position Location: Newport, Oregon

Funding Status: Funding is potentially available for this position. We anticipate filling one fellowship from positions #2-6.

Program Overview:

The Marine Resources Program (MRP) studies and manages the animals and habitats found in the ocean and estuarine waters of Oregon. Oregon has 363 miles of coastline and 1,410 miles of tidal shoreline, and our authority and influence extends from this shoreline out to 200 nautical miles off of the coast. Oregon's diverse marine resources support commercial fisheries that annually contribute more than \$500 million in personal income to Oregon. Generally, the MRP assesses and manages Oregon's marine habitat, biological resources and fisheries, with primary jurisdiction and authority in Oregon's Territorial Sea (from shoreline to three miles). In addition to direct responsibilities in state waters, the MRP shares co-management responsibility with state, federal, regional and international decision-makers who together develop management strategies that affect Oregon fish and shellfish stocks, fisheries, and marine habitats. The program's work focuses on three major categories: marine resource management (policy and regulation); fisheries monitoring and sampling; research and assessment of species and habitats.

How this position specifically relates to policy:

The squid fisheries fellow will be directly involved in policy for managing the market squid fishery in Oregon. The fellow will assist with gathering the information and public input needed to craft a fishery management plan for this fishery in line with the framework for state fishery management plans that was developed by MRP and the Coastal Pelagic Species Fishery Management Plan developed by the Pacific Fishery Management Council. The development of the Oregon market squid fishery management plan (FMP) will be a multi-step public process that will involve a resource assessment process, evaluation of harvest strategies that include examination of ecosystem and socio-economic factors and input from multiple stakeholders. The FMP will need to be consistent with a number of major state policies and will ultimately need to be approved and adopted by the Oregon Fish and Wildlife Commission (OFWC).

Fellow's anticipated day-to-day activities and how these tasks fit within a larger project scope:

- Working with the project leader and other MRP staff, the Fellow will help review and organize previous work related to market squid fisheries. This will involve research and literature reviews.
- The Fellow will help draft sections of the FMP that meet the goals laid out in the state fishery management plan framework based on relevant information available in the literature, resource analyses, evaluations of management strategies, and public input.
- The Fellow will assist with organizing forums to gather public input from stakeholders, attend those forums and take notes on discussions that occur.
- The Fellow will attend meetings of MRP staff both related specifically to the development of the fishery management plan (FMP) and to the overall functions of MRP.
- We do not anticipate that a market squid FMP would be completed during the Fellow's time with us. However, all work done by the Fellow will be part of the bigger project of MRP work, developing the market squid FMP and its ultimate adoption by OFWC. Portions of the work done

by the fellow may be instrumental in helping MRP manage the fishery during the interim until the FMP can be completed.

Approximate breakdown of field/office work:

The Fellow's work will be primarily done in the office setting. There may be opportunities to observe fishery landings in the field with MRP fishery sampling staff. Other field work components would be interactions with stakeholders at meetings.

Communities or stakeholders with which the fellow may engage:

- Coastal communities
- Fishing industry stakeholders from various sectors
- Conservation stakeholders
- State and federal fishery managers

Desired products from the fellow:

- Annotated bibliography from literature reviews
- Draft sections of FMP
- Meeting planning
- Notes from stakeholder meetings

Potential benefits of this position to the fellow:

- Exposure to a broad range of perspectives on natural resources management
- Interactions with state and federal fisheries managers
- Attendance at meetings related to fishery management
- Opportunities to observe fisheries in action
- Exposure to and interactions with coastal communities
- Opportunity to help shape real world policy decisions

Skills required:

- Familiarity with natural resources management and policy
- Demonstrated ability to conduct library research and literature reviews
- Working knowledge of MS Office software use
- Technical writing skills
- Ability to multitask in a challenging setting
- Good people skills

Skills preferred:

- Broad understanding of Oregon's marine environment and fisheries
- The following qualities in a Fellow would be highly beneficial
- Highly organized
- Independent
- Self-starter
- Adaptable

Position Number 3

Office: Oregon Department of Fish and Wildlife – Marine Resources Program (MRP)

Position Title: Ocean Acidification and Hypoxia (OAH) Marine Policy Fellow

Position Location: Newport, Oregon

Funding Status: Funding is potentially available for this position. We anticipate filling one fellowship from positions #2-6.

Program Overview:

Oregon was one of the first places in the world to observe direct OAH impacts. As OAH continues to intensify, there are now clear signs that OAH is undermining Oregon's iconic fisheries, ecosystems, and coastal communities. The MRP manages all marine fish and wildlife resources in Oregon, and is lead agency on Oregon OAH policy. This fellowship position will support MRP and State activities related to Oregon's OAH policy and outreach, particularly focusing on science communications and collaboration with fishermen. In 2017, the passage of Oregon Senate Bill 1039 created the Oregon Coordinating Council on OAH to provide guidance to the State on how to respond to OAH. The OAH Council consists of agencies, Tribal interests, academics, and stakeholders, who advise and develop recommendations for the State on actions to support OAH science, adaptation, and mitigation. The OAH Council's first biennial report to the State legislature (2018) has acted as a framework for the creation of Oregon's OAH Action Plan, which was adopted by the Governor in 2019. Consistent with the report and the Action Plan, this fellow will have opportunities to participate in the planning, design, and implementation of the Action Plan, and primary responsibility for convening the 3rd OAH Scientist-Fishermen's roundtable and OAH Scientific Data Workshop.

Describe how this position specifically relates to policy:

This Fellow will work with MRP biologists and managers to respond to State Legislature and Governor's OAH policy directives (through guidance from the OAH Action Plan, the OAH Legislative Reports 2018 and 2020, and the Governors Executive Order on Climate). The Fellow will also have the opportunity, if available, to participate with agencies in the developing of OAH-related management regulations. This will include observing and participating in Oregon and regional policy meetings throughout the year (Oregon OAH Council, Pacific Coast Collaborative, and International Alliance to Combat OA). The Fellow will learn first-hand the process of policy development and how it affects communities on a local, state, regional, and international scale through their interactions with various stakeholders through facilitating roundtables and workshops.

Fellow's anticipated day-to-day activities and how these tasks fit within a larger project scope:

- With several community outreach meetings already scheduled over the next 12 months, this will be a fast-paced year for the fellow. Daily tasks will vary in order to support the coordination and development of these tasks.
- Coordinate the development and convening of the 3rd Oregon OAH Scientist-Fishermen's roundtable – which will be an outreach event that brings together fishermen, the seafood industry, and scientists to collaboratively develop action items of common interest.
- Coordinate the development and implementation of the Scientific OAH Data Workshop – which will bring together managers, scientists, and academics from Oregon and the West Coast region to discuss the current status of OAH monitoring along the west coast and how to best move forward in collecting new data to fill information gaps and water quality needs.

- Day-to-day management of the Oregon OAH Monitoring Group (OOMG), which is a group of monitoring professionals throughout the state that meets quarterly to improve the state's monitoring framework (including aiding in grant development and coordination).
- Develop and provide OAH informational and outreach materials, public-oriented brochures, fact-sheets, FAQ documents, white papers, website content, and social media (including using graphic design programs).
- Assist the MRP staff in preparing reports and other work products for the OAH Council (including writing, formatting, and graphic designing).
- Provide logistical assistance with OAH Council (including content and agenda development, scheduling, meeting facilitation, as well as note taking and final synthesis).

Approximate breakdown of field/office work?

The fellow's time will largely be working in the office but could include traveling in Oregon to attend meetings in the state and region.

List of communities or stakeholders with which the fellow may engage:

- Oregon Ocean Monitoring group (OOMG) – Group of Oregon focused academics (OSU, UO, PSU); state agencies, federal agencies, national and regional NGOs, Oregon Watershed Councils, Seafood industry, and concerned citizens interested in collaborating on OAH monitoring and research.
- Oregon OAH Coordinating Council – Legislatively created Council with members from State agencies, tribal government, conservation interests, fishing interests, shellfish interests, Oregon Ocean Science Trust, academia, and the Governors' office.
- Pacific Coast Collaborative (PCC), OA Sub-Committee – Small group of staff and agency personnel from the State/Provisional governments of British Columbia, Canada, Washington State, Oregon, and California.
- International OA Alliance – Multi-government group of countries, states, provinces, and tribal representatives (over 60 members) who meet bi-monthly to discuss world actions and research projects to combat OA.

Desired products from the fellow:

- Development and Implementation of Scientific OAH Data Workshop
- Development and Implementation of Fisherman's Roundtable
- Policy documents – including white papers and report text/graphics from the workshop and roundtable
- Outreach materials – including graphics and hands on activities as identified from the workshop and roundtable
- Website access and data summarization of OAH Monitoring Group

Potential benefits of this position to the fellow:

- Experience with meeting and workshop development, coordination, and facilitation.
- Exposure to local, regional, national, and international government working groups on climate change
- First-hand experience with the processes involved in marine policy formulation and implementation.
- Interaction with scientists and seafood industry who are engaged in OAH and nearshore monitoring in Oregon and the West Coast.

- Development of strong public outreach and communication skills.
- Network of Oregonians who are passionate about ocean and climate change.
- Training on creating community outreach materials and graphics software.

Skills required:

- Experience working on controversial issues with natural resources and climate
- Excellent communication skills (both oral and written)
- Analytical thinking skills
- Familiarity with Pacific Northwest marine ecosystems and policy

Skills preferred:

- Website and graphics design skills
- Experience developing/producing outreach materials
- Experience with climate and ocean change issues
- Experience with event organization
- professional social media experience

Position Number 4

Office: Oregon Department of Fish and Wildlife / Marine Resources Program (Newport, OR)

Position Title: Shellfish Conservation and Fishery Management Fellow

Fellow Position Location: Newport, Oregon

Funding Status: Funding is potentially available for this position. We anticipate filling one fellowship from positions #2-6.

Program Overview:

The Oregon Department of Fish and Wildlife / Marine Resources Program (ODFW/MRP) has regulatory responsibility for conservation and management of diverse groups of shellfish in state waters. ODFW/MRP works directly with tribal governments, fishery scientists, academic investigators, recreational and commercial harvesters, natural resource managers, elected officials, and other stakeholders to ensure that shellfish populations and their habitats are sustained and managed to provide lasting benefits for current and future generations of Oregonians. More specifically, the ODFW/MRP Shellfish Program conducts activities to address scientific research and characterization of wild-stock populations of shellfish, monitoring and management of commercial and recreational shellfish fisheries, and development and revision of agency rules, regulations, and policies. The ODFW/MRP Shellfish Program is currently working to develop Marine Fisheries Management Plans for priority species of shellfish as a component of the Native Fish Conservation Policy. The Sea Grant Natural Resource Policy Fellow will work directly with the ODFW/MRP Shellfish Program to develop a new Conservation and Fishery Management Plan for red abalone along the southern Oregon coast.

How the Position Specifically Relates to Policy:

Red abalone (*Haliotis rufescens*) occur in patchy populations along the southern Oregon coast where they are sought and prized by recreational divers. Recent shifts in ecological conditions within rocky shore habitats have contributed to declines of red abalone in northern California and Oregon, and both states enacted temporary closures of the abalone fishery in 2018 due to concern about health of the populations. The southern Oregon coast is the northernmost biogeographic range limit for red abalone, and a bi-state bioregional approach is needed to ensure effective conservation and a *de minimis* fishery in northern California and Oregon at this time when the populations are in peril. The Sea Grant Natural Resource Policy Fellow will work with the ODFW and CDFW to ensure that population assessments, conservation actions, fishery regulations, and policy positions are coordinated and complementary across the region from southern Oregon to northern California. Close coordination is of critical importance because management actions taken to conserve, replenish, and/or recreationally harvest red abalone in one state are certain to impact the status of populations in the neighboring state.

Fellow's anticipated Day-to-Day Activities and Fit within a Larger Project Scope:

The Oregon Sea Grant Natural Resource Policy Fellow will work on a day-to-day basis as a key team member of the ODFW/MRP Shellfish Program. Specific tasks will include gathering relevant information about the biology and ecology of red abalone stocks, historical harvest records, changes in regulations, and solicitation of input from stakeholders regarding potential management options. The fellow will also coordinate agency discussions and public meetings, develop illustrative materials (maps, graphics, tables) and generate narrative for the Conservation and Fishery Management Plan. As long-lived, slow-growing, and highly targeted marine snails, abalone are in global decline and there is a pressing need to identify and implement effective conservation measures. For example, seven species of abalone inhabit the West Coast, and five species currently have status under the Endangered Species Act. Red abalone are the only species still harvested recreationally in the contiguous United States, and southern Oregon

and northern California are the only areas where recreational harvest has occurred in recent years. In contrast, commercial harvest of abalone is not allowed in OR or CA.

Breakdown of Field/Office Work:

The majority of day-to-day work will take place in the MRP office, coupled with occasional travel for meetings and field work to document current habitat conditions for red abalone along the southern Oregon coast (20% field / 80% office).

The Communities or Stakeholders with which the Fellow May Engage:

- Direct engagement with ODFW/MRP shellfish scientists and fishery managers
- Direct engagement with CDFW abalone resource managers
- Engagement with scientific SCUBA divers
- Engagement with recreational abalone harvesters, citizen scientists, conservation groups, and interested public

Desired Products from the Fellow:

- Preparation of draft Conservation and Fishery Management Plan for red abalone along the southern Oregon coast
- Identification of significant data gaps and information needs to address abalone conservation concerns
- Recommendations for regional coordination of population surveys, fishery regulations, and sharing of harvest records

Potential Benefits of this Position to the Fellow:

- Direct involvement as an essential member of the ODFW Shellfish Program during production of an important planning document that will guide resource management and decision-making
- Professional experience working with marine fishery resource managers, recreational shellfish harvesters, and other stakeholders
- Appreciation of process to incorporate scientific information, harvest records, regulatory framework, stakeholder input, and objective analyses into public policy decision-making

Skills Required:

- Excellent communication skills and the ability to successfully interact with agency managers and stakeholders with diverse perspectives
- Excellent writing skills, presentation of graphics, and experience developing complex technical documents

Skills Preferred:

- General understanding of marine ecology and biology of shellfish populations
- Broad understanding of sustainable marine fisheries management practices
- General understanding of public process for management of natural resources in Oregon

Position Number 5

Office: Oregon Coastal Management Program (OCMP) within the Oregon Department of Land Conservation and Development (DLCDD)

Position Title: Ocean Shores Policy Fellow

Position Location: Newport, Oregon

Funding Status: Funding is potentially available for this position. We anticipate filling one fellowship from positions #2-6.

Program Overview:

The [Oregon Coastal Management Program \(OCMP\)](#) works in partnership with 42 local governments, 11 state agencies, multiple federal agencies, 4 federally recognized tribal governments, and many other stakeholders to ensure that Oregon's coastal and ocean resources are managed, conserved, and developed consistent with [statewide land use planning goals](#), state laws, and local land use regulations. The OCMP coordinates and integrates across the levels of government to support Oregon's unique land use planning program with a specific focus on local planning and management to protect and restore coastal natural resources. The OCMP accomplishes much of its work through coordination, financial and technical support for natural resource planning.

How this position specifically relates to policy:

This position will support the implementation of Goal 18 and the Oregon Beach Bill. [Oregon Statewide Planning Goal 18](#) focuses on conserving and protecting Oregon's beach and dune resources, and on recognizing and reducing exposure to hazards in this dynamic environment. Goal 18 is central to the work of coastal communities in addressing the impacts of coastal hazards and climate change in areas along the ocean shore. The Goal addresses various requirements, including limitations on the placement of beachfront protective structures (i.e. riprap and seawalls) to those areas where development existed prior to 1977. Additionally, through the [Beach Bill](#), the Oregon Parks and Recreation Department (OPRD) manages and regulates activities affecting the beach, which includes permitting beachfront protective structures, stairways, walkways, or other structures that encroach on the public beach. OPRD, DLCDD, and local governments work in coordination to manage activities affecting the public beach in compliance with the statewide planning goals and the Beach Bill.

Fellow's anticipated day-to-day activities and how these tasks fit within a larger project scope:

To clarify what is and is not a beachfront protective structure under Goal 18, the Ocean Shores Policy Fellow will develop a guidebook of typical erosion control treatments (both fixed and dynamic) used on the Oregon coast to protect public and private assets and how they are regulated, in order to assist ocean shore practitioners, property owners, and public entities. The guidebook will include a summary of the best available science on each treatment option, pros and cons, applicable regulations, and suitability in responding to sea level rise impacts. Activities to complete this guidebook include, but are not limited to the following:

- Development of a project implementation and management plan for guidebook creation, including work plan, timeline, and stakeholder engagement.
- Erosion control research, focused on the Pacific Northwest region. Erosion control treatments may include riprap, seawalls, sand burritos, dune nourishment, and others.
- Both California and Washington have several state-specific resources related to shoreline stabilization as a starting point.
- Information gathering on beachfront protective structure regulations and permitting, as well as a history of erosion control methods in Oregon.

- Compile and summarize research into a guidebook.
- Develop and incorporate graphics, photographs, and other design elements to create a user-friendly guide.
- Facilitate communications with relevant experts and agencies to gather information and feedback on guidebook.
- Present products to coastal stakeholders.
- Additionally, the fellow will have an opportunity to work with other staff members in the Salem, Portland, and Newport offices as desired for professional development and to learn more about working in a state agency and federally approved coastal program.

Approximate breakdown of field/office work?

The fellow will spend a majority of their time in an office setting. However, they will be encouraged to meet with project partners in person and to travel the coast to observe and photograph various erosion control treatments in the field. The fellow will also have the opportunity to travel with the Coastal Shores Specialist and other OCMP staff members to attend meetings, workshops, and other related events. The breakdown of office to field work will be approximately 80%/20%.

The communities or stakeholders with which the fellow may engage:

To develop an erosion control guidebook for Oregon, the fellow may engage with several stakeholder groups via meetings or informal communications. Stakeholder groups may include:

- OR Department of Geology & Mineral Industries
- OR Parks & Recreation Department
- OR Department of Fish & Wildlife
- OR Department of State Lands
- Oregon Sea Grant
- Oregon Shores Conservation Coalition
- Oregon Surfrider Foundation
- Geo-professional companies (e.g. engineering geologists)
- Oregon coastal local governments
- Washington Coastal Management Program
- California Coastal Commission
- NOAA Office for Coastal Management

Desired products from the fellow:

- Process documentation, including summaries of any stakeholder feedback
- Erosion Control Treatment Guidebook for Oregon
- Supporting files, graphics, and communication products

Potential benefits of this position to the fellow:

- Extensive networking and collaborative work with local, state, and federal partners.
- Learning how a nationally approved coastal program function.
- Working in a small agency with exposure to many of the primary coastal managers, policy makers, and planners in Oregon.
- Experience compiling and distilling complex science and policy information into an easy-to-use guidebook that will be directly useable by many audiences.
- Increased policy and scientific knowledge and expertise regarding coastal resource management.
- Access to extensive professional development tools and opportunities.

Skills required:

- Research and literature review experience
- Technical writing and data analysis
- Ability to critically think and synthesize natural resource data.

Skills preferred:

- Highly organized
- Comfortable working independently, self-starter
- Creative and adaptable
- Interested in the juncture of natural resources and policy
- Experience developing outreach materials to the description.

Position Number 6

Office: Columbia River Inter-Tribal Fish Commission (CRITFC)

Position Title: Advisor to the Executive Director on Marine and Estuarine Ecosystems

Position Location: Portland, Oregon.

Funding Status: Funding is potentially available for this position. We anticipate filling one fellowship from positions #2-6.

Program Overview:

CRITFC was created by four Columbia River treaty tribes: Warm Springs, Umatilla, Yakama and Nez Perce to “ensure a unified voice in the overall management of the fishery resources, and to protect reserved treaty rights through the exercise of the inherent sovereign powers of the tribes.” Our Commissioners are elected or appointed officials of each tribe’s government. With over 120 employees across the northwest, we support the tribes with federal policy, regional coordination, research, harvest management, water quality, law enforcement, fishing site maintenance, and litigation. CRITFC’s Wy-Kan-Ush-Mi Wa-Kish-Wit (Spirit of the Salmon) Plan integrates a gravel-to-gravel adaptive management framework from headwaters to ocean. With tribal support, we are expanding our work in the Columbia River estuary, and in June 2020, Oregon Health & Science University’s will transfer their Coastal Margin Observation and Prediction Program (CMOP) to CRITFC. This estuary monitoring system is part of NOAA’s International Ocean Observation Systems (IOOS).

How this position specifically relates to policy:

CRITFC will be among the first tribal organizations operating a system under IOOS in the U.S. This presents a unique opportunity to develop and implement a long-term vision and framework to advance tribal expertise and partnership into co-managing the estuary and marine ecosystems. CRITFC will assist the Fellow in gaining an understanding of federal Indian policy, sovereignty and treaty rights. The Fellow will influence policy and strategy for Commissioners and staff and help analyze state and federal policy with specific attention to tribal opportunities. The Fellow will observe and participate in tribal, regional and national policy meetings, and research and build partnerships in the public and non-profit sectors.

Fellow’s anticipated day-to-day activities and how these tasks fit within a larger project scope:

Through various means of training, CRITFC will provide the Fellow with an understanding of the unique role of the treaty tribes in natural resource management. The Fellow will: review state and federal policies and programs to discover opportunities for tribal engagement; help explore and develop partnerships with public, private and non-profit partners; participate and occasionally deliver presentations at leadership team meetings, staff meeting and Commission meetings; assist CMOP in data collection and analysis and investigate opportunities to expand their work through existing and new partnerships. The Fellow will also collaborate with CRITFC’s various departments that oversee policy, science and management.

Approximate breakdown of field/office work?

Anticipate 10% field work at CMOP and 90% office duties but this will depend on safety precautions related to COVID-19.

List the communities or stakeholders with which the fellow may engage:

- CRITFC’s Commissioners conduct monthly meetings with routine subcommittee meetings. The Fellow will also engage policy and technical staff at each of the four treaty tribes.

- Federal partners such as Bonneville Power Administration, Army Corps of Engineers and NOAA. State partners such as natural resource agencies, academic institutions and policy groups such as Oregon Ocean Policy Advisory Council and West Coast Governors Alliance.
- Non-profit conservation and philanthropic organizations.

Desired products from the fellow:

- An agenda that frames opportunities, partnerships, needed expertise, and policy development to expand tribal engagement in estuary and ocean environments.
- A network and contact list in the public and non-profit sector.
- Further the tribal management framework by creating stronger linkages between spawning tributaries and mainstem estuary and migration routes in the Northeast Pacific Ocean.
- Inform others through their experience working in a tribal government setting.

Potential benefits of this position to the fellow:

- Contribute to a pioneering effort to development and early implementation of an agenda.
- A deep understanding of tribal treaty rights, sovereignty and self-determination.
- Contribute to societal change as tribes expand their management and policy presence.
- Build relationships with tribal political institutions and staff.
- Expand interpersonal skills by engaging political leaders, professionals and diverse partners.

Skills required:

- Demonstrable understanding of marine and estuarine ecosystems or policy to help sharpen the Commission's understanding of building out tribal capacity in these ecosystems.
- Interpersonal skills to build and maintain relations among tribal, state and federal agencies.
- Public speaking, and at times, organizing and leading meetings in-person and online.
- Research and report writing on policies and partnerships.
- Curiosity and enthusiasm.

Skills preferred:

- Ability to work in an environment of diversity, equity and inclusion.
- Ability to work independently.
- Critical and strategic thinking.

Position Number 7

Office: Portland Audubon, Conservation Department

Position Title: Rocky Habitat Management Strategy Fellow

Fellow Position Location: Portland, Oregon

Funding Status: Funding is potentially available for this position. We anticipate filling one fellowship from positions #2-6.

Program Overview:

Portland Audubon, established in 1902, is the oldest environmental conservation organization in Oregon and is affiliated with National Audubon but with separate 501(c)(3) status. Portland Audubon's conservation team works on a suite of statewide issues ranging from urban conservation in the Portland Metro region to protection of wildlife and key habitats from eastern Oregon to coastal marine waters. Our coastal marine program is currently focused on seabird protection, marine reserves, and rocky habitat conservation.

How this position specifically relates to policy:

The Fellow will play a key role in the ongoing process to update [Oregon's Rocky Habitat Strategy Plan](#) (currently in the 3rd and final phase) which will guide conservation and management of Oregon's iconic rocky coastal habitats for decades. The Fellow will convene experts to lead the development of a science-based assessment and comparison of Oregon's rocky habitat site's ecological value (and time permitting, economic and cultural values assessment as well). Results will be synthesized and disseminated as a technical publication as well as in public-friendly resources. This effort will assist in the public-led site designation proposal process that will begin in the summer of 2020 and extend into a rolling process. The Fellow will also outreach to the public and other stakeholders on the findings of the expert review. Results from this effort will likely inform other coastal conservation and management efforts for decades to come.

Fellow's anticipated day-to-day activities and how these tasks fit within a larger project scope:

Day-to-day work will be split between the office and the field. In the office, the Fellow will contact prospective experts for their participation, conduct literature reviews of relevant information to inform expert review, potentially conduct initial surveys to inform expert review in advance of workshop(s), organize at least one or a series of workshops for expert review and assessment of rocky habitat sites. The Fellow will take the lead developing a technical report based on the compiled science and assessment of the expert team to provide a summary of findings and recommendations of prioritization of rocky habitat sites. The Fellow will also incorporate the expert assessment results into public-friendly platforms (e.g. web-page, incorporation into existing Sea Sketch Rocky Habitat tool) to facilitate usage by entities interested in submitting rocky habitat site designation proposals. In the field, the Fellow will co-convene and co-lead, with Portland Audubon, the workshop(s) described above. The Fellow would interact directly with non-profit organizations, government entities and agencies, and community members. The Fellow would provide presentations to the public and other stakeholders on the coast and elsewhere to disseminate findings of the expert review. Workshops and presentations will be virtual if need be (due to Covid-19 concerns) but ideally will be in-person. The Fellow will have office space at Portland Audubon and would be welcome to join staff meetings. The Fellow will directly report to the Staff Scientist in coordination with the Director of Conservation.

The communities or stakeholders with which the fellow may engage:

- The Fellow will work with staff of state and federal agencies, scientists, academics, non-governmental organizations, tribes, and targeted audiences of the public.

- The Fellow will work with the above listed partners one-on-one and in workshop and event settings.
- Work may be presented to the public at both professional meetings and community events. Examples include: Oregon Department of Fish and Wildlife, Ocean Policy Advisory Council, Science and Technical Advisory Committee, at coastal events hosted by friends groups and other public-oriented groups.

Desired products from fellow:

- Preparation and development of a literature review with annotated bibliography.
- Convene workshop(s) and develop pre-workshop survey as well as document post workshop outcomes and lessons learned.
- Preparation of draft technical report summarizing expert review findings and preparation of a public-friendly summary.
- Presentation and dissemination of results to key public and professional audiences.

Potential benefits of this position to the fellow:

- Real world experience working with resource managers, scientists, NGOs, and scientists on natural resources, scientific and policy issues.
- Cultivation of leadership and communications skills.
- Contribution of work that will influence important near-term and potentially long-term management and conservation work on Oregon's coast.

Skills required:

- Familiarity with marine resource policy and management.
- Excellent communication and interpersonal skills including public speaking.
- Excellent writing skills including technical writing experience.
- Self-starter that can work well independently and collaboratively and is organized and adaptable.
- Ability to convene and organize meetings and work with diverse partners.
- Working knowledge of computer software including: MS Office, basic GIS, Google drive

Skills preferred:

- General understanding of nearshore marine organismal life history and habitats and familiarity with natural resource management practices in Oregon
- Ability to critically analyze and synthesize a wide range of ecological information and scientific literature.
- Experience writing popular articles
- Experience with graphic design
- Good understanding of statistics