



## Oregon Sea Grant Natural Resource Policy Fellowship Host Descriptions 2022-2023

**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 fellow first-hand experience in natural resource policy related to marine and coastal issues. For additional details visit: <https://beav.es/4zz>

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.

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*\*Due to the ongoing COVID-19 pandemic, some host offices may be teleworking from home, while some hosts have transitioned back into the office in full or in a hybrid model. All positions will be based at the listed location, and some remote work is possible for each. Additional location details are available in the body of each position description.*

For the 2022-2023 Fellowship, funding is available to fill **position numbers 1, 2 and 3**. Oregon Sea Grant has funding for at least one additional position.

## Position 1: Coastal Communications Fellow: Beaches & Dunes

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

**Position Title:** Coastal Communications Fellow: Beaches & Dunes

**Position Location:** DLCD Field Office in Newport, OR

**Funding Status:** Funding is available to support this position

**Program Overview:** The [Oregon Coastal Management Program \(OCMP\)](#) works in partnership with local governments, state and federal agencies, tribes, community organizations, and more 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 accomplishes much of its work through coordination, financial, and technical support for natural resource planning.

**How this position specifically relates to marine and coastal policy:** This position will specifically support a project OCMP is implementing to enhance the protection of Oregon's beach and dune areas while reducing threats to life and property subject to coastal hazards. To accomplish this work, the OCMP Project Team will: 1) develop a new generation of beach and dune maps for the Oregon coast; 2) create a suite of outreach and educational tools about the unique ecology, culture, and history of beaches and dunes for diverse audiences; and 3) lead policy updates for local government partners regarding land use implementation in beach and dune areas. This fellowship project will work specifically to fulfill task 2, to support sensitive coastal resources by providing education and outreach products and opportunities. This fellowship will help highlight the unique policies, management techniques, and physical processes that shape Oregon's beaches and dunes, such as the introduction of non native beach grasses, construction of jetties, and human development in foredunes.

**Summary of the fellow's anticipated day-to-day activities and how these tasks fit within a larger project scope:** This fellowship project will seek to gather stories and develop outreach and educational tools that engage audiences in the unique ecology, history, and policies of Oregon's beaches and dunes, which make up about 72% of the coastline. The fellow will identify and work with 3-5 coastal communities, Tribal Nations, and/or organizations in a specific region to co-create custom storytelling products. Outreach activities may include:

- Public workshops or presentations hosted in partnership with local governments, South Slough National Estuarine Research Reserve, tribal communities, and/or tourism boards to understand local and traditional knowledge about beach and dune areas and to develop methods to collaboratively convey those stories to others;
- Content development, printing, and distribution of interpretive signage, video testimonials, or similar product, for identified communities telling the ecology, culture, and history of Oregon's beaches and dunes or culturally sensitive areas from multiple perspectives, in English and Spanish;
- Social media content for use by [OCMP's King Tides Project](#) about beaches and dunes, such as their flood and erosion protection qualities, changes seen across the landscape, and impacts of human activities, in English and Spanish.

Additional outreach activities to be completed by the fellow will depend on time and priorities identified, and may include, but are not limited to:

- Creative displays of past and current shorelines near jetties that show sand accretion patterns over time, using existing data and support.

- Analyses of data collected over the past decade from the Oregon King Tides Project to convey change over time in specific regions that are well represented in the photo archives.

Fellowship tasks are meant to be flexible to account for both what aligns with the fellow's skills and interests, as well as the communities and organizations they engage with throughout their project. Support for translation services is budgeted for signage, social media content, and other final outreach products (Spanish proficiency is not a requirement for this fellowship). Draft plans and products will be reviewed by OCMP staff and a Fellowship Advisory Committee throughout the year-long fellowship. A final report will summarize the fellow's findings, lessons learned, and products developed. Many of the products will be developed with longevity in mind so that they can be utilized for years to come.

The fellow will also have an opportunity to work with other staff as desired for professional development and to learn about working in a state agency and in the field of coastal management.

**Approximate breakdown of field/office work:** The fellow will spend a majority of their time in an office setting. However, there will be an opportunity to travel the coast for meetings and field observations as determined in the fellow's communication plan to develop a robust understanding of Oregon's beaches and dunes. 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 work and travel/meetings will be approximately: 70%/30%.

*Work Environment:* The Newport OCMP field office is small but is close to many other state and federal agency offices within the Newport area. Staff frequently work with local jurisdictions, elected officials, organizations, and other agencies with whom the fellow will have the opportunity to network. Typical work hours are Monday through Friday, 8am to 5pm (with an hour lunch break). There may be occasional early mornings, late nights, or weekend work depending on meeting schedules, travel, or partner needs. The fellow will have the option to work from home up to four days a week if desired. Work attire is business casual. Mentor/fellow check-ins will be frequent to ensure the work environment and project are tracking with expectations.

**The communities or stakeholders with which the fellow may engage:** To develop beaches and dunes communication products, the fellow may engage with several communities and stakeholder groups with diverse perspectives, such as:

- State and federal agencies
- Tribal Nations
- Community based organizations
- Academic researchers

**Desired products from the fellow:** Final report including an outreach and communications plan and storytelling products co-developed with communities as a result of the Oregon Sea Grant communication fellowship. Communication products could include, but are not limited to, workshop materials, social media content, story maps, videos, or interpretive signage.

**Potential benefits of this position to the fellow:**

- Practice and experience developing communication plans and products for different audiences.
- Extensive networking and collaborative work with local, state, tribal, and federal partners and community groups.
- Experience learning how a nationally approved coastal program functions.

- Experience compiling and distilling complex science and policy information into fun, interactive and story-based communication tools for public audiences.
- Increased policy and scientific knowledge and expertise regarding coastal resource management.
- Access to extensive professional development tools and opportunities.

**Skills required:**

- Experience with communication, outreach, and engagement
- Ability to take technical information and make it easily digestible both orally and in writing
- Comfortable outreaching to and working with different audiences
- Marketing experience or knowledge
- Creativity (ability to develop and make visually appealing products) and adaptability
- Ability to drive a car

**Skills preferred:**

- Knowledge of and experience with different communication channels and tools
- Highly organized
- Comfortable working independently, self-starter
- Knowledge or interest in ocean and coastal processes
- Spanish proficiency

## Position 2: Marine Reserves Science Communications Fellow

**Office:** Oregon Department of Fish and Wildlife Marine Reserves Program

**Position Title:** Marine Reserve Science Communications Fellow

**Position Location:** ODFW Office in Newport, OR

**Funding Status:** Funding is available to support this position

**Program Overview:** The Oregon Department of Fish and Wildlife (ODFW) oversees the management and scientific monitoring of Oregon's marine reserve system — which includes five marine reserves and nine Marine Protected Areas (MPAs). The ODFW marine reserves program is a six-person, interdisciplinary team responsible for the management, scientific research, outreach, and community engagement for the sites, all key mandates set by the State Legislature for Oregon's marine reserves.

Marine reserves are areas in Oregon's coastal waters dedicated to conservation and scientific research. All removal of marine life is prohibited, as is ocean development. They serve as living laboratories where we can learn about Oregon's nearshore ocean and the effects that protections have over time on the marine environment. Local communities worked with state officials to site the reserves in areas that would provide ecological benefits while also avoiding significant negative impacts to ocean users and coastal communities.

Implementation of Oregon's marine reserve system is the first long-term nearshore ocean conservation and monitoring program executed by the state. This is the only ecosystem-focused, fisheries-independent monitoring program designed to track and understand ocean changes in Oregon's state waters. This is also the first comprehensive human dimensions research program focused on examining the economic, social, and cultural dynamics of the Oregon coast and coastal communities in relation to marine resources.

**How this position specifically relates to marine and coastal policy:** This position is responsible for supporting communications and outreach for the marine reserves program that targets stakeholders, partners, decision makers, and the general public. Communications and outreach are to raise awareness of: a) Oregon's marine reserve sites, b) ODFW's marine reserves program, c) the science of marine reserves, and d) the scientific research conducted by ODFW and research partners. This work requires close collaboration and coordination with the marine reserves program leader, scientific research staff, partners, and community teams.

Outreach and community engagement are part of the key mandates set by the State Legislature for Oregon's marine reserves. The Governor's Office, Legislature, and constituents have significant expectations about the successful implementation of this work. The Oregon marine reserves program just completed a comprehensive overview of the first 10 years of marine reserves implementation. This position will help disseminate the stories and lessons learned from this body of work to inform stakeholders, communities, partners and the legislature about this policy investment for Oregon. We hope the fellow can bring creative new ideas about how to reach a more diverse audience with our outreach and communication efforts.

**Summary of the fellow's anticipated day-to-day activities and how these tasks fit within a larger project scope:** It is anticipated that day to day activities of the fellow will vary. Working hours may vary from day to day but are typically from 9 to 5. Some early mornings, evenings or overnight trips may be

required for fieldwork, outreach, or community engagement events. There may be a possibility to work remotely, but time in the office will be required each week. You will be working as part of an interdisciplinary team. Attire in the office is business casual.

The main project of the fellow is to support the communications and outreach for the marine reserves program by working to disseminate stories and lessons learned from the Marine Reserves Synthesis report, a 10-year comprehensive overview of marine reserve implementation. This will involve generating new content in support of the monthly newsletter and blog, as well as social media posts, videos, infographics or one-pagers. Additional activities will include supporting the marine reserve program at conferences and outreach events, and/or participation in ecological or human dimensions fieldwork to document science in action. The fellow will also work with the marine reserve community teams to share relevant takeaways and content for each reserve. Finally, we anticipate the fellow working to identify ways the ODFW Marine Reserves Program can implement outreach and engagement activities that promote diversity, equity and inclusion.

**Approximate breakdown of field/office work:** 20% fieldwork; 80% office work

**The communities or stakeholders with which the fellow may engage:** The fellow will interact with multiple stakeholders including various communities of interest and communities of place such as:

- Constituents
- General Public
- ODFW Staff
- Other Agencies
- NGOs
- University Researchers
- Fishermen – both recreational and/or commercial
- Marine Reserve Community Team members

**Desired products from the fellow:**

- Monthly e-newsletter
- Monthly blogs
- Social media posts
- Videos
- Infographics
- Informational one-pagers targeting specific audiences
- 2 page strategy document for how to target more diverse audiences with communications and outreach efforts

**Potential benefits of this position to the fellow:**

- Experience in science communications from an agency perspective
- Experience generating science communication content in support of an interdisciplinary program
- Experience generating science communication content targeting a diverse set of stakeholders
- Working with an interdisciplinary team of scientists, stakeholders, government agency staff, marine reserve community teams, and local fishermen on marine reserve research
- Working to identify new actions the program can take to increase outreach to a more diverse audience

- Opportunity to work at the interface of science, policy, and communications

**Skills required:**

- Excellent writing, editing and verbal communication skills
- Excellent interpersonal skills working in team setting
- Experience in outreach and/ or community engagement
- A basic knowledge of marine science and/or natural resource social science

**Skills preferred:**

- Knowledge of marine protected areas and/or social-ecological systems
- Experience in science communications
- Experience using social media or WordPress platforms for professional use
- Experience interacting with diverse stakeholders for outreach and engagement
- Familiarity with Pacific NW marine species, ecosystems, or fisheries

### **Position 3: Offshore Wind Energy Fisheries and Natural Resource Impact Analyst**

**Office:** Oregon Department of Fish and Wildlife Marine Resources Program

**Position Title:** Offshore Wind Energy Fisheries and Natural Resource Impact Analyst

**Position Location:** ODFW office located at the Hatfield Marine Science Center, Newport, OR

**Funding Status:** Funding is available to support this position

**Program Overview:** The fellow will be working within the Marine Resources Program (MRP) of the Oregon Department of Fish and Wildlife (ODFW). Part of ODFW's responsibilities include reviewing development activities (including offshore wind development) to identify potential resulting environmental and human use impacts. MRP is responsible for research and management of marine fish, wildlife and habitat, including management of Oregon's ocean fisheries. MRP acts as the state's expert on the marine ecosystem and ocean fisheries and provides recommendations to state and federal regulatory agencies to minimize impacts from development.

The Bureau of Ocean Energy Management is currently developing plans for wind energy development off the Oregon coast with a goal of leasing tracts of ocean for wind farm development in the near future. This planning process includes the State of Oregon as a partner, with ODFW and MRP playing a central role in identifying the potential impacts of offshore wind development to both the environment and ocean fisheries. ODFW works closely with other state and federal agencies on offshore wind, advising the process with the goal of avoiding or minimizing those impacts. Planning for offshore wind energy development is currently one of Oregon's highest profile and most controversial marine natural resource and space-use conflict issues. Work in this area offers a new and challenging application of marine and coastal policy to a real-world issue.

**How this position specifically relates to marine and coastal policy:** The primary role of this position will be to support staff in developing comments and recommendations to agencies with regulatory authority for offshore wind planning, with a focus on expressing Department recommendations concerning potential impacts to Oregon's ocean fisheries. This position will

- Participate in marine spatial planning related to potential future offshore wind energy development, applying state (OAR, ORS) and federal (MSA, NEPA, ESA, MMPA, MBTA, etc) policy and law.
- Support ODFW staff involved in Pacific Fisheries Management Council's Marine Planning Committee in assessing and commenting on fisheries concerns associated with offshore wind energy development.
- Play a supportive role in the review of Oregon's process for subsea cables, per Oregon House Bill 2603. Support staff participating in the workgroup tasked by Ocean Policy Advisory Council to revise the subsea cable component of the Oregon Territorial Sea Plan.
- Exposure to state and federal agencies working in other areas of state and federal law, including OCSLA, CZMA, CWA, and implementation of renewable energy goals in the state, West Coast region, and nation.

**Summary of the fellow's anticipated day-to-day activities and how these tasks fit within a larger project scope:**

- The primary role of this position will be to support staff in developing Department positions and comments on offshore wind (OSW) planning, with a focus on expressing Department concerns and recommendations about potential impacts of OSW on Oregon's ocean fisheries.

- Become familiar with Department positions, concerns, and recommendations. Research and summarize primary literature, government reports and legal mandates to assist with review of OSW energy planning proposals.
- Gather information from the literature and from speaking with subject area experts to draft formal comments and recommendations to regulatory agencies.
- Attend meetings to observe and take notes and draft post-meeting synopses.
- Assist with articulation of fisheries concerns and potential conflicts with OSW development.
- Support ODFW staff needs for researching and drafting comments and recommendations relating to potential impacts of development on fish and wildlife species and habitats.
- Optional: If the fellow has GIS skills, provide GIS analysis to support ODFW's role in the planning process.

**Approximate breakdown of field/office work:** 100% office work with potential travel to out of town meetings, most likely in the Willamette Valley or on the Oregon coast.

**The communities or stakeholders with which the fellow may engage:**

- Stakeholder engagement is an important part of developing agency positions. The fellow will participate in stakeholder meetings and engage in groups or one-on-one depending on opportunity. Stakeholders may include:
  - Fishing industry participants
  - ODFW fisheries subject area experts and fishery managers
  - OR coastal residents, NGOs, local governments, and tribes
- Collaboration with agency partners (stakeholders) is also important and includes diverse regulatory mandates and authorities, as well as different agency goals. The fellow will attend meetings and interact with individuals from many other state and federal agencies.

**Desired products from the fellow:**

- Written products may include draft comments and recommendations, meeting synopses, literature, or policy summaries.
- Optional: If the fellow has GIS skills, products will include maps for spatial planning purposes.

**Potential benefits of this position to the fellow:**

- Be part of a team applying marine policy in the new field of offshore wind energy planning.
- Gain experience working in a state agency setting, coordinating with experts in marine resource science and management.
- Gain experience applying state and federal policies to issues associated with marine planning and development.
- Gain experience in the process to develop agency positions on marine issues and representing those positions in regulatory processes .
- Learn about stakeholder perspectives in issues of offshore development, especially fishing industry stakeholders.

**Skills required:**

- **Experience with state and federal environmental policy and law** – ability to understand, distill, and apply Oregon (OAR, ORS) and federal (MSA, NEPA, ESA, MMPA, MBTA, etc) policy and law. Willingness to abide by applicable confidentiality rules (CEII, FOIA, fishery data).

- **Research** – ability to distill science-based information from primary literature (peer-reviewed articles, government reports) for use in analysis of potential effects from offshore wind development on fish and wildlife resources (species, habitats, fisheries).
- **Writing skills** – excellent grasp of technical and legal writing vernacular, experience with editing/review cycles and Microsoft products, appropriate/accurate sourcing of information.
- **Ability to work independently**
- **Listening acuity and problem-solving skills**
- **Conflict resolution** - pragmatic understanding of land use and marine spatial conflicts, balanced approach to conflict resolution that considers stakeholder perspectives and legislatively mandated responsibilities of the Department.

**Skills preferred:**

- **GIS** – proficiency with ArcGIS

## Position 4: Rocky Habitat Policy Fellow

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

**Position Title:** Rocky Habitat Policy Fellow

**Position Location:** Salem, OR & Hybrid-Remote

**Funding Status:** This position is partially funded and will be filled if possible

**Program Overview:** The Oregon Coastal Management Program (OCMP) works in partnership with 42 local governments, 11 state agencies, multiple federal agencies, four 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 marine and coastal policy:** The position will support the implementation of the newly revised Oregon Territorial Sea Plan: Part Three – The Rocky Habitat Management Strategy. The Strategy outlines the goals, objectives, policies, and management prescriptions for coastal rocky habitats and resources along the Oregon Coast and within Oregon's territorial sea. The fellow would participate in a timely opportunity to engage with coastal local governments, tribal governments, agencies, NGOs, and other entities that support on-site interpretive programs at existing rocky habitat site management designations. This work will include implementation of the revised policies for rocky habitat management on a coastwide and site-specific basis and may be integrated with other policy priorities such as recommendations that have come from the Oregon Ocean Acidification and Hypoxia Coordination Council.

**Summary of the fellow's anticipated day-to-day activities and how these tasks fit within a larger project scope:** The fellow will develop materials and web content for coordinating and delivering interpretive programming associated with rocky shore habitats and resources along the Oregon Coast. We envision the fellow developing a report and a guidebook that will include results from the inventory of interpretive efforts, a resource catalog, and recommendations for program capacity. The report will identify education, outreach, and awareness needs, priorities, and existing capacity, and outline a statewide framework to coordinate and implement the needs and priorities. The guidebook will implement the goals and objectives of the Rocky Habitat Management Strategy and be used to build statewide capacity for volunteer stewardship activities, in partnership with state and federal agencies, conservation and stewardship organizations, and other entities as appropriate. Activities to complete this work include, but are not limited to the following:

- Development of a project plan for development, implementation, and management of materials and web content, including work tasks, timeline, and stakeholder engagement.
- Outreach to conservation and stewardship organizations to document current capacity, activities, needs, and areas of focus.
- Information gathering on state agency interpretive infrastructure and capacity, as well as a history of these efforts in Oregon.
- Conduct analyses to identify site-specific and coastwide needs for interpretation, education, outreach, and awareness efforts.

- Visitation and use research, focused on rocky habitat site uses and impacts. Uses may include recreation, wildlife viewing, harvest, education, scientific research, traditional and cultural practices, and other uses.
- Facilitate communications with relevant experts and agencies to gather information and feedback to support development of a proposed statewide rocky shores interpretive program.
- Compile and summarize findings in a report, guidebook, online content, and outreach materials.
- Develop and incorporate graphics, photographs, and other design elements to create user-friendly materials.
- Presentations of interpretive products to interested organizations, local governments, and coastal stakeholders.
- Additionally, the fellow will have an opportunity to work with other staff members in the Salem, and Portland 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 and/or telework setting. However, they will be encouraged to meet with project partners in person and to travel the coast to observe and document visitor and stewardship activities in the field. The fellow will also have the opportunity to travel with 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 guidance for statewide rocky habitat resource interpretive programming for Oregon, the fellow may engage with several agencies, local governments, or stakeholder groups via meetings or informal communications.

Those groups may include:

- OR Department of Land Conservation and Development
- OR Department of Fish and Wildlife
- OR Department of Parks and Recreation
- OR Department of State Lands
- Oregon Sea Grant
- Oregon State University
- Oregon Shores Conservation Coalition
- Oregon Surfrider Foundation
- Shoreline Education for Awareness
- Audubon Society chapters
- "Friends" groups
- Oregon coastal local governments
- Coastal Tribal Nations

**Desired products from the fellow:**

- Process documentation, including summaries of any stakeholder feedback
- An agency report assessing outreach, education, and awareness capacity needs and priorities for rocky intertidal interpretive programs and resource coordination
- Statewide interpretive program guidebook for rocky intertidal interpretive programs
- Supporting files, graphics, and communication products (e.g. social media outreach plan)

**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 functions.
- 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 usable 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 resources data
- Experience in communication and public speaking

**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
- Experience with geographic information systems (GIS) software and tools
- Familiarity with web content management systems

## Position 5: Pink Shrimp Fishery Management Policy Fellow

**Office:** Oregon Department of Fish and Wildlife (ODFW), Marine Resources Program (MRP).

**Position Title:** Pink Shrimp Fishery Management Policy Fellow

**Position Location:** Charleston, OR

**Funding Status:** This position will be filled if possible

**Program Overview:** Oregon Department of Fish and Wildlife's (ODFW) mission is to protect and enhance Oregon's fish and wildlife and their habitats for use and enjoyment by present and future generations. ODFW's Marine Resource Program (MRP) applies this mission to fisheries with the goal of sustainability. One of the fisheries MRP manages is the pink shrimp (*Pandalus jordani*) fishery. It is the state's second most valuable single species fishery, valued at approximately 25 million dollars per year. Managers, scientists and industry have made the fishery a worldwide leader in sustainability, exemplified by its Marine Stewardship Council (MSC) certification in 2007, the first shrimp fishery to receive such. Oregon's pink shrimp project researches, monitors, and manages the fishery. The project performs fishery independent at-sea research and intensively monitors the fishery; analysis of these data are used to develop management policies. As appropriate, members of the pink shrimp project then present rule-making issues to the Oregon Fish and Wildlife Commission (OFWC).

**How this position specifically relates to marine and coastal policy:** This position will directly contribute to the development and implementation of fishery management policies. The fellow would work with managers, scientists and industry to develop policy changes in a few key areas: 1) Develop methodology for weighing shrimp\* (accounting for ice) which is palatable to industry, 2) Test and analyze methodology used in detection of illegal shrimp loads, 3) Develop recommendations to industry and staff related to shrimp weights and legal load evaluations, and 4) [Fishery Management Plan \(FMP\)](#) review and update.

*\*Accurate weights, count per pound measures and FMP review will provide needed sustainability improvement to this fishery.*

**Summary of the fellow's anticipated day-to-day activities and how these tasks fit within a larger project scope:** Day to day activities would vary but include fieldwork (at-sea and land based), data management and analysis, outreach coordination, and rulemaking preparation.

ODFW aims to improve work with industry and enforcement to assure that accurate weights and shrimp counts are recorded. Fellows duties regarding these items could include outreach, literature review, analysis and writing. Additionally, rules regarding count per pound testing to assure legal catch could be revisited. Currently, the rules affecting this methodology are not clear and there is concern they are not evenly applied, possibly resulting in inconsistencies in what shrimpers may expect and how enforcement makes decisions on which cases to investigate/prosecute. These tasks will serve the key need of coordinating and supporting increased sustainability of the pink shrimp fishery through rules modification.

Last, ODFW aims to assist industry in meeting requirements for accurate landing receipts. Fellows will assist industry members in developing statistically sound methodologies for landing shrimp, where ice is mixed in the landing. Fellows tasks regarding landing receipts will be outreach with industry at distant ports and development of standards for ODFW approval.

The West Coast Pink Shrimp Fishery is valuable and spreads from Northern California to Northern Washington, centered in Oregon. Outreach and research conducted by the fellow would likely include visiting all of Oregon's larger ports (Astoria, Newport, Charleston and Brookings).

**Approximate breakdown of field/office work:** Fieldwork would be around 25% of the position while office work would be the remaining 75%. Fieldwork may include at-sea research, meeting and coordination with distant ports. Office work could be performed remotely as needed. Fellows will be provided office space, a laptop computer, phone and access to a government vehicle. A driver license and acceptable driving record is required.

**The communities or stakeholders with which the fellow may engage:**

- Scientists- work with regional fishery scientists to assure prudence of rulemaking.
- Managers- Coordinate and communicate with Oregon, California and Washington shrimp fishery managers to assure cohesive application of rulemaking.
- Industry- Communicate and process needs of industry to assure palatability of rule making.
- Communities in Oregon affected would include Astoria, Newport, Charleston and Brookings, the fellow would work to engage these community members.

**Desired products from the fellow:**

- Rulemaking assistance in a Winter 2022-2023 OFWC exhibit.
- Habitat data management, analysis, and writing.
- Fishery bycatch research assistance, analysis and development of potential rule making.
- Effective communication and compliance with industry in accommodating estimations on fishery receipts.
- Analysis of rules regarding minimum count per pound regulations and development of new rule language as appropriate.

**Potential benefits of this position to the fellow:** (Bulleled list)

- Experience with policy and management in a sustainable fishery.
- Experience with fishery research, analysis and writing.
- Access to a wide variety of stakeholders highly invested in the fishery.
- Being part of a strong, experienced and diverse team.

**Skills required:**

- Verbal and written communication (to varied groups and within a team)
- Basic knowledge of fisheries
- Independent work skills
- Analysis skills (power analysis, ANOVA, etc.)
- Analysis software familiarity (Excel, R, NCSS, etc.)

**Skills preferred:**

- Experience with natural resource policy/ rule applications
- Advanced analysis skills
- Fisheries science fundamentals
- Advanced knowledge of fisheries

## Position 6: Tribal Resource Support Specialist

**Office:** The Confederated Tribes of Coos, Lower Umpqua, and Siuslaw Indians

**Position Title:** Tribal Resource Support Specialist

**Position Location:** Hybrid: Remote work, as well as on site work at the Coos Bay

**Funding Status:** This position will be filled if possible

**Program Overview:** The Department of Culture and Natural Resources host numerous programs that deal with resource protection, including Historic Preservation, Cultural Stewardship, Forestry, Air Quality, Water Quality, Emergency Response and Planning, Brownfields Contamination, Restoration, Wetlands, and the Environmental Testing Laboratory. All of these programs require overlapping work in cultural and natural resource protection for marine and coastal environments.

In particular, the Tribe's EPA-funded Tribal Response Program (TRP) is responsible for marine resource protection at both the policy level, as well as for operations for hazardous materials contamination prevention, protection, response, and hazard mitigation. The TRP finalized their [Tribal Estuary Response Plan \(TERP\) in 2018](#) that establishes the policies and procedures under which the Tribe will operate in the event of a hazardous materials incident, oil spill, or other release impacting or potentially impacting our estuaries. This Plan is designed to prepare the Tribe for incident response and to minimize the exposure to or damage from materials that could adversely impact human health and safety or tribal resources.

The Tribe, the Department, and the TRP have significantly grown since 2018. As a result, the Department is requesting a fellow to support an update to the TERP.

**How this position specifically relates to marine and coastal policy:** CTCLUSI's Ancestral Territory spans over 1.6 million acres and over 80 miles of coastline. This defined area consists of countless resources significant to the Tribe, but all relate to the marine, estuarine, and freshwater ecosystems of the Coos, Lower Umpqua, and Siuslaw estuaries. The Tribe manages over 15,000 acres of fee, trust, and reservation land across five counties in Oregon: Curry, Coos, Douglas, Lane, and Lincoln. As such, the Tribe lives and operates as a community within many communities and seeks to protect resources for the health of the Tribal community as well as the community as a whole.

Therefore, this position will be tasked with updating the TERP based on new land base, staffing and administrative capacity changes, newly established agreements with federal and state agencies, and regulation and policy changes within federal, state, and local realms. This position will be involved with natural resource policy at the national, regional, state, and local level. All work produced will be in collaboration with other marine and estuarine resource specialists, department staff, interdepartmental managers, and in support of Tribal Council direction.

### **Summary of the fellow's anticipated day-to-day activities and how these tasks fit within a larger project scope:**

- Meet with TRP mentors to discuss historical knowledge and history behind the establishment of the TRP, the TERP, and desired future projections.
- Interview relevant interdepartmental staff in Emergency Response, Planning, Realty, Administrative Management, Historic Preservation, Cultural Resource Management, Health, and others to understand current loads and directions in Tribal lands, waters, and resource

protection. Field work may be needed to orient the fellow on Tribal lands and resources, and better understand contamination impacts.

- Assist TRP mentors in meetings, discussions, and agreements with federal and state agencies in hazardous spill response planning, such as the Northwest Area Committee, EPA Region 10 Regional Response Team, Oregon Department of Environmental Quality, and the US Coast Guard.
- Review relevant response plans, such as the Northwest Regional Contingency Plan, the US Coast Guard District 13 Sector Columbia River Area Plan, and the Coos Estuary Management Plan to understand overlapping jurisdictions, resources, and components.
- Based on this information, review the current 2018 Tribal Estuary Response Plan and provide comments and suggestions for improvement. Work with TRP staff and other departments for iterative drafts.
- Coordinate with CTCLUSI legal counsel to review final draft and present to Tribal Council for discussion and resolution for adoption.
- Provide any input on educational outreach incentives to provide awareness of the TERP capacity to the Tribal community, federal and state agencies, and stakeholders.
- The fellow will receive complete team and department support. The fellow will be expected to:
  - Exercise critical thinking in updating this plan;
  - Able to effectively communicate with people having various levels of understanding of pure and applied sciences, environmental protection, and specifically brownfields;
  - Work effectively in a team environment with a variety of technical, professional and administrative staff;
  - Interact with Tribal members and the general public in a courteous and professional manner; and
  - Effectively communicate both orally and in writing including technical, regulatory, and persuasive writing skills.
- Duties may evolve as this project progresses, as needed and agreed upon.
- The position is expected to complete a project in 1 year, with continuation possible depending on funding.

**Approximate breakdown of field/office work:** This position will be devoted to office work at approximately 60% time, field work 10%, and the remaining 30% estimated for internal or external meeting attendance (virtual or local travel).

The working conditions and environment:

- 40 hours per week.
- Generally Monday through Friday 8am to 5pm with possible occasional evening and weekend work for meetings, local area travel for meetings and conferences.
- Mix of department programs allows for a fun, diverse environment, working with different specialists and fields. However, expect to work effectively in a negotiating environment where others (especially external agencies and stakeholders) may have diverse and competing interests and may be uncooperative or adversarial.
- Work attire is business casual.

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

- This fellow may interact with local government, industry, and agencies.

- This fellow will accompany other staff in meetings and consultations with agencies. These agencies seek input on Tribal perspectives regarding resource protection, but also seek collaboration and idea-sharing.
- This fellow may perform outreach to Tribal members and Tribal Council, which may include website or newsletter announcements, educational presentations to Tribal youth.

**Desired products from the fellow:**

- Final Tribal Estuary Response Plan for second version, approved by Tribal Council.
- Attendance and networking with agencies and stakeholders at key conferences or meetings, including options for Clean Pacific, Oregon Tribal Preparedness Coalition, Northwest Area Committee and Regional Response Team, and others.

**Potential benefits of this position to the fellow:**

- Contribution to the sovereignty and growth for a Tribal government, especially in resource protection
- Learning of overlap between significant Tribal resources and national/state level resources protection
- Natural resource policy and regulation experience
- Agency networking, resource protection specialist working
- Oral and written skill development, diplomacy
- Improved understanding of coastal environments and ecosystems, as well as traditional Tribal knowledge of the landscape.

**Skills Required:**

- Must be at least 18 years of age.
- Valid driver's license or adequate transportation required.
- Must possess reasonable ability to communicate in English.
- Knowledge in any natural resource, cultural resource, or environmental field.
- Practical work experience in environmental or natural resource policy or other related field.
- Must be proficient in the use and knowledge of Microsoft Word.
- This position is subject to pre-employment drug testing and criminal history background check which will include fingerprinting.

**Skills preferred: (Bulleted list)**

- Advanced knowledge in any natural resource, cultural resource, or environmental field
- Experience with policy and regulation concerning chemicals, spills
- Experience with regulation surrounding Clean Water Act, Clean Air Act, National Environmental Policy Act, and/or National Historic Preservation Act
- Experience using ESRI GIS software