2022 Oregon Sea Grant/The Nature Conservancy Restorative Aquaculture Fellowship
Full Consideration Deadline: February 11, 2022 5:00 p.m. Pacific Standard Time
Opportunity Closes: February 18, 2022 5:00 p.m. Pacific Standard Time

Please note that due to the evolving COVID-19 situation, projects may need to be modified in scope or timing. We will monitor the situation and communicate accordingly.

The Oregon Sea Grant (OSG) College Program is soliciting applications for the 2022 Oregon Sea Grant/The Nature Conservancy Restorative Aquaculture Fellowship. The Fellow will work with TNC’s Global Aquaculture Strategy Lead, Global Aquaculture Manager, and TNC staff from Oregon, Washington, British Columbia and Alaska to explore the potential to invest in and create restorative seaweed aquaculture farms in the Pacific Northwest. We will place one fellow with an anticipated start-date in late March 2022. This is a full time, one-year opportunity with the possibility for extension. This position is based in Portland, OR (with willingness to discuss other locations). The full-time fellowship position description is included at the end of this document.

Eligible Applicants
Open to graduate students and recent graduates (preferred) with interest and experience in coastal policy from any accredited university or college (preference will be given to eligible applicants from a college or university with a physical campus located in Oregon), who have completed their degree within the twelve-month period prior to the time of the fellowship application deadline OR are a current student within one year of completing their graduate degree. Preference will be given to those who will have completed their degree by the start of the fellowship—as a full-time position, the full benefits of this opportunity may be achieved most effectively post-graduation. Applicants must demonstrate a strong interest and experience in marine/coastal natural resource policy or other related fields, with priority given to applicants with Oregon-specific knowledge. Applicants must be eligible to work in the US without additional sponsorship prior to the start of this fellowship.

The Oregon Sea Grant Scholars Program has focused on broadening participation and diversity by restructuring our recruitment and review processes to make them more equitable. Our intent is to be more 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. In line with this initiative, applicants will have the opportunity to demonstrate how their experience with diverse stakeholder groups and communities might apply to this fellowship, and how they think this fellowship will advance their long-term career goals. Learn more about Oregon Sea Grant’s justice, equity, diversity, and inclusion (JEDI) work: https://seagrant.oregonstate.edu/jedi

Schedule of Dates:
- Submit intent to apply to eseagrant@oregonstate.edu by February 4, 2022 (strongly preferred) – Include “OSG/TNC Fellowship” in the subject line.
- Full consideration deadline: Friday February 11, 2022 by 5:00 pm PST
- Opportunity closes: Friday February 18, 2022 at 5PM PST
- Interviews: Early March
- Decision announced: Anticipated by March 10 or 11, 2022
- Fellowship begins: Anticipated between March 21-28, 2022
- Period of fellowship: one year
Fellowship Award
The length of assignment is expected to be for one year. The official start date of the fellowship can be flexible to accommodate recipient needs, but late March is strongly preferred. The fellowship will provide at least $42,000 for the year in monthly stipend payments to cover expenses during the full-time fellowship, which may include fellowship related professional development, educational supplies, health insurance, and travel / communication expenses. All Oregon Sea Grant fellows are required to have health insurance.

How to Apply
Oregon Sea Grant uses eSeaGrant for fellowship application submissions. In order to access this system, please email eseagrant@oregonstate.edu declaring your interest in applying with “OSG/TNC Fellowship” in the subject line. Email registration one week prior (February 4, 2022) to the application deadline is strongly preferred. Stating your interest does not obligate you to apply. Once you submit your interest in this fellowship, an eSeaGrant account will be created for you. All components of your application, including letters of recommendation, will be submitted through this system. This is a fairly new system that may take some time to learn how to navigate, and we are here to provide assistance as needed; however, please do not wait until the last minute to apply. Your completed application must be submitted in eSeaGrant by the deadline to be considered for this opportunity.

Application Requirements
Incomplete and late applications and applications that do not follow the formatting guidelines will not be considered. A complete application will include the following four (4) elements:

1. A current résumé or curriculum vitae (CV). The résumé/CV must be in 12 point font with 1” margins, must not exceed two (2) pages in length, and must include the following:
   - name and contact information (including address, phone number, and email);
   - education history, including current or final GPA;
   - work and volunteer history;
   - any publications;
   - if applicable: any funding support, either current or pending, and any previous awards; and,
   - any other résumé /CV information you wish the reviewers to consider.

2. A personal narrative statement. This statement should be your original, written work. Any background materials should be referenced and cited appropriately. The “References Cited” do not count towards the page limit. Please contact us with any questions. The statement must be in 12 point font with 1” margins, use 1.5 line spacing, must not exceed three (3) pages in length, and should describe the following:
   - Your interest in and experience with coastal/marine policy work, or other related fields, particularly Pacific Coast specific knowledge of restorative aquaculture
   - How the fellowship will advance you towards your future career goals
   - Your experience interacting with diverse communities or stakeholder groups and how this experience will help you succeed as a fellow
   - How you would address the purposes and duties of the Fellowship (refer to specific skills provided on the last page of this Request for Applications)

3. Clear, scanned copies of up-to-date transcripts for all graduate and undergraduate coursework. At the application stage, unofficial copies are acceptable. If you are selected for this fellowship, official transcripts may be required at that time. If possible, please redact your birthdate, social security
number, and/or student ID number, if included on your transcript. Please do not have these sent separately, but include the copies of your transcripts with your application.

4. Two letters of recommendation (one must be from your graduate school major professor or advisor). The second letter of recommendation can come from anyone of your choosing familiar with your abilities. The applicant will request letters of recommendation directly through the eSeaGrant system, and the letter writer will upload their digital letter of recommendation onto eSeaGrant. Make sure your recommendation writers have sufficient time to get the letter to us by or before the application deadline; **letters of recommendation must arrive by the application deadline for the application to be considered.**

**Selection Process**
A selection team, usually comprised of Oregon Sea Grant staff, a member of the Oregon Sea Grant Advisory Council and another party (such as faculty or agency staff), evaluates each candidate’s submitted written material based on these criteria:

1. academic ability; communications skills; diversity and relevance of academic background to the available fellowship opportunity; additional qualifying experience (e.g., relevant work experience);
2. support of recommendation letter writers; benefit of the fellowship to applicant’s long term goals;
3. experience interacting with diverse stakeholder groups or communities; and
4. interest in and experience with Oregon marine/coastal natural resource policy or another Oregon-specific related field.

Top candidates will be interviewed in early-March 2022. Interviews will be conducted by members of the selection team and by the Oregon Sea Grant director. The one-year long fellowship is scheduled to begin in late March 2022, with the specific start date dependent on the arrangement between the fellow and the host.

Find out more about past Oregon Sea Grant graduate Fellows here: [https://seagrant.oregonstate.edu/fellowships/sea-grant-scholars](https://seagrant.oregonstate.edu/fellowships/sea-grant-scholars)

**Additional Information**
Oregon Sea Grant strongly discourages any contact between applicants and potential mentors before the interview process.

The selected fellow must be eligible to work in the US without additional sponsorship by the start-date of this fellowship.

Any questions related to this fellowship can be directed to the following:

Sarah Kolesar  
Associate Director for Research and Scholars  
sarah.kolesar@oregonstate.edu

Stephanie Ichien  
Research and Scholars Program Coordinator  
Stephanie.ichien@oregonstate.edu
Oregon Sea Grant/The Nature Conservancy
Restorative Aquaculture Fellowship
Position Description 2022

Office: The Nature Conservancy (Oregon Chapter and TNC’s Global Aquaculture Team)
Position Title: Restorative Aquaculture Fellow
Position Location: Portland, Oregon (willing to discuss other locations)

Program Overview: The Nature Conservancy (TNC) is the leading conservation organization working around the world to protect ecologically important lands and waters for nature and people. Our mission is to conserve the lands and waters on which all life depends. Since our founding in 1951, we've gathered the support of more than one million members and currently work in 50 states and 72 countries on climate change, freshwater, oceans and conservation lands.

How this position specifically relates to marine and coastal policy: Seaweed plays a critical role in regenerating marine ecosystems, providing essential habitat and water filtration services, and has emerging markets in areas such as bio stimulants, biofuels, and renewable plastics. Yet the enabling conditions, government and tribal policies, permitting, and restorative kelp seaweed aquaculture industry in the PNW are in a nascent phase. This project will explore the potential role of kelp and other seaweeds to provide sustainable seafood and economic returns, while simultaneously providing ecological benefits and reducing the impacts of climate change.

Brief summary of the fellow’s day-to-day activities and how these tasks fit within a larger project scope: The Fellow will work with TNC’s Global Aquaculture Strategy Lead, Global Aquaculture Manager, and TNC staff from Oregon, Washington, British Columbia and Alaska to explore the potential to invest in and create restorative seaweed aquaculture farms in the Pacific Northwest. Specifically, the Fellow will:

1. Work with colleagues to build a shared understanding of farming methods, environmental conditions, and the community context of seaweed aquaculture in the Pacific Northwest and arrange “learning tours” and site visits to seaweed aquaculture farms and/or potential farm locations in Alaska, British Columbia, and Washington. (20% FTE)
2. Meet with the private industry and Indigenous partners, including those participating in TNC-supported accelerator programs in the PNW. These early-stage innovators can provide insights into the needs of the emerging seaweed industry, key target markets, and benefits they see an emerging seaweed industry could provide to the environment and local livelihoods. (15% FTE)
3. Conduct foundational research to produce a report that assesses opportunities and challenges of seaweed aquaculture development in Oregon. The report will explore basic questions such as species options, high potential locations and co-location opportunities for development, potential in-water production methods, market opportunities and supply chain analyses, ecological considerations, and the landscape of current and potential partners. TNC will also look for synergies with entities such as the Oregon Kelp Alliance, Oregon Aquaculture Association, Oregon Sea Grant, and Oregon State University. (40% FTE)
4. Serve as project manager for this body of work, provide timely and in-budget deliverables, creative problem solving, and clear communication between teams located throughout the PNW. (10% FTE)
5. Participate in TNC activities including trainings, staff meetings, and retreats. Network with colleagues. Participate in blue carbon science and other projects as requested. Time off for vacation, holidays, and sick. (15% FTE)
Approximate breakdown of field/office work: 25% field & external meetings / 75% office work

Communities or stakeholders with which the fellow may engage:
- Direct contact with experts in kelp and other seaweeds throughout OR, WA, BC and AK.
- Site visits and meetings to be held with university, research, aquaculture industry, potential users of seaweed products, supply-chain, and Tribal / First Nation partners.
- Engagement with TNC colleagues in Oregon, the PNW and Global Aquaculture Team.

Desired products from the fellow:
- Host successful tours and learning events.
- A well-written and professional report for public distribution of Oregon’s seaweed aquaculture potential. Opportunity for publication if fellow is interested.
- Provide two written reports (June 2022 and December 2022) summarizing key activities, results, and any challenges and/or lessons learned

Potential benefits of this position to the fellow:
- Full integration into The Nature Conservancy and its operations.
- In-depth and hands-on learning about an emerging industry, and robust exposure to experts in the seaweed and regenerative aquaculture field.
- Ability to network through the PNW with industry, policy, and academia leaders.

Skills required:
- Ability to collate diverse perspectives and experiences, conduct research, and identify opportunities and gaps. Distill information into practical and applied recommendations.
- Excellent communication via written, spoken, and graphical means.
- Solid organization skills and the ability to provide timely and in-budget deliverables.
- Proven team player and ability to work with multi-disciplinary groups, use influence and interpersonal skills, listening, diplomacy, and tact to build strong relationships with other.
- General understanding marine biological and ecological principles.

Skills preferred:
- Knowledge of government relations is helpful but not required.
- Ability to critically evaluate scientific literature and social-economical networks
- Creative problem-solving skills and self-motivated to accomplish identified tasks.