

**CALIFORNIA COASTAL COMMISSION**

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**2025 California Sea Grant Host Proposal  
California Coastal Commission****Overview**

The California Coastal Commission implements the California Coastal Act of 1976 and has regulatory authority over development along the coast in balance with the protection of coastal resources, environmentally sensitive habitats, and public access. This work is carried out through land use planning and permitting. The Commission is an independent, quasi-judicial state agency with jurisdiction over the coastal zone, a 1.5 million-acre area stretching 1,270 miles along the state's mainland coastline from Oregon to Mexico, and around nine offshore islands (333 miles of island shoreline). The Coastal Commission also has the responsibility to work with local governments to establish Local Coastal Programs (LCPs) which, when certified by the Coastal Commission, become the land use plan basis for coastal permitting at the local level. Furthermore, the Coastal Commission has the purview and planning responsibility to assess and address issues of state-wide importance such as public access, sea level rise, and coastal erosion and the implications of these on Coastal Act resources.

**Position Description**

The Commission's 2025 California Sea Grant Fellow will be exposed to and work on a broad range of coastal and ocean issues at local, state, and federal levels that are part of the agency's regulatory and Local Coastal Program planning work. In particular, the fellow will assist executive management, senior level, and technical staff on the agency's public access, environmental justice, sustainability, climate change, and sea level rise adaptation planning work. This will include participating in multi-agency meetings, supporting interagency coordination and collaboration between the Coastal Commission and other state agencies, drafting recommendations for state-wide planning documents, and assisting the Coastal Commission in developing or enhancing informational products that serve to educate the Coastal Commission itself, local government partners, stakeholders, and the public. The fellow will also have opportunities to interface directly with senior government officials and leaders in coastal and ocean resource management policy throughout California, including working on projects and/or work products developed in collaboration with other state agencies like the California Natural Resources Agency, the State Lands Commission, the State Coastal Conservancy, and the Ocean Protection Council (OPC). The fellow may work on team projects and smaller independent projects. The Coastal Commission will also provide the fellow an opportunity to learn about and assist with the Coastal Commission's core regulatory and planning work.

Projects/activities that the fellow could work on would include:

- 1) Support outreach and education efforts to local governments, other state agencies, stakeholders and the public about the Coastal Commission's planning efforts, policy guidance, and other informational products and tools on a range of issues from sea level rise to environmental justice. This work could include supporting updates to the Coastal Commission's website and with planning outreach events such as webinars and workshops;

- 2) Assist with interagency coordination and collaboration efforts and support coordination efforts with other state agencies to participate in, track and report on the agency's planning efforts on priority issue areas;
- 3) Work on various climate and sustainability-related special projects as outlined in the Coastal Commission's Strategic Plan, including federally funded projects related to sustainability and climate-related issues areas, such as nature-based adaptation strategies, sustainable development and smart growth, addressing wildfire resilience and response in the coastal zone, public access vulnerability to sea level rise, offshore wind, and protecting public trust lands and resources. This work could involve background research, policy analysis, data synthesis, and drafting;
- 4) Assist with the agency's planning and regulatory work with a variety of Units and Programs, including the Environmental Justice Unit, the Ocean, Energy Resources and Federal Consistency Unit, the Statewide Planning Unit, and with District-level planning and permit staff in review of coastal development permit applications, Local Coastal Program amendments, and federal consistency decisions.
- 5) Coordinate with District staff, the Enforcement Unit, and the Mapping Unit on issues related to unpermitted armoring coastwide, including identifying and cataloguing the range of illegal armoring structures along the coast and drafting proposals to address and compel removal of these structures.
- 6) Assist in agency efforts to implement its Tribal Consultation and Environmental Justice Policies.
- 7) Work with the agency's Legislative Unit to analyze and track legislation and engage in policy drafting and development of bill position statements.

Given the wide range of projects and initiatives undertaken by the Coastal Commission along the entire California coast, a successful Sea Grant Fellow is expected to take on and deliver products for a range of projects. While there will be an emphasis on climate change and sustainability related projects for most assignments, there will be room for the fellow to dig more deeply into a range of topics of interest (such as transportation, public access, environmental justice, Tribal consultation, public education, affordable housing, and offshore wind energy). **Assignments can be customized to match the unique skills or interests of the selected fellow.** The selected Sea Grant Fellow must be able to work well under minimal supervision and be willing to ask questions. In addition, having a strong personal initiative and an ability to work well in a collaborative style with others is a great plus.

The Coastal Commission senior management has broad experience and success in hosting fellows and giving them a wide breadth of experience in coastal management issues. This fellowship offers an excellent opportunity for teamwork and peer collaboration. The Coastal Commission will cover the proposed cost of hosting one fellow and supply needed operational, travel, and transit subsidy costs.

**Position Title**

California Coastal Commission Sea Grant Fellow

**Host Location - Flexible**

The fellow is usually based out of the Coastal Commission headquarters office in downtown San Francisco (455 Market Street, Suite 300, San Francisco, CA 94105) but we are willing to consider the fellow's base to be in one of our district offices (i.e., Arcata, Santa Cruz, Ventura, Long Beach or San Diego).

**Proposed Start Date**

January – March 2025

**Fellowship Supervisors**

Federal Programs Manager

Other Unit Management depending on Fellow assignments

## Fellowship Position Description

### *History and Authority:*

The [California Fish and Game Commission](#) (Commission) is one of the oldest wildlife conservation agencies in the United States, pre-dating even the U.S. Commission of Fish and Fisheries. With hundreds of authorities outlined in the Fish and Game Code, Public Resources Code, and Government Code, the Commission governs nearly all living thing in California (excluding humans, agriculture, and domestic animals). Its jurisdiction extends across the state, encompassing land, inland waters, and ocean waters up to three miles offshore. The Commission regulates the take, possession and conservation of birds, mammals, fish, amphibians and reptiles. The Commission also tackles a wide range of fish, wildlife and conservation issues on a broad scale, including climate change, marine plastics pollution, sustainable fishing practices and fishing communities, predator management, tribal engagement, marine aquaculture, and marine protected areas.

### *Evolving Role and Responsibilities:*

The California State Legislature has continually expanded the Commission's scope and responsibilities to address the growing population, scientific knowledge, and the habitat conservation and ecosystem-based management needs of California's fish and wildlife. Five Governor-appointed Commissioners make complex policy and biological decisions with support from a dedicated team of staff that provides essential information to support its decisions. Key areas of Commission statutory authority include:

- Developing policies for the conduct of the California Department of Fish and Wildlife (Department)
- Regulating hunting and fishing seasons, methods, and bag limits
- Listing and delisting threatened and endangered species under the California Endangered Species Act
- Establishing and regulating uses of protected lands and waters such as wildlife areas, ecological reserves and marine protected areas
- Regulating the possession and care of restricted species
- Overseeing non-native species importation and trade
- Leasing state water bottoms for commercial aquaculture and kelp beds for commercial kelp harvesting.

### *Meetings and Collaboration:*

To encourage public participation, the Commission holds six strategically located meetings annually across the State, with a remote attendance option via Zoom. Additionally, the standing committees (Marine Resources, Wildlife Resources, and Tribal) meet three times per year to delve deeper into specific resource management topics and options, and make recommendations to the Commission.

The Commission employs a hybrid work model where telework is expected and flexibility is prioritized. At the same time, the Sea Grant Fellow is expected to be available for twice-weekly in-person collaboration at the Sacramento office, generally each Tuesday and Wednesday.

*Sea Grant Fellowship Opportunity:*

The California Sea Grant fellowship offers a unique opportunity to serve as a core staff member on various issues before the Commission. The ideal candidate will have a strong interest in fish and wildlife conservation and have opportunities to strengthen communication and analytical skills. The fellowship provides valuable experience to support several areas, depending on the fellow's areas of interest, educational and professional goals, skills, and initiative:

- Assisting the executive director in policy and developing strategic approaches to complex issues
- Contributing to committee agendas and topics directly with the Commission's marine and wildlife advisors
- Organizing and leading meetings and workshops
- Enhancing transparent stakeholder and partner engagement and providing project or program support
- Drafting and reviewing Commission and committee materials
- Contributing to Commission website and social media development

*Potential Projects for 2025 Sea Grant Fellow:*

Commission staff have identified several potential projects for the 2025 fellow, focusing on current and evolving priorities and regulatory needs:

- Coastal Fishing Communities Project and Policy Implementation
- Marine aquaculture projects
- Fisheries management review
- Justice, Equity, Diversity and Inclusion Plan
- Definition of "tribal subsistence harvest" and management mechanisms

Beyond these specific projects, the fellow will also participate in ongoing collaborative efforts with agencies, tribes, and stakeholders to address resource management challenges like climate change, tribal concerns, and emerging regulatory needs. This placement offers an invaluable opportunity to gain firsthand experience in California's fish and wildlife policymaking process, interacting directly with Governor-appointed decision-makers and having a front seat to political, administrative, and stakeholder participation processes.



## **Position Descriptions:**

Organization Overview: Established in 1976, the State Coastal Conservancy (SCC) is a non-regulatory agency that works to protect and improve natural lands and waterways, help people get to and enjoy the outdoors, and sustain local economies along the length of California's coast and around San Francisco Bay. The SCC works in partnership with local governments, other public agencies, nonprofit organizations, and private landowners. Much of the Conservancy's work involves collaborating with scientists and other professionals to deliver on-the-ground coastal resource protection and restoration.

The Conservancy's broad mandate allows it to fund and undertake planning and implementation projects such as the following:

- Protect and improve the quality and resiliency of coastal wetlands, streams, watersheds, and near-shore ocean waters;
- Help people get to and along the coast and bay shores by building trails and stairways and by acquiring land and easements. The Conservancy also assists in the creation of low-cost accommodations along the coast, including campgrounds and hostels;
- Help to solve complex land-use problems;
- Protect coastal lands, including agricultural lands and working landscapes;
- Address the potential impacts of climate change on resources within its jurisdiction, and undertake projects that address extreme weather events, sea level rise, storm surge, beach and bluff erosion, flooding, and other coastal hazards that threaten coastal communities, infrastructure, and natural resources.

Specific Scope of Work: The SCC is applying to host two fellows to help carry out our work. The SCC is committed to fostering and developing the fellow's professional goals as much as possible and will tailor the suite of tasks accordingly.

Requested Start Dates: Flexible between Jan – March 2025

## **Position 2 Title: Bay Restoration Fellow**

One of the SCC's fellows will work on coastal habitat restoration along the shoreline of San Francisco Bay. Coastal resource enhancement is the SCC's largest funding program, and the complexity of designing, implementing and monitoring resource enhancement projects continues to grow. The Bay Restoration Fellow will spend his/her time working on the San Francisco Bay Restoration Authority (SFBRA) and the shoreline restoration work of the SCC's Bay Area Program. The SCC provides staff support to the SFBRA.

In the coming year, the fellow will work on the following initiatives:

- Populate and manage data to help the SFBRA track the impact of its wetlands restoration projects through a statewide data portal, EcoAtlas.
- Manage data related to performance measures and dashboards for the SFBRA grant program.
- Track the development of the San Francisco Bay Wetlands Regional Monitoring Program and contribute to ensuring its usefulness to the SCC and SFBRA.
- Help coordinate SFBRA work through meeting organization, meeting notes, preparing technical documents, and presenting information.
- Review project applications and make recommendations for project prioritization.
- Write staff recommendations and present them to the SFBRA and/or SCC board and manage projects and contracts.
- Support communications and public outreach (social media, website, etc).

Through the SFBRA and the SCC's Bay Area Program, the fellow will have the opportunity to work with leading scientists, restoration practitioners, resource managers, and community leaders. Tasks may include helping to determine management and science needs, participating in meetings, and conducting site visits. The fellow may also support SFBRA's and SCC's outreach and technical assistance to support community-based organizations in economically disadvantaged communities in developing projects eligible for our grant funding.

Although helping to support the SFBRA will be the fellow's primary tasks, they could also take on other SCC projects such as climate change adaptation, public access, and urban waterfronts. Tasks may include writing staff recommendations to the SCC Board, project and contract management, and presentations to the SCC Board and others. The fellow will also be a member of SCC's SF Bay Area team and participate in staff meetings, regional workgroup meetings, site visits, Board meetings, trainings, and conferences. Finally, the fellow will join the SCC's internal Justice, Equity, Diversity, and Inclusion (JEDI) committee, targeting equity in program funding, meaningful community engagement, working with California Native American Tribes, and internal processes to make grant funding more equitable.



## The Delta Science Program will host four Sea Grant State Fellows in 2025

### Background

The Sacramento–San Joaquin Delta along with the San Francisco Bay, is part of the largest estuary on the West Coast of the Americas. The “Bay-Delta” supplies two-thirds of California’s water and provides vital habitat for endangered, endemic, and migratory species such as Chinook salmon and Sandhill cranes.



Location Map: Sacramento-San Joaquin Delta

The **Delta Stewardship Council** (Council) is a state agency whose mission is to support a more **reliable statewide water supply** and a **healthy and resilient ecosystem**, both achieved in a manner that protects and enhances the unique characteristics of the **Delta as an evolving place**. The **Delta Science Program** (DSP) is a division of the Council and functions as a boundary organization with a mission to provide scientific information, independent peer review, and syntheses on issues critical for managing the Bay-Delta system. The DSP also leads efforts to build an open, integrated, and collaborative Delta science community.

The DSP has hosted fellows for the past twelve years and provides a welcoming, collaborative and exciting work environment. Past fellows have enjoyed touring the Delta, taking professional development courses, attending seminars and conferences, and assisting partner agencies with field work. As one of four Science Program fellows, you will work at the interface of science and policy - **synthesizing, reviewing, coordinating, funding, and communicating science** on several high-priority issues, including:

- Climate change
- Sea level rise
- Habitat restoration
- Endangered species
- Non-native and/or invasive species
- Fisheries management
- Human dimensions of natural resource management

As California’s capital, Sacramento is a hub for environmental science and policy. The DSP provides fellows with opportunities to build their professional network as they engage with collaborators from a range of state, federal, and local agencies including the National Oceanic and Atmospheric Administration, California Department of Fish and Wildlife, U.S. Fish and Wildlife Service, U.S. Bureau of Reclamation, U.S. Geological Survey, California Department of Water Resources, and the State Water Resources Control Board), as well as consulting firms, academia, NGOs, and others. Many fellows have gone on to work with these partners.





## **Position 3: Adaptive Management and Independent Science Board Fellow**

This unit provides support and leadership on the use of [adaptive management](#) - a structured, scientific approach to management that aims to produce and incorporate new knowledge into management of natural resources - and supports the [Delta Independent Science Board \(Delta ISB\)](#) in reviews on a variety of topics related to adaptive management. Current work includes (1) leading collaborative interagency groups to support the application of adaptive management in habitat restoration projects in the Delta and Suisun Marsh, (2) planning symposia and other outreach efforts on traditional knowledge, salinity management, ecosystem restoration, and other topics for communicating adaptive management outcomes and coordinating adaptive management governance, (3) evaluating and communicating “lessons learned” from past restoration efforts and water management actions, and (4) supporting the reviews of scientific programs conducted by the Delta ISB. Fellows working in this unit have unique opportunities to build networks with renowned scientists on the Delta ISB as well as with many technical experts and decision-makers at other agencies through the unit-led collaborative groups.

**Fellowship Supervisor & Point of Contact:** Dylan Chapple, Environmental Program Manager, [Dylan.Chapple@deltacouncil.ca.gov](mailto:Dylan.Chapple@deltacouncil.ca.gov), (916) 870-9036

**Requested fellowship start date:** Flexible (Jan-Mar 2025)

### **Potential Projects**

- Help to plan and facilitate meetings of the [Interagency Adaptive Management Integration Team](#) and/or the Suisun Adaptive Management Advisory Team, interagency groups who support adaptive management for ecosystem restoration and water management in the Delta and Suisun Marsh. Potentially contribute to products (e.g. reviews, white papers, scientific papers) relevant to adaptive management ecosystem restoration, water management, and related topics.
- Support the reviews of scientific research, monitoring, and assessment programs by the Delta ISB, which could include literature reviews, analyzing questionnaire data from the science community, coordinating interagency events (e.g., panel discussions), and creating communication products and outreach materials on Delta ISB reviews. Current review topics include food webs, subsidence, decision-making under deep uncertainty and contaminants.
- Collaborate on planning upcoming subject-specific workshops. Plan and facilitate interactive sessions and workshops to promote dialogue about adaptive management at the landscape scale. Co-produce a meeting summary, white paper, or essay for a scientific journal.

### **Examples of Previous Fellows' Projects**

- Contributing author of Delta ISB reviews (e.g., [Monitoring Enterprise Review](#))
- GIS, mapping, and data visualization for review effort on ecosystem restoration.



# Delta Science Program

DELTA STEWARDSHIP COUNCIL



CA NATURAL RESOURCES AGENCY HEADQUARTERS,  
715 P STREET, SACRAMENTO, CALIFORNIA  
DELTACOUNCIL.CA.GOV  
TWITTER: @DELTACOUNCIL

- 
- Facilitation of the [Science Needs Assessment Workshop](#) and collaborative report writing
  - Drafting a [peer review article](#) on the state of Bay-Delta science on nutrient dynamics
  - Serving as the project manager of a [seminar series](#) to explore ideas from decision-making under deep uncertainty and drafting a report based off the seminar series.
  - Co-authorship of scientific synthesis reports on climate resilience, ecosystem restoration, [improving habitat on Delta levees](#), and [zooplankton](#)



## Summary of Delta Stewardship Council Fellowship Opportunities

Skillset opportunities by fellowship	Planning & Performance Division	Delta Science Program			
		Science Communication & Synthesis	Collaborative Science & Peer Review	Adaptive Management	Research Funding
Management plan development & implementation	Moderate emphasis	Moderate emphasis	Strong emphasis	Moderate emphasis	Moderate emphasis
Meeting facilitation & coordination	Moderate emphasis	Moderate emphasis	Strong emphasis	Strong emphasis	Strong emphasis
Science Communication	Moderate emphasis	Strong emphasis	Moderate emphasis	Strong emphasis	Strong emphasis
Data analysis & synthesis	Moderate emphasis	Strong emphasis	Moderate emphasis	Moderate emphasis	Moderate emphasis
Working at the science-policy interface	Strong emphasis	Strong emphasis	Strong emphasis	Strong emphasis	Strong emphasis
Build networks with agency scientists & managers	Strong emphasis	Strong emphasis	Strong emphasis	Strong emphasis	Strong emphasis

 Strong emphasis  
 Moderate emphasis



## The Delta Science Program will host four Sea Grant State Fellows in 2025

### Background

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The DSP has hosted fellows for the past twelve years and provides a welcoming, collaborative and exciting work environment. Past fellows have enjoyed touring the Delta, taking professional development courses, attending seminars and conferences, and assisting partner agencies with field work. As one of four Science Program fellows, you will work at the interface of science and policy - **synthesizing, reviewing, coordinating, funding, and communicating science** on several high-priority issues, including:

- Climate change
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As California’s capital, Sacramento is a hub for environmental science and policy. The DSP provides fellows with opportunities to build their professional network as they engage with collaborators from a range of state, federal, and local agencies including the National Oceanic and Atmospheric Administration, California Department of Fish and Wildlife, U.S. Fish and Wildlife Service, U.S. Bureau of Reclamation, U.S. Geological Survey, California Department of Water Resources, and the State Water Resources Control Board), as well as consulting firms, academia, NGOs, and others. Many fellows have gone on to work with these partners.



## **Position 2: Collaborative Science and Peer Review Fellow**

The Collaborative Science and Peer Review Unit is working on several exciting and challenging efforts focused on: 1) catalyzing coordination and collaboration with a diverse set of stakeholders and agencies to develop the 2025 [Delta Science Plan](#), 2) supporting science activities aligned with the 2022-2026 [Science Action Agenda](#), 3) facilitating [independent scientific peer reviews](#) of programs, plans, and reports, and 4) hosting workshops and synthesizing scientific information to generate best available science for informing water and environmental resources decision-making. A fellow in this unit will engage in our unit's collaborative interagency initiatives and may lead an independent project that leverages their unique skillset and interests.

**Fellowship Supervisor & Point of Contact:** Rachael Klopfenstein, Environmental Program Manager I, [Rachael.Klopfenstein@deltacouncil.ca.gov](mailto:Rachael.Klopfenstein@deltacouncil.ca.gov), (916) 639-2230

**Requested start date:** Flexible (Jan-Mar 2025)

### **Potential Projects**

- Contributing to the development of the 2025 **Delta Science Plan** which aims to collaboratively identify and implement approaches and mechanisms for fostering an inclusive, proactive, and resilient Delta science community.
- Advancing the integration of **social science** into Bay-Delta management and policy decisions through implementing investigations on the social dimensions of the estuary, facilitating collaborative syntheses or meta-analyses of existing datasets, and supporting the [Bay-Delta social science community of practice](#).
- Contributing to the implementation of the **Science Action Agenda (SAA)**.
- Supporting **independent peer review efforts**, including tracking and summarizing actions resulting from independent scientific peer reviews.
- Engaging in **policy-science forums** to identify scientific uncertainties, prioritize management questions, and facilitate collaboration among scientists and managers for a variety of topics (e.g., harmful algal blooms).
- Exploring programmatic growth areas across the **interface of science, management, policy, and civil society**, such as strengthening partnerships with other boundary organizations, supporting participatory research and co-production, considering approaches to fostering diversity, equity, and inclusion in science and management governance, and identifying opportunities to engage educational institutions.
- Contributing to the **interweaving of Traditional Knowledge and western science** to address social and ecological challenges in the Delta.





## **Examples of Previous Fellows' Projects**

- [Research paper on bifenthrin mixtures in the Sacramento - San Joaquin Delta](#)
- Developed a [StoryMap](#) to communicate outcomes of funded research
- Supported administration of \$9 million in science funding through the 2021 Proposal Solicitation Notice (i.e., call for research proposals)
- Planned and facilitated an inter-agency workshop on fostering diversity of subject-matter experts
- Case study of a non-critically over-drafted groundwater basin, in the context of the Sustainable Groundwater Management Act
- Developed and established the Council's Delta Diversity Initiative
- Multi-agency investigation of salmon behavior and migration in floodplain habitats
- Multi-agency and stakeholder [salmon gaps analysis report](#)
- Contributed to the Interim SAA ([past fellows' promotional video](#))
- Assisted in organizing a public workshop on Sacramento River temperature modeling
- Conducted an analysis of the potential values striped bass provide to the Delta
- Collaborative science governance report and appendix to the Delta Science Plan



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Science Communication	Moderate emphasis	Strong emphasis	Moderate emphasis	Strong emphasis	Strong emphasis
Data analysis & synthesis	Moderate emphasis	Strong emphasis	Moderate emphasis	Moderate emphasis	Moderate emphasis
Working at the science-policy interface	Strong emphasis	Strong emphasis	Strong emphasis	Strong emphasis	Strong emphasis
Build networks with agency scientists & managers	Strong emphasis	Strong emphasis	Strong emphasis	Strong emphasis	Strong emphasis

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## **Position 4: Research Funding Fellow**

This is the second year for this opportunity at the DSP, which provides a hands-on experience at the intersection of science funding, science communication, and natural resource management in the Delta. The DSP is charged with funding research in the Delta that addresses high-priority topics and management needs identified in the 2022-2026 [Science Action Agenda \(SAA\)](#). The Fellow will join a small Delta Research Funding Team that works collaboratively across the agency, with external agencies, with research investigators, and others to implement the SAA, communicate outcomes, and build partnerships.

Ongoing work for this unit includes 1) funding of priority research aligned with the 2022-2026 [Science Action Agenda](#), and 2) communicating the outcomes and evaluating previously funded research.

**Fellowship Supervisor & Point of Contact:** Dylan Stern, Program Manager I,  
[Dylan.Stern@deltacouncil.ca.gov](mailto:Dylan.Stern@deltacouncil.ca.gov), (916) 879-8298

**Requested fellowship start date:** Flexible (Jan-Mar 2025)



## **Potential Projects**

- Facilitate science funding processes that use the Science Action Agenda as a framework, including competitive and non-competitive awards.
- Coordinate and facilitate exchanges among different individuals, programs, and entities to promote science communication among decision-makers, scientists, and communities.
- Explore programmatic growth areas across the interface of science, management, policy, and civil society, supporting participatory research and co-production, considering approaches to fostering diversity, equity, and inclusion in science and management governance, and identifying opportunities to engage educational institutions.
- Work with scientists to create summaries of recent research, emphasizing who is using the data and the information from published research articles or other products.
- Contributing to the interweaving of Traditional Knowledge and western science to address social and ecological challenges in the Delta.
- Hands on training for budget, scope of work, and state contract creation and management.



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## **Position 1: Science Communication and Synthesis Fellow**

This unit has three primary areas of emphasis: 1) enhancing science communication among scientists, managers, decision-makers, and the public, 2) facilitating and participating in the analysis and synthesis of scientific information to inform management and decision-making, and 3) facilitating collaborative decision-making through open science and collaborative modeling initiatives. The fellow will have the option of working on one of the above core functions or a blend of tasks according to their interests and goals. The position also provides an opportunity to work directly with the Delta Lead Scientist (Dr. Lisamarie Windham-Myers) on [monthly reports to the Council](#) that summarize recent science efforts around the Delta as well as water supply metrics and ecological indicators.

**Fellowship Supervisor & Point of Contact:** Maggie Christman, Program Manager II, [Maggie.Christman@deltacouncil.ca.gov](mailto:Maggie.Christman@deltacouncil.ca.gov), (916) 320-6174

**Requested start date:** Flexible (Jan-Mar 2025)

### **Potential Projects**

- Participating in [science synthesis](#) efforts ranging in nature from technical data analyses up to 'state of the science' summaries for priority topics. Specific examples include:
  - Assisting with organizing and/or participating in a [focused synthesis working group](#) conducted in partnership with NCEAS (the National Center for Ecological Analysis and Synthesis), and
  - Supporting production of the [State of Bay-Delta Science](#), the current edition of which focuses on impacts of extreme weather and climatic events on Delta ecosystems and communities.
- Supporting outreach for and implementation of the [Delta Science Tracker](#), an online science activity tracking tool intended to facilitate science communication and enhance transparency around science funding in the Delta.
- Communicating science in creative and accessible formats for a variety of audiences (i.e., lay abstracts, infographics, briefs or fact sheets, web content, and seminars).
- Participating in organizing the biennial [Bay-Delta Science Conference](#), the region's primary science conference connecting science and management.



### **Examples of Previous Fellows' Projects**

- Creation of a website ([A Beginner's Guide to the Delta](#)) to serve as a resource for those interested to learn more about this integral place in California
- Authoring a synthesis study modeling juvenile Chinook salmon migration to inform fisheries management and development of a [Shiny App](#)
- Organization of a seminar series to explore a specific theme of importance to managing the Bay-Delta system
- Initiating and leading an interagency work group (e.g., Remote Imagery Collaborative)



## Summary of Delta Stewardship Council Fellowship Opportunities

Skillset opportunities by fellowship	Planning & Performance Division	Delta Science Program			
		Science Communication & Synthesis	Collaborative Science & Peer Review	Adaptive Management	Research Funding
Management plan development & implementation	Moderate emphasis	Moderate emphasis	Strong emphasis	Moderate emphasis	Moderate emphasis
Meeting facilitation & coordination	Moderate emphasis	Moderate emphasis	Strong emphasis	Strong emphasis	Strong emphasis
Science Communication	Moderate emphasis	Strong emphasis	Moderate emphasis	Strong emphasis	Strong emphasis
Data analysis & synthesis	Moderate emphasis	Strong emphasis	Moderate emphasis	Moderate emphasis	Moderate emphasis
Working at the science-policy interface	Strong emphasis	Strong emphasis	Strong emphasis	Strong emphasis	Strong emphasis
Build networks with agency scientists & managers	Strong emphasis	Strong emphasis	Strong emphasis	Strong emphasis	Strong emphasis

 Strong emphasis  
 Moderate emphasis



## The Delta Stewardship Council will host one Sea Grant Fellow in the Planning and Performance Division

### Background

The Sacramento–San Joaquin Delta (Delta), along with the San Francisco Bay, is part of the largest estuary on the West Coast of the Americas. The Delta provides vital habitat for endangered and endemic species and is the portal through which important fish species, including anadromous Chinook salmon, pass on their way to and from their spawning grounds. The Delta is a major stop on the Pacific Flyway as well as the hub of the State's water supply system, supplying two-thirds of California's water supply. Thus, the Delta is inextricably linked to statewide water supply issues that affect its ability to function as a natural ecosystem.



Location Map: Sacramento-San Joaquin Delta

### Delta Stewardship Council

In 2009, seeking an end to decades of conflict over water, the Legislature established the **Delta Stewardship Council** (Council) to resolve long-standing issues and achieve the state-mandated coequal goals for the Delta. Coequal goals mean the two goals of providing a more reliable water supply for California and protecting, restoring, and enhancing the Delta ecosystem in a manner that protects and enhances the unique cultural, recreational, natural resource, and agricultural values of the Delta as an evolving place. To advance the state's coequal goals for the Delta, the Council was required to develop the Delta Plan, an enforceable long-term sustainable management plan for the region to ensure coordinated action at the federal, state, and local levels. To better facilitate collaboration and coordination with agencies working in and around the Delta, the Council is located in Sacramento, a hub for many federal (e.g., NOAA, USFWS, USBR, USGS), state (e.g. CDFW, DWR, SWRCB), and local agencies as well as consulting firms, academia, and NGOs.

### Planning and Performance Division

As one of the divisions in the Council's organization, the **Planning and Performance Division** (Division) provides integration of environmental, engineering, and land use planning expertise to support and coordinate the implementation of the **Delta Plan**, which is enforced through the regulatory authority of the Council. The Division implements the plan through the Council's roles to coordinate with federal, state, and local agencies to achieve the coequal goals; ensure





consistency with the Delta Plan; comment on projects, plans, and programs with significant impacts to the Delta; and ensure accountability for consistency of projects, plans, and programs with Delta Plan policies.

The Division has three primary tasks; 1) reviewing, revising, and implementing the Delta Plan by collaborating with federal, state, and local agencies to follow the Delta Plan's recommendations; 2) measuring progress in achieving the coequal goals of a reliable water supply for California and healthy ecosystem through [Delta Plan Performance Measures](#); and 3) review of governmental agency projects or programs that take place within the Delta for potential environmental impacts and consistency with policies in the Delta Plan.

The Planning and Performance Division is currently working on such topics and policies as:

- Delta habitat restoration to support endangered species
- Delta regional climate adaptation plan implementation
- Risk reduction from flooding in the Delta
- Social science in the Delta
- Tribal and environmental justice, including the human right to water
- Fisheries management and protection from non-native/invasive species
- A reliable water supply for the majority of the state's population
- Water quality for people and species
- Maintaining and enhancing the Delta as an evolving place

### **Position Title: Climate Change and Environmental Justice Fellow**

The Division's Sea Grant fellow will have the unique opportunity to work at the interface of policy, planning, and science on some of California's most challenging and important natural resource management issues - an opportunity that may be different from a fellow's past experiences, but one that would be enriching and experience-broadening. The Sea Grant fellow will meet with the supervisor/mentor and other Division staff to identify specific projects and work groups for assignment considering the Sea Grant fellow's expertise and interests. Working closely with staff across the entire agency, the fellow will have the opportunity to interact with national and international scientific experts; California policy makers and implementers; and water operators and managers. The fellow will gain exposure to how policies, programs, plans, and projects are developed and implemented in the Delta, the Suisun Marsh, and statewide.

Below are examples of potential assignments on which the Division's fellow could engage and collaborate in the upcoming year.

### **Potential Assignments**

- Support early implementation of Delta Adapts, the Council's climate change initiative, and the Council's Tribal and Environmental Justice initiative (TEJ), for the Delta and



Suisun Marsh. This will include working closely with other divisions at the Council, including the Science Program, External Affairs, and the agency's Justice, Equity, Diversity, and Inclusion Lead. Additionally, this work requires close coordination with external partners including local, regional, state, and federal agencies, community organizations, Tribes, and other interested parties.

- Assist with outreach to community-based organizations and underserved communities to provide and gain information on the Council's projects, such as Delta Adapts and TEJ initiatives.
- Support development of social indicators and the update and maintenance of the Council's social vulnerability index, which helps to spatially identify communities that experience the highest level of social vulnerability to climate change impacts in the Delta.
- Evaluate land use, water supply, water storage, ecosystem restoration, and flood protection projects, plans, and programs for consistency with Delta Plan regulations.
- Assist in early consultation with state and local agencies on their proposed projects, plans, and programs considered covered actions to provide guidance regarding consistency with Delta Plan regulations.

#### **Examples of Previous Fellows' Projects:**

- Developing the [Delta Social Vulnerability Index interactive map](#) to display areas socially vulnerable to climate change impacts.
- Coordinate outreach to Delta communities, community-based organizations, and local stakeholders to gather input on the climate change vulnerability and [Delta Adaptation](#) plan.
- Conduct social science synthesis work and participate in developing the Tribal and [environmental justice](#) issue paper for the Delta.
- Use data from sources like OpenET to analyze water and land use relationships and inform climate adaptation strategies.

#### **Potential Activities**

- Attend agency, division, and working group meetings
- Participate in training opportunities and skill set development
- Attend seminars and conferences
- Visit sites and projects in the Delta
- Enroll in professional development courses
- Participate in social and networking opportunities

**Fellowship Mentor and Point of Contact:** Morgan Chow, Program Manager,  
[Morgan.Chow@deltacouncil.ca.gov](mailto:Morgan.Chow@deltacouncil.ca.gov), (916) 902-6472

**Requested fellowship start date:** Flexible (Jan-Mar 2025)







# Delta Science Program

DELTA STEWARDSHIP COUNCIL

CA NATURAL RESOURCES AGENCY HEADQUARTERS,  
 715 P STREET, SACRAMENTO, CALIFORNIA  
 DELTACOUNCIL.CA.GOV  
 TWITTER: @DELTACOUNCIL

## Summary of Delta Stewardship Council Fellowship Opportunities

Skillset opportunities by fellowship	Planning & Performance Division	Delta Science Program			
		Science Communication & Synthesis	Collaborative Science & Peer Review	Adaptive Management	Research Funding
Management plan development & implementation	Moderate emphasis	Moderate emphasis	Strong emphasis	Moderate emphasis	Moderate emphasis
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Working at the science-policy interface	Strong emphasis	Strong emphasis	Strong emphasis	Strong emphasis	Strong emphasis
Build networks with agency scientists & managers	Strong emphasis	Strong emphasis	Strong emphasis	Strong emphasis	Strong emphasis

 Strong emphasis  
 Moderate emphasis

**California Sea Grant State Fellowship 2025**  
**Host Office Application and Position Description**  
**NOAA's Channel Islands National Marine Sanctuary**

**Host Location:** Santa Barbara, California  
NOAA Channel Islands National Marine Sanctuary  
UCSB Ocean Science Education Building 514  
Santa Barbara, California 93106



**CHANNEL ISLANDS**  
**NATIONAL MARINE**  
**SANCTUARY**



### ***Fellowship Supervisors and Mentors***

- Michael Murray, Deputy Superintendent for Programs; [michael.murray@noaa.gov](mailto:michael.murray@noaa.gov), (805) 203-6273
- Julie Bursek, Team Lead Education and Outreach; [julie.bursek@noaa.gov](mailto:julie.bursek@noaa.gov), (805) 475-4583
- Keighley Lane, Program Support Specialist; [keighley.lane@noaa.gov](mailto:keighley.lane@noaa.gov), (650) 575-6824

### ***About the Sanctuary***

[Channel Islands National Marine Sanctuary](#) (CINMS, or the sanctuary) is a federally-designated marine protected area that is administered by the [Office of National Marine Sanctuaries](#) (ONMS), part of the National Oceanic and Atmospheric Administration (NOAA). It is located approximately 23 miles off the coast of Santa Barbara and encompasses 1,470 square miles of state and federal ocean waters surrounding the islands of Anacapa, Santa Cruz, Santa Barbara, Santa Rosa, and San Miguel. A fertile combination of warm and cool currents creates a highly productive marine ecosystem supporting many habitats, a wide diversity of fish and invertebrates, 27 species of whales and dolphins, five species of pinnipeds, and over 60 species of seabirds. The islands and surrounding sanctuary waters are sacred to the indigenous Chumash people. The sanctuary's primary objective is to conserve, protect, and enhance the biodiversity, ecological integrity, and cultural legacy of marine resources surrounding the islands for current and future generations. Enabling federal legislation is the [National Marine Sanctuaries Act](#).

### ***Position Description***

We are seeking a 2025 California Sea Grant State Fellow to join our [hard-working and supportive team](#). We offer a working environment that is welcoming, innovative, positive, fun, and growth-oriented. We have enjoyed mentoring fellows for the past 12 years! Our next fellow will play a key role in advancing several education, outreach, and community engagement programs and projects. Importantly, we will work with our fellow to help them create a development/mentorship plan, tailoring the experience to their goals and interests. They will work closely with the sanctuary's deputy superintendent for programs and team lead for education and outreach. Former sanctuary fellows have become permanent or contract NOAA employees, received Knauss and Presidential Management Fellowships, or taken research and leadership positions in the private and non-profit sectors. Several former fellows work at the sanctuary office, providing a built-in support network for incoming fellows.

### **Education and Outreach** (approx. 40% time)

Public education and outreach is a vital sanctuary conservation tool. The fellow will assist the sanctuary's education and outreach team with community science monitoring projects and other activities, including:

1. supporting endangered [white abalone](#) and black abalone restoration efforts through community science monitoring, outreach to recreational diving interests, and black abalone workshop coordination;
2. implementing field activities as part of the intertidal monitoring student education program, [LiMPETS](#);
3. promoting protection of sanctuary resources by assisting with user group outreach (e.g., boaters; recreational fishing);
4. engaging partners to develop exhibits and programs highlighting CINMS resource protection priorities;
5. recruiting and mentoring a [COAST summer intern](#);
6. supporting the [Channel Islands Naturalist Corps volunteer program](#) annual volunteer recognition

event and training;

7. planning and coordinating an annual [Get Into Your Sanctuary](#) event; and
8. managing the sanctuary's [Twitter](#) and [Facebook](#) accounts, participating in national marine sanctuary social media quarterly calls and supporting social media campaigns.

The fellow will also be encouraged to pursue a variety of short-term education and outreach projects. This will often involve serving as an informal educator speaking to various audiences (students, stakeholder groups, agency partners) and participating in educational field cruises within the sanctuary.

**Sanctuary Advisory Council** (approx. 40% time)

The [Sanctuary Advisory Council](#) is essential to successful sanctuary management, and closely involved in shaping policy and management decisions. The council's 42-person roster is a diverse mix of community members combined with government agency partners. The council also has several [working groups and subcommittees](#). The fellow will play a leadership role in council meeting facilitation and agenda preparation, consultation with the council's Executive Committee, preparing and delivering presentations, corresponding with council members and the public, assisting with new member recruitment, and more. This will include providing staff support to council working groups and subcommittees focused on Diversity & Inclusion, Students, Marketing, Chumash Community, Education, and Conservation. **For mentorship, networking, and job prospecting, it cannot be overstated how important the Advisory Council has been to every fellow that has worked at the sanctuary.**

**Justice, Equity, Diversity, and Inclusion (JEDI)** (approx. 10% time)

We seek a fellow that is interested in supporting our efforts to improve justice, equity, diversity, and inclusion among sanctuary programs and activities. Projects to improve JEDI initiatives may include: 1) improved JEDI in education and outreach programming, 2) diversifying recruitment efforts for the Sanctuary Advisory Council, and 3) supporting enhanced access to a diversity of audiences. Other opportunities are available depending upon the fellow's interests, including – but not limited to – participation in the ONMS Diversity and Inclusion Committee.

**Additional Opportunities** (approx. 10% time)

- Occasional travel to other West Coast Region national marine sanctuaries for networking opportunities and collaboration with other ONMS California State Sea Grant Fellows.
- Assist with documentation of efforts to implement the sanctuary's [2023 comprehensive management plan](#), to include providing a progress report to the Sanctuary Advisory Council.
- Learn about the designation and start-up process for [NOAA's proposed Chumash Heritage National Marine Sanctuary](#), with specific opportunities based upon process status, interest level, and time availability.
- Engage in personal career development planning with the active support and mentorship of staff.
- Continue communication and stakeholder coordination efforts in support of the Channel Islands Biosphere Region (CIBR) and 2026 periodic review.
- Participate in internal office meetings, including providing progress reports and/or presentations.
- Contribute to the creation of superintendent reports and weekly activity reports.
- Represent the sanctuary at select meetings to speak/present, and assist with follow-up.
- Occasionally participate in sanctuary research and monitoring activities, or other projects of interest.

**California Sea Grant State Fellowship 2025**  
**Host Office Application and Position Description**  
**Proposed Chumash Heritage National Marine Sanctuary**  
**NOAA West Coast Region, Office of National Marine Sanctuaries**

***Fellowship Location Possibilities:***

San Luis Obispo, Monterey, or Santa Barbara, California



***Fellowship Supervisors and Mentors***

- Paul Michel, Policy Coordinator, West Coast Regional Office, NOAA Office of National Marine Sanctuaries paul.michel@noaa.gov, (831) 647-6450
- Laura Ingulsrud, Policy Analyst, West Coast Regional Office, NOAA Office of National Marine Sanctuaries laura.ingulsrud@noaa.gov, (831) 583-8857

***About the Proposed Sanctuary***

The Chumash Heritage National Marine Sanctuary (CHNMS, or the sanctuary) is an exciting new proposed federally-designated marine protected area to be administered by the Office of National Marine Sanctuaries (ONMS), part of the National Oceanic and Atmospheric Administration (NOAA). The draft proposed sanctuary boundary (Agency-Preferred Alternative) stretches along 134 miles of coastline from Montaña de Oro State Park in San Luis Obispo County to the Gaviota Coast (at Naples) in Santa Barbara County, and would encompass more than 5,600 square miles of water off of the Central California coast. NOAA's proposed designation would protect the region's important marine ecosystems and maritime heritage resources, support ocean-dependent economies, and implement meaningful collaborative engagement with local Tribes and Indigenous community groups. This proposed designation supports the Biden-Harris Administration's commitment to honoring Tribal Nations, respecting Indigenous Knowledge, and advancing co-stewardship – all within an area proposed for offshore wind energy development. Enabling federal legislation is the National Marine Sanctuaries Act.

***Position Description***

We are seeking a 2025 California Sea Grant State Fellow to join our hard-working and supportive team. We offer a working environment that is welcoming, innovative, positive, fun, and growth-oriented. Our next fellow will play a key role in helping the proposed sanctuary to get up and running, establishing important connections and partnerships within coastal communities of the central CA coast. Importantly, we will work with our fellow to help them create a development/mentorship plan, tailoring the experience to their goals and interests. They will work closely with the NOAA Office of National Marine Sanctuaries West Coast Regional Office (WCRO)'s Policy Coordinator and Policy Analyst, as well as with the proposed sanctuary's new staff. Although this is a new fellowship for this proposed sanctuary, past CA Sea Grant fellows at neighboring sanctuaries (Channel Islands National Marine Sanctuary (CINMS) and Monterey Bay National Marine Sanctuary (MBNMS)) have a strong track record with continuing employment with those sanctuary sites, ONMS, NOAA, other government agencies, or research and leadership positions in the private and non-profit sectors. Several former fellows work with sanctuary sites along the west coast, providing a built-in support network for incoming fellows.

**CHNMS Management Plan Implementation** (approx. 40% time)

The fellow will support implementation of Action Plans in the sanctuary's management plan, such as the Indigenous Cultural Heritage, Water Quality, Wildlife Disturbance, Education and Outreach, and Research and Monitoring Action Plans. Activities could include but are not limited to the following:

- Reaching out to and coordinating with prospective partners able to assist with Action Plan activity implementation and to identify local experts to inform management issues and present to the new Sanctuary Advisory Council (SAC); and
- Assisting with documentation of first year efforts to implement the sanctuary's management plan, to include providing a progress report to the SAC.

**Sanctuary Advisory Council (SAC)** (approx. 20% time)

SACs are essential to successful sanctuary management, and are closely involved in shaping policy and management decisions. SACs are made up of a diverse mix of community members combined with government agency partners. The new CHNMS advisory council is expected to establish one or more working groups and subcommittees in 2025. The fellow will play a key role in SAC meeting facilitation and agenda preparation, consultation with the SAC's Executive Committee, preparing and delivering presentations, corresponding with SAC members and the public, assisting with new member recruitment, and more. This will include providing staff support to SAC working groups and subcommittees.

**Indigenous Communities Engagement** (approx. 10% time)

A key priority for the proposed CHNMS is to provide meaningful and respectful mechanisms for Tribes and Indigenous communities to participate in collaborative co-stewardship of the sanctuary. The fellow will assist with outreach and coordination, including:

- Providing staff support to a new Intergovernmental Policy Council (IPC) for the proposed CHNMS, modeled after the IPC at Olympic Coast National Marine Sanctuary;
- Supporting implementation of an Indigenous Cultures Advisory Panel (ICAP), a planned working group of the SAC; and
- Participating on the ONMS Indigenous Communities Engagement Team to share and learn techniques and best practices across the National Marine Sanctuary System.

**Education and Outreach** (approx. 10% time)

Public education and outreach is a vital sanctuary conservation tool and will be essential for helping the proposed sanctuary get off to a positive start within coastal communities. The fellow will assist the proposed sanctuary's team with the following activities:

- Helping develop new signage and outreach materials for the proposed sanctuary;
- Promoting protection of proposed sanctuary resources by assisting with user group outreach (e.g., boaters; recreational fishing);
- Recruiting and mentoring a COAST summer intern;
- Planning and coordinating an annual summer Get Into Your Sanctuary event; and
- Starting up social media accounts and managing posts related to CHNMS, participating in national marine sanctuary social media quarterly calls, and supporting social media campaigns.

The fellow will also be encouraged to pursue a variety of short-term education and outreach projects, including serving as an informal educator speaking to various audiences (students, stakeholder groups, agency partners) and participating in field work activities within the proposed sanctuary.

**Justice, Equity, Diversity, and Inclusion (JEDI)** (approx. 10% time)

We seek a fellow that is interested in supporting our efforts to improve justice, equity, diversity, and inclusion among sanctuary programs and activities. Projects to improve JEDI initiatives may include: 1) improved JEDI in education and outreach programming, 2) diversifying recruitment efforts for the SAC, and 3) supporting enhanced access to a diversity of audiences. Other opportunities are available depending upon the fellow's interests, including – but not limited to – participation in the ONMS Diversity and Inclusion Committee.

**Additional Opportunities** (approx. 10% time)

- Network with and be supportive of/supported by CA Sea Grant fellows at CINMS and MBNMS.
- Engage in personal career development planning with the active support and mentorship of staff.
- Participate in internal office meetings, including providing progress reports and/or presentations.
- Contribute to the creation of superintendent reports and weekly activity reports.
- Represent the sanctuary at select meetings to speak/present, and assist with follow-up.
- Occasionally participate in sanctuary research and monitoring activities, or other projects of interest.

**2025 Sea Grant State Fellowship Program  
Host Application**

Host Location and Contact Information

Monterey Bay National Marine Sanctuary  
299 Pacific Street, Bldg. 455A  
Monterey, CA 93940  
(work setting will be hybrid, in office and telecommuting)

Contact:  
Andrew DeVogelaere, PhD  
[andrew.devogelaere@noaa.gov](mailto:andrew.devogelaere@noaa.gov)  
(831) 647-4213

Name of fellowship supervisor(s)

Andrew DeVogelaere, PhD  
Karen Grimmer  
Lisa Wooninck, PhD

Fiscal point of contact for California Sea Grant

Dawn Hayes  
[dawn.hayes@noaa.gov](mailto:dawn.hayes@noaa.gov)  
(831) 647-4256  
Monterey Bay National Marine Sanctuary  
299 Pacific Street, Bldg. 455A  
Monterey, CA 93940

Rebecca Young  
[rebecca.young@noaa.gov](mailto:rebecca.young@noaa.gov)  
(805) 203-6396  
Channel Island National Marine Sanctuary  
University of California Santa Barbara  
Ocean Science Education Building 514  
MC 6155  
Santa Barbara, CA. 93106-6155

## Position description

[Monterey Bay National Marine Sanctuary](#) (MBNMS) is a NOAA program, with the mission to understand and protect the coastal ecosystem and cultural resources of MBNMS for future generations. The Monterey office, where the Sea Grant Fellow will be stationed, is organized into Research, Education, Resource Protection and Operations teams. The Sea Grant Fellow will be integrated into all office functions, with focus projects in both the Research and Resource Protection Teams.

With the Research Team, the Sea Grant Fellow will work on the implementation of a Kelp (*Macrocystis pyrifera* and *Nereocystis luetkeana*) Assessment, Restoration and Recovery Plan, previously developed with help from the 2024 Sea Grant Fellow. This will involve the prioritization of actions within the plan, which could include the development of one-pagers on kelp for different audiences, research on the socioeconomic and cultural values of healthy kelp forests, the coordination of relevant stakeholders and agencies to streamline collaboration on kelp priorities, and the development of a conceptual visual model of kelp forests within MBNMS.

With the Resource Protection Team, the Sea Grant Fellow will assist staff in implementing their Climate Adaptation Plan, which identifies actions to build adaptive capacity for MBNMS resources vulnerable to climate change stressors. By restoring and protecting habitats, promoting education and outreach, reducing wildlife disturbances and working with partners on shoreline adaptation strategies, the sanctuary can effectively enhance resource resilience to climate impacts and ensure the health and viability of the sanctuary's natural resources. Similar to the Kelp Plan, this will be done by evaluating the staff resources available and working with partner agencies, and the incumbent will work closely with seasoned sanctuary staff.

There will be opportunities to participate in field work and education events, and we view the Fellowship as an opportunity for the incumbent to explore and develop professional interests. Engaging in personal career development planning with the active support of staff mentorship is encouraged and expected. The incumbent will participate in internal office meetings, including observing government operations and providing progress reports. Improving justice, equity, diversity, inclusion and access is a priority for all sanctuary activities and programs.

The fellow will get the most out of this opportunity if they bring the following skills, experiences, and interests:

- a natural self-starter approach to work;
- strong organizational, communication, and writing skills;
- ability to synthesize and organize scientific information;
- a personable approach and comfort working with a variety of constituencies in public and occasionally contentious settings;
- a proven ability to work with diverse groups to achieve results;
- a strong ability to effectively manage multiple projects, deadlines, and prioritize tasks;
- function effectively under deadline pressure to fulfill assignments on schedule;

- an enthusiasm for ocean stewardship and conservation!

#### Statement of proposed financial contribution

Monterey Bay National Marine Sanctuary, NOAA BOP'd federal funds of \$62,000 over with the Channel Islands National Marine Sanctuary funds to Sea Grant for FY25; as done last year.





## **Sea Grant Host Application 2025: Position Description**

**Background:** The Ocean Protection Council (OPC) is a cabinet-level state agency nested within the California Natural Resources Agency. Created by the California Ocean Protection Act of 2004, OPC was established to ensure healthy, resilient, and productive coastal and ocean ecosystems in California. OPC serves as the Governor's advisor on ocean and coastal policy and uses partnerships, policy, and funding to advance science-based solutions to protect coastal and ocean ecosystems in California. With this diverse complement of tools, OPC has unique flexibility to develop innovative and impactful approaches to conservation. We use each of these tools to identify and implement solutions that improve ocean governance, increase stewardship, and advance scientific understanding necessary to protect marine resources and the communities that rely on them. These efforts yield significant benefits to the state while providing a model to improve protection and conservation across the world.

Fellowships at OPC provide an opportunity to work at the interface of science, policy, and management to protect California's coastal and marine ecosystems. OPC fellows are fully integrated members of OPC staff and as such, they gain valuable professional experience that will prepare them for success in future endeavors.

OPC's work is directed by the priorities outlined in the [Strategic Plan to Protect California's Coast and Ocean](#), which is centered on four key goals: 1) Safeguard Coastal and Marine Ecosystems and Communities in the Face of Climate Change; 2) Advance Equity Across Ocean and Coastal Policies and Actions; 3) Enhance Coastal and Marine Biodiversity; and 4) Support a Sustainable Blue Economy. OPC staff is advancing these goals through projects and policy initiatives related to sea-level rise; ocean acidification and hypoxia; sustainable fisheries and aquaculture; kelp forest recovery; marine protected areas; plastics and microplastics; offshore renewable energy, increasing partnership with tribes and environmental justice communities; and implementing the state's 30 x 30 initiative to conserve biodiversity in coastal waters. To understand the scope and breadth of the Council's work, please see the [2023 Annual State of the Coast and Ocean Report](#), which summarizes a set of preliminary ocean health indicators as well as strategic plan accomplishments last year.

**OPC Sea Grant Fellows:** Changing ocean conditions have the potential to threaten communities, ecosystems and California's economy. As such, there is an urgent need to

catalyze innovative and bold action that builds resilience and safeguards ocean health. To advance our work addressing these critical issues, OPC would host two Sea Grant fellows, one within our Climate Change team and the other within our Biodiversity team. Recognizing that these issues are cross-disciplinary, there is expected overlap and coordination across teams on issues including, but not limited to, habitat restoration and climate-driven threats to ecosystem health. The work of both fellows will likely include opportunities for coordination with agency and external partners, scientific analysis, evaluation of data gaps, identifying opportunities for new and/or leveraged OPC investments, project management and stakeholder outreach.

The Climate Change Fellow will have a special focus on tasks related to sea level rise, including support for the Senate Bill 1 Sea Level Rise Adaptation Planning Program. This fellow will have additional opportunities to support OPC's efforts to understand, prepare for, and adapt to climate change impacts including, but not limited to, ocean acidification and hypoxia, sea-level rise, offshore wind, and harmful algal blooms, pending the Fellow's areas of interest.

The Biodiversity Fellow will support OPC's efforts to protect coastal and ocean biodiversity, which may include efforts on kelp forest recovery, marine protected areas, 30 x 30 implementation, water quality, sustainable fisheries, and aquaculture.

**Both fellows have opportunities to support work on OPC's other strategic priorities.** In addition to supporting programmatic work on climate change and biodiversity specifically, the two Sea Grant fellows will be involved in the following:

**Broad Efforts of the Council.** All OPC staff support the functions of the [seven-member Council](#), including agenda setting, policy recommendations, and project development. Potential tasks associated with managing projects include: frequent communication with project stakeholders, partners, or grantees; presenting staff recommendations to the Council; drafting and amending contracts and grant agreements; organizing, and/or leading related meetings and workshops; participating in site visits; ensuring outcomes of projects are communicated to the public, relevant agencies, and institutions; seeking out additional funding sources or matching funds; encouraging transparency by working with stakeholders; and working to maintain broad project or program support. **Both fellows would support all the functions of the Council.**

**Resources Agency Sea Grant Advisory Panel.** The Resources Agency Sea Grant Advisory Panel (RASGAP) helps fund scientific research that supports coastal and ocean management and policy priorities and decision-making by evaluating proposals solicited by California's two Sea Grant programs. **Fellows will be responsible for helping review and score full proposals and participating in RASGAP review panels.**

**Legislative Tracking & Bill Analyses.** As a state agency that is part of the Governor's Administration, OPC does not take a position on any legislation. However, OPC tracks relevant bills that may explicitly direct OPC to take action or indirectly impact OPC's

priorities to protect coastal and marine resources. **Both fellows may have the opportunity to contribute to bill analyses on OPC-relevant bills moving forward in the legislature.**

**Communications.** Both fellows will support OPC's communications to elevate our work to a wide and diverse set of partners and stakeholders. Communications activities may include but are not limited to: representing OPC publicly at meetings and workshops; drafting talking points and press releases; and writing content for OPC's website and social media platforms.

**Desired skills or attributes include:**

- Excellent verbal and written communication skills.
- Ability to lead groups of people, often with divergent views, to advance progress on a particular issue.
- Ability to translate complex scientific information for use by government decision-makers, stakeholders and the general public.
- Ability to work well independently under minimal supervision or guidance.
- Ability to manage multiple projects concurrently.
- An entrepreneurial spirit and strong personal initiative.
- Passion for ocean and coastal ecosystem conservation.



## **Sea Grant Host Application 2025: Position Description**

**Background:** The Ocean Protection Council (OPC) is a cabinet-level state agency nested within the California Natural Resources Agency. Created by the California Ocean Protection Act of 2004, OPC was established to ensure healthy, resilient, and productive coastal and ocean ecosystems in California. OPC serves as the Governor's advisor on ocean and coastal policy and uses partnerships, policy, and funding to advance science-based solutions to protect coastal and ocean ecosystems in California. With this diverse complement of tools, OPC has unique flexibility to develop innovative and impactful approaches to conservation. We use each of these tools to identify and implement solutions that improve ocean governance, increase stewardship, and advance scientific understanding necessary to protect marine resources and the communities that rely on them. These efforts yield significant benefits to the state while providing a model to improve protection and conservation across the world.

Fellowships at OPC provide an opportunity to work at the interface of science, policy, and management to protect California's coastal and marine ecosystems. OPC fellows are fully integrated members of OPC staff and as such, they gain valuable professional experience that will prepare them for success in future endeavors.

OPC's work is directed by the priorities outlined in the [Strategic Plan to Protect California's Coast and Ocean](#), which is centered on four key goals: 1) Safeguard Coastal and Marine Ecosystems and Communities in the Face of Climate Change; 2) Advance Equity Across Ocean and Coastal Policies and Actions; 3) Enhance Coastal and Marine Biodiversity; and 4) Support a Sustainable Blue Economy. OPC staff is advancing these goals through projects and policy initiatives related to sea-level rise; ocean acidification and hypoxia; sustainable fisheries and aquaculture; kelp forest recovery; marine protected areas; plastics and microplastics; offshore renewable energy, increasing partnership with tribes and environmental justice communities; and implementing the state's 30 x 30 initiative to conserve biodiversity in coastal waters. To understand the scope and breadth of the Council's work, please see the [2023 Annual State of the Coast and Ocean Report](#), which summarizes a set of preliminary ocean health indicators as well as strategic plan accomplishments last year.

**OPC Sea Grant Fellows:** Changing ocean conditions have the potential to threaten communities, ecosystems and California's economy. As such, there is an urgent need to

catalyze innovative and bold action that builds resilience and safeguards ocean health. To advance our work addressing these critical issues, OPC would host two Sea Grant fellows, one within our Climate Change team and the other within our Biodiversity team. Recognizing that these issues are cross-disciplinary, there is expected overlap and coordination across teams on issues including, but not limited to, habitat restoration and climate-driven threats to ecosystem health. The work of both fellows will likely include opportunities for coordination with agency and external partners, scientific analysis, evaluation of data gaps, identifying opportunities for new and/or leveraged OPC investments, project management and stakeholder outreach.

The Climate Change Fellow will have a special focus on tasks related to sea level rise, including support for the Senate Bill 1 Sea Level Rise Adaptation Planning Program. This fellow will have additional opportunities to support OPC's efforts to understand, prepare for, and adapt to climate change impacts including, but not limited to, ocean acidification and hypoxia, sea-level rise, offshore wind, and harmful algal blooms, pending the Fellow's areas of interest.

The Biodiversity Fellow will support OPC's efforts to protect coastal and ocean biodiversity, which may include efforts on kelp forest recovery, marine protected areas, 30 x 30 implementation, water quality, sustainable fisheries, and aquaculture.

**Both fellows have opportunities to support work on OPC's other strategic priorities.** In addition to supporting programmatic work on climate change and biodiversity specifically, the two Sea Grant fellows will be involved in the following:

**Broad Efforts of the Council.** All OPC staff support the functions of the [seven-member Council](#), including agenda setting, policy recommendations, and project development. Potential tasks associated with managing projects include: frequent communication with project stakeholders, partners, or grantees; presenting staff recommendations to the Council; drafting and amending contracts and grant agreements; organizing, and/or leading related meetings and workshops; participating in site visits; ensuring outcomes of projects are communicated to the public, relevant agencies, and institutions; seeking out additional funding sources or matching funds; encouraging transparency by working with stakeholders; and working to maintain broad project or program support. **Both fellows would support all the functions of the Council.**

**Resources Agency Sea Grant Advisory Panel.** The Resources Agency Sea Grant Advisory Panel (RASGAP) helps fund scientific research that supports coastal and ocean management and policy priorities and decision-making by evaluating proposals solicited by California's two Sea Grant programs. **Fellows will be responsible for helping review and score full proposals and participating in RASGAP review panels.**

**Legislative Tracking & Bill Analyses.** As a state agency that is part of the Governor's Administration, OPC does not take a position on any legislation. However, OPC tracks relevant bills that may explicitly direct OPC to take action or indirectly impact OPC's

priorities to protect coastal and marine resources. **Both fellows may have the opportunity to contribute to bill analyses on OPC-relevant bills moving forward in the legislature.**

**Communications.** Both fellows will support OPC's communications to elevate our work to a wide and diverse set of partners and stakeholders. Communications activities may include but are not limited to: representing OPC publicly at meetings and workshops; drafting talking points and press releases; and writing content for OPC's website and social media platforms.

**Desired skills or attributes include:**

- Excellent verbal and written communication skills.
- Ability to lead groups of people, often with divergent views, to advance progress on a particular issue.
- Ability to translate complex scientific information for use by government decision-makers, stakeholders and the general public.
- Ability to work well independently under minimal supervision or guidance.
- Ability to manage multiple projects concurrently.
- An entrepreneurial spirit and strong personal initiative.
- Passion for ocean and coastal ecosystem conservation.

## PORT OF SAN DIEGO, SAN DIEGO, CA

### SEA GRANT STATE FELLOW OPPORTUNITIES

#### **Position Description:**

The Port of San Diego (Port) was created by the State Legislature to manage San Diego Bay and surrounding waterfront land through a regional governance approach in 1962. The Port of San Diego is the fourth largest of the 11 deep water ports in California, and is bordered by five member cities: Chula Vista, Coronado, Imperial Beach, National City, and San Diego. The Port oversees two marine cargo terminals, two cruise ship terminals, 22 public parks, the Harbor Police Department, and the leases of over 200 tenants and over 500 sub tenant businesses around San Diego Bay, while balancing navigation, commerce, fisheries, and recreation. Additionally, the Port is an economic engine, an environmental steward of San Diego Bay and the surrounding tidelands, and a provider of community services and public safety.

Sea Grant Fellows with the Port will support programs and initiatives through the Port's Planning and Environment Division. Combining integrated planning, sustainable development of Port operations, and protection and enhancement of natural resources that celebrate tidelands and waterfront life. The Planning and Environment Division includes five distinct teams and departments:

1. **Aquaculture and Blue Technology**
2. **Climate and Sustainability**
3. **Environmental Conservation**
4. **Environmental Protection**
5. **Planning**

The Port's 2025 Sea Grant Fellows would have the opportunity to assist all these programs through **two** available fellowship opportunities, one in the **Environmental Conservation Department** and one in **Aquaculture and Blue Technology**.

The successful candidates for these positions must be able to work independently but also function as part of a multi-disciplinary team within the Planning and Environment Division and other Port departments such as Government & Civic Relations, Marketing & Communications, Maritime, Real Estate, and Engineering, as well as counterparts in other agencies and industries. The professional development component of the fellowship has a strong emphasis on communication, inter-personal skills, and interaction with policy and regulatory information. While there is limited opportunity in these positions for direct scientific research, the ability to conduct detailed literature, legal, and administrative reviews and research will be an important contribution. In addition, previous experience with, or an interest in, project management would contribute to the fellows assisting with various projects that may involve creating work plans and timelines, taking meeting minutes, drafting presentations and memos, and preparing reports. Strong organizational, listening, and writing skills, as well as a willingness to work on and interact with a broad variety of interdisciplinary projects will greatly enhance the fellowship.



## PORT OF SAN DIEGO, SAN DIEGO, CA

### SEA GRANT STATE FELLOW OPPORTUNITIES

#### **Aquaculture and Blue Technology Fellowship**

The Aquaculture and Blue Technology Team provides a launching pad for sustainable aquaculture and emerging blue technology businesses in and around San Diego Bay by offering key assets and support services focused on pilot project facilitation, planning and predevelopment tools, state and federal policy and legislative development, permit ready infrastructure, entitlements, market access, and strategic funding. Current and ongoing efforts with this team include: the Blue Economy Incubator, use of marine spatial planning and other tools and studies to inform future aquaculture opportunities, and participation in current Blue Economy Incubator pilot projects.

A general description of the work needed by an Aquaculture and Blue Technology Fellow includes:

- **Aquaculture project support and research:** assist with a variety of current and upcoming pilot projects and special studies to support the growth of shellfish and seaweed aquaculture in San Diego Bay. This work may include research and literature review, data analysis and/or review to identify data gaps and supporting long-term aquaculture planning initiatives.
- **Blue Economy Incubator pilot project support:** may include pilot project proposal review, researching relevant grant opportunities and drafting grant proposals, planning, coordination with partners, and outreach activities.
- **Stakeholder Coordination:** prepare presentations, speaking points, meeting logistics, or other details as needed to discuss proposed aquaculture and blue technology projects with local, state, and regional stakeholders.



## PORT OF SAN DIEGO, SAN DIEGO, CA

### SEA GRANT STATE FELLOW OPPORTUNITIES

#### **Position Description:**

The Port of San Diego (Port) was created by the State Legislature to manage San Diego Bay and surrounding waterfront land through a regional governance approach in 1962. The Port of San Diego is the fourth largest of the 11 deep water ports in California, and is bordered by five member cities: Chula Vista, Coronado, Imperial Beach, National City, and San Diego. The Port oversees two marine cargo terminals, two cruise ship terminals, 22 public parks, the Harbor Police Department, and the leases of over 200 tenants and over 500 sub tenant businesses around San Diego Bay, while balancing navigation, commerce, fisheries, and recreation. Additionally, the Port is an economic engine, an environmental steward of San Diego Bay and the surrounding tidelands, and a provider of community services and public safety.

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## PORT OF SAN DIEGO, SAN DIEGO, CA

### SEA GRANT STATE FELLOW OPPORTUNITIES

#### Environmental Conservation Fellowship

The Environmental Conservation Department supports projects and programs that conserve and enhance San Diego Bay's natural resources by expanding native habitats and ensuring regulatory compliance through sound resource management. Current and ongoing efforts include natural resources surveys, environmental monitoring, environmental permitting, natural solutions for resilient shoreline infrastructures, management of environmental and wildlife advisory committees, mitigation banking, development project support, grant writing, and support for the Port's Environmental Education Program.

A general description of the work needed by the Environmental Conservation Fellow includes:

- **Natural Resources:** potential to be involved in or gain exposure to a variety of projects including, but not limited to, natural resources management, wetlands restoration and monitoring, living shorelines, climate change studies, permit compliance, bioremediation, endangered species management, and mitigation banking.
- **Permitting and Grants:** assist with a variety of pilot and other projects conducted by internal programs or external stakeholders. This work may include project proposal review, researching relevant grant opportunities and drafting grant proposals, planning, permitting and entitlements (Army Corps of Engineers and Regional Water Quality Control Board), permit compliance, coordination with partners, assisting with project management, drafting comment letters, and site visits to various locations on Port tidelands.
- **Environmental and Wildlife Advisory Committees:** provide logistical support to Environmental Conservation staff for regularly scheduled environmental committee meetings convened by the Port. This may include coordination with stakeholders and drafting meeting minutes, agendas, and memos regarding these committees.



San Francisco  
**ESTUARY  
PARTNERSHIP**  
sfestuary.org

# California Sea Grant State Fellowship 2025-2026 HOST APPLICATION

## Points of Contact

### **Fellowship Supervisors**

Sasha Harris-Lovett, Lead Environmental Scientist – Supervisor for Wetlands  
Regional Monitoring Program Fellow  
(sasha.harris-lovett@sfestuary.org)

Heidi Nutters, Senior Program Manager – Supervisor for Nature-Based Climate  
Adaptation Fellow  
(Heidi.nutters@sfestuary.org)

### **Fiscal Point of Contact**

Athena Honore, Contracts Manager (athena.honore@sfestuary.org)

## Fellowship Location

Hybrid – 375 Beale Street, San Francisco, CA, 94105 (in office 2 days per week,  
including Tuesdays and at least one other day to be agreed on between the  
fellow and host)

## Amount of Proposed Financial Contribution

The San Francisco Estuary Partnership would like to host two CA State Sea  
Grant Fellows in 2025-2026.

1. The Nature-Based Climate Adaptation Fellow will be funded by the  
National Estuary Program (federal funding) at 75% of the total direct cost,

plus Sea Grant administrative support costs (.75\* \$63,124) + \$7,575, for a total of **\$54,918.00**.

2. The Wetlands Regional Monitoring Program Fellow will be funded by the EPA San Francisco Bay Program Office (federal funding) at 100% of the total direct cost plus Sea Grant administrative support costs (\$63,124 + \$7,575), for a total of **\$70,699.00**.

## Host Background Information

The San Francisco Estuary Partnership (Partnership) is pleased to submit this application to host two California Sea Grant Fellows in 2025-2026.

The Partnership was established in 1988 as part of the National Estuary Program (NEP) under the Clean Water Act as a U.S. Environmental Protection Agency program. The Partnership is a collaboration of local, state, and federal agencies, NGOs, academia and business leaders working to protect and restore the San Francisco Bay-Delta Estuary. The Partnership's work is guided by the development and implementation of the Estuary Blueprint, a comprehensive, collective vision for the Estuary's future.

The Partnership manages important multi-benefit projects that improve the health of the Estuary. We build partnerships and leverage federal funding with millions of dollars in state and local funds for regional-scale restoration, water quality improvement, and resilience-building projects.

The Partnership's host entity is the Association of Bay Area Governments, which is staffed by the Metropolitan Transportation Commission under a memorandum of understanding and a contract for services. The offices of the San Francisco Estuary Partnership are within the Bay Area MetroCenter, which houses the Metropolitan Transportation Commission, the Association of Bay Area Governments, the Bay Area Air Quality Management District, and the San Francisco Bay Conservation and Development Commission, and is designed to facilitate communication and collaboration among the regional agencies.

## Position Descriptions

The Partnership collaborated with more than 70 partners throughout the region to develop long term goals and a five-year action plan. The resulting 2022 Estuary Blueprint is a comprehensive, collective vision for the Estuary's



future. The partnership is seeking two Fellows to provide assistance with critical tasks identified in the 2022 Estuary Blueprint related to regional wetland monitoring and climate adaptation.

## Wetlands Regional Monitoring Program Fellow

The San Francisco Estuary restoration community is working rapidly to protect and restore the region's wetlands to provide flood protection, wildlife habitat, water quality improvement, and recreational opportunities. Coordinated regional information about the status and trends of wetland indicators, including human dimensions of wetland benefits and use, is critical for informing effective restoration and adaptive management of these important spaces in the face of climate change. To meet this need, the Wetlands Regional Monitoring Program (WRMP) delivers coordinated regional monitoring of the San Francisco Estuary's wetlands to 1) Inform science-based decision-making for wetland restoration and adaptive management, and 2) Increase the cost-effectiveness of permit-driven monitoring associated with wetland restoration projects.

The Sea Grant Fellow will be an integral member of the WRMP team who helps produce WRMP communications products and translates scientific data into usable information for decision-makers, community members, Tribes, and other interested parties. Additional duties will be dependent on Fellow interests and qualifications. Some of the options available are: 1) Supporting the People and Wetlands Workgroup to integrate social science and traditional ecological knowledge into the WRMP; 2) Collaborating with community groups and / or Tribes to co-develop mutually beneficial programming related to community-engaged monitoring, wetland workforce development, and wetland education 3) Working together with regulatory agencies to determine how the WRMP data can be used to satisfy permit-driven monitoring requirements for wetland restoration projects.

Finally, the Fellow will support other initiatives with the Estuary Partnership, including the State of the Estuary Conference.





San Francisco  
**ESTUARY  
PARTNERSHIP**  
sfestuary.org

# California Sea Grant State Fellowship 2025-2026 HOST APPLICATION

## Points of Contact

### **Fellowship Supervisors**

Sasha Harris-Lovett, Lead Environmental Scientist – Supervisor for Wetlands  
Regional Monitoring Program Fellow  
(sasha.harris-lovett@sfestuary.org)

Heidi Nutters, Senior Program Manager – Supervisor for Nature-Based Climate  
Adaptation Fellow  
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future. The partnership is seeking two Fellows to provide assistance with critical tasks identified in the 2022 Estuary Blueprint related to regional wetland monitoring and climate adaptation.

## Nature-Based Climate Adaptation Fellow

The Estuary Partnership's Climate Resilience Program is collaboratively advancing innovative nature-based solutions for the San Francisco Bay shoreline. Our work focuses on advancing on-the-ground projects with communities and Tribes, and providing regional technical assistance on climate adaptation.

The Sea Grant Fellow for 2025-2026 will support the Climate Resilience Program and work on special projects. This will include a community-based visioning process within the Emeryville Crescent. This area of the SF Bay shoreline has many intersecting users and needs, including critical transportation assets, recreational users, and sensitive habitat. It is also highly vulnerable to climate-related stressors. Our work in this area seeks to uplift equity and Tribal perspectives and to develop a shared direction for the future of the shoreline. The Fellow will also support the Regulatory Pathways for Nature-based Solutions project, including developing technical resources for adaptation practitioners. Finally, the Fellow will support other initiatives with the Estuary Partnership, including the State of the Estuary Conference.









## **Position Descriptions:**

Organization Overview: Established in 1976, the State Coastal Conservancy (SCC) is a non-regulatory agency that works to protect and improve natural lands and waterways, help people get to and enjoy the outdoors, and sustain local economies along the length of California's coast and around San Francisco Bay. The SCC works in partnership with local governments, other public agencies, nonprofit organizations, and private landowners. Much of the Conservancy's work involves collaborating with scientists and other professionals to deliver on-the-ground coastal resource protection and restoration.

The Conservancy's broad mandate allows it to fund and undertake planning and implementation projects such as the following:

- Protect and improve the quality and resiliency of coastal wetlands, streams, watersheds, and near-shore ocean waters;
- Help people get to and along the coast and bay shores by building trails and stairways and by acquiring land and easements. The Conservancy also assists in the creation of low-cost accommodations along the coast, including campgrounds and hostels;
- Help to solve complex land-use problems;
- Protect coastal lands, including agricultural lands and working landscapes;
- Address the potential impacts of climate change on resources within its jurisdiction, and undertake projects that address extreme weather events, sea level rise, storm surge, beach and bluff erosion, flooding, and other coastal hazards that threaten coastal communities, infrastructure, and natural resources.

Specific Scope of Work: The SCC is applying to host two fellows to help carry out our work. The SCC is committed to fostering and developing the fellow's professional goals as much as possible and will tailor the suite of tasks accordingly.

Requested Start Dates: Flexible between Jan – March 2025

### **Position 1 Title: South Coast Fellow**

One fellow will be placed in the SCC's South Coast Program to support the Southern California Wetlands Recovery Project (WRP) and other SCC work in Southern California.

The WRP is a partnership of 18 state and federal agencies working in concert with scientists, local governments, and environmental organizations. In the coming year, the fellow will work on the following initiatives:

- Implement the WRP's Regional Wetland Monitoring Program with the Coastal Commission and Army Corps of Engineers to track coastal wetland restoration across Southern California.

- Participate in the solicitation, selection, and management of volunteer-driven wetland restoration projects through the Community Wetland Restoration Grants Program.
- Coordinate and provide staff support for the various branches of the WRP including the Directors Group annual meeting, Wetlands Managers Group quarterly meetings, permit coordination meetings, and others.
- Develop the annual WRP Work Plan, a vetted list of high priority wetland projects, and track progress towards implementing conservation restoration goals.
- Convene stakeholder groups such as WRP partner agencies, scientists, tribes, and representatives from systemically-excluded communities to promote engagement in coastal protection and restoration in Southern California.
- Support communications and public outreach (social media, website, etc).

Through the WRP, the fellow will have the opportunity to work with leading wetland scientists, practitioners, and managers. Tasks may include helping to determine management and science needs, facilitating movement of a very diverse group toward those goals, reviewing and writing technical papers, participating in meetings, and conducting site visits.

The fellow will also work on managing and facilitating the Coastal Resilience Network. The Coastal Resilience Network is a global network of practitioners engaging in knowledge exchange to support adaptation solutions that strategically and comprehensively prepare California's coastal habitats and communities for climate induced impacts. The fellow will manage the Network's on-going webinar series by identifying speakers and facilitating the webinars.

Although the WRP and SCC tasks listed above will be the focus of the fellow's work, they will also manage at least one grant-funded project in the South Coast program such as climate change adaptation, public access to the coast, or habitat restoration. Tasks may include project development, technical assistance to grantees, writing staff recommendations, making an oral presentation to the SCC Board, and contract management. The fellow will also be a member of the South Coast team and participate in staff meetings, regional workgroup meetings, site visits, Board meetings, trainings and conferences. Finally, the fellow will join the SCC's internal Justice, Equity, Diversity, and Inclusion (JEDI) committee, targeting equity in program funding, meaningful community engagement, working with California Native American Tribes, and internal processes to make grant funding more equitable.



STATE WATER RESOURCES CONTROL BOARD  
**Office of Information Management and Analysis (OIMA)**  
2025 Sea Grant Fellow

**POSITION DESCRIPTION**

Position Title: OIMA Fellow

Requested Start Date: On or before February 3, 2025

The State Water Resources Control Board is a regulatory agency whose mission is to preserve, enhance, and restore the quality of California's water resources and drinking water for the protection of the environment, public health, and all beneficial uses, and to ensure proper water resource allocation and efficient use, for the benefit of present and future generations.

Under the general direction of the of the [Surface Water Ambient Monitoring Program \(SWAMP\)](#) Unit senior, the Sea Grant Fellow (Fellow) will apply data science practices to perform complex analysis, interpretation and visualization of environmental data collected by Water Board Programs, including SWAMP, and partner agencies to inform water quality managers and the public. The SWAMP Unit is part of the State Water Board's [Office of Information Management and Analysis](#), home of the [College of Water Informatics](#).

SWAMP's purpose is to inform management decisions and improve the efficiency and effectiveness of Water Board actions (permits, policies, resource management and other activities). Its monitoring programs collect hundreds of chemical, physical and biological samples each year in primarily freshwater and some marine environments. Duties may include coordinating with partner agencies and programs, data analysis and interpretation, data visualization and communication, field sampling and logistics, participating in monitoring study design, meeting facilitation, organization and notetaking, adding content to the [My Water Quality Portals](#), presentation of findings to both technical and lay audiences, and incorporating racial equity and environmental justice principles and practices into their work.

The Fellow will also perform other duties, as assigned, to support the SWAMP Unit and the Office of Information Management and Analysis, such as community engagement event planning and participation, trash and macroplastic monitoring in marine and freshwater environments, or assistance with [healthy watershed assessments](#). In performing these duties, the Fellow will interact with interested agency staff, stakeholders and the general public in a

courteous and helpful manner. The Fellow is responsible for the quantity, quality, and timeliness of work assigned.

Skills or attributes we seek include:

- Ability to perform complex scientific analysis and communicate findings to technical staff, managers, and the general public.
- Strong interest in the mechanics of utilizing science to inform public policy.
- Strong interest in the intersections of water, data, environmental justice, and racial equity
- Ability to lead groups of people, often with divergent views on how to move forward on a particular issue.
- Excellent verbal and written communication skills.
- A problem solver with strong personal initiative and the ability to work well under minimal supervision.



STATE WATER RESOURCES CONTROL BOARD  
**Division of Water Quality, Seawater Desalination Unit**  
2025 Sea Grant Fellow

**POSITION DESCRIPTION**

Position Title: Ocean Desalination Fellow

Requested Start Date: February 3, 2025

State Water Resources Control Board Description:

The State Water Resources Control Board (State Water Board) is a regulatory agency with a mission to preserve, enhance, and restore the quality of California's water resources and drinking water for the protection of the environment, public health, and all beneficial uses, and to ensure water is allocated appropriately and efficiently for the benefit of present and future generations.

The fellowship is an excellent introduction to a career at the State Water Board. The State Water Board has hosted several Sea Grant Fellows over the years, several of whom have been successfully hired into full-time, permanent positions after the end of their fellowship. Our goal is for the Fellow to experience as many facets of the State Water Board as possible while working on projects that will have lasting statewide impact on protecting water quality and the environment.

Position Description:

In the Ocean Desalination Unit, the Ocean Desalination Fellow (Fellow) will work in a collaborative team setting to implement and develop amendments to the seawater desalination provisions of the Water Quality Control Plan for Ocean Waters of California (Ocean Plan) to minimize marine life impacts from proposed seawater desalination facilities.

The Fellow's roles and responsibilities include:

- Study scientific literature on ocean desalination and other ocean water quality issues and write summaries about research findings
- Attend inter-agency collaboration meetings to listen and learn, and take notes for the team
- Develop outreach materials including fact sheets, website updates, and letters to interested parties

- Write papers that provide justification and support for policy positions
- Present information to teammates and management on topics related to the Ocean Plan amendments
- Respond to public comments either in writing or verbally
- Use Geographic Information Systems (GIS) to evaluate geographic and demographic characteristics of ocean desalination facilities

Some opportunity for travel to State Water Board-facilitated workshops or meetings may be available, but due to state budget constraints, travel is significantly limited meaning most business is conducted virtually. The State Water Board has a Training Academy that offers training in water quality management and policy, hydrology, statistics, geographic information systems, personal and professional development, and other topics. These training courses are available to State Water Board employees at no cost to the employee.

Background:

The [Ocean Plan](#) is the statewide policy for seawater desalination facilities that establishes a consistent statewide analytic framework for the regional water quality control boards to evaluate and permit seawater desalination facilities that use the best available site, design, technology, and mitigation measures feasible to minimize intake and mortality of all forms of marine life.

In August 2022, the Office of Governor Gavin Newsom released "[California's Water Supply Strategy: Adapting to a Hotter, Drier Future](#)" that outlines the state's actions to increase water supplies and adapt to more extreme weather patterns caused by climate change. The State Water Board has a lead role in some of these actions and is collaborating with other state, federal, and community partners to implement the Strategy. The Strategy directs the State Water Board to undertake a number of actions to streamline permitting for seawater desalination facilities, including developing amendments to the Ocean Plan seawater desalination provisions for the State Water Board to consider adopting, to expedite the permitting process for proposed facilities that use sites, designs, and technologies that minimize environmental impacts. The Fellow will work as a key member of the team developing amendments to the Ocean Plan and will also participate in implementing additional actions in the Water Supply Strategy.

Desired Qualifications:

We are looking for a Fellow that has:

- Skill and experience working in a highly collaborative team setting.
- Ability to conduct scientific analysis to inform policy development.
- Ability to write organized and effective reports
- Strong written and verbal communication skills.
- Interest or experience in marine biology, oceanography, and/or environmental science.
- Ability to engage with diverse stakeholders who may not agree on scientific, technical, or policy recommendations.
- Self-starting initiative to identify project needs and work collaboratively with minimal supervision.



STATE WATER RESOURCES CONTROL BOARD  
**Division of Water Quality: Ocean Standards Unit**  
2025 Sea Grant Fellow

**POSITION DESCRIPTION**

Position Title: Ocean Standards Fellow

Requested Start Date: On or before February 3, 2025

Agency Background, Fellowship Projects, and Mentorship Description:

The State Water Resources Control Board (State Water Board) is a regulatory agency whose mission is to preserve, enhance, and restore the quality of California's water resources and drinking water for the protection of the environment, public health, and all beneficial uses, and to ensure proper water resource allocation and efficient use, for the benefit of present and future generations.

The Ocean Standards Unit is a part of the State Water Board's Division of Water Quality. The Ocean Standards Unit is responsible for developing and revising statewide policies, regulations, and standards involving marine waters, including the [Water Quality Control Plan for Ocean Waters of California](#) (Ocean Plan) and the [Water Quality Control Policy on the Use of Coastal and Estuarine Waters for Power Plant Cooling](#) (Once-Through Cooling Policy or OTC Policy). The Ocean Standards Unit also provides provides scientific support and inter-agency coordination regarding marine pollution and resource management issues, such as offshore wind development, aquaculture, sea level rise, and Marine Protected Areas.

The fellowship is an excellent introduction to a career in environmental policy and water quality regulation. The State Water Board has hosted Sea Grant Fellows for over ten years with the goal of offering opportunities to experience as many facets of the State Water Board as possible while working on projects that will have lasting statewide impact on protecting water quality and the environment.

Under the general direction of the Ocean Standards Unit supervisor, the Ocean Standards Sea Grant Fellow (Fellow) will conduct complex synthesis of literature and scientific studies to support the development and implementation of statewide policies, plans, and standards to ensure the continued protection of ocean and estuarine water quality. The Fellow will use scientific principles and research to formulate recommendations for management and State Water Board Members on the development of beneficial uses of ocean waters, appropriately protective water quality standards, and implementation programs.



The Fellow will have an opportunity to gain experience working on a variety of projects and ocean issues, which may include:

- Developing amendments to the Ocean Plan identified in the [2019 Ocean Plan Triennial Review](#), such as incorporate tribal beneficial uses of ocean waters (e.g., tribal cultural and subsistence uses) and establish standards and implementation requirements to address ocean acidification and hypoxia, microplastics, etc.
- Developing [mitigation determinations to address interim impacts to marine life](#) resulting from facilities that continue to use ocean waters for power plant cooling consistent with the OTC Policy.
- Developing permitting conditions for the assessment, management, and protection of water quality in Marine Managed Areas called Areas of Special Biological Significance.
- Evaluating proposals for designating new Areas of Special Biological Significance to support the State's 30x30 conservation goals established in Executive Order N-82-20.
- Completing the 2025 Ocean Plan Triennial Review, which may include presenting the final Staff Report and Work Plan to the State Water Board at a public hearing.

In working on amendments to the Ocean Plan and other projects, the Fellow's duties may involve all phases of the public planning process, including studying scientific literature and preparing summaries of research findings, developing outreach materials (e.g., website updates, fact sheets, letters, and public notices), write papers that provide alternatives and recommendations for policy positions, preparing technical reports and environmental documents, presenting at public meetings, responding to public comments verbally or in writing, and maintaining administrative records. The Fellow will also perform other duties to support the Ocean Standards Unit, such as providing scientific guidance on issues related to ocean water quality, facilitating outreach and engagement with interested parties and tribes, and participating in intra- and inter-agency working groups (e.g., with the Regional Water Quality Control Boards, Ocean Protection Council, Coastal Conservancy, U.S. EPA).

The Ocean Standards Unit Supervisor will provide regular mentorship opportunities, including providing an onboarding plan with information and resources to assist the Fellow in successfully transitioning to their role, quarterly mentorship discussions to review the Fellows' individual develop plan and goals, bi-weekly check-in meetings, and assigning an Ocean Standards Unit buddy for peer-to-peer onboarding and mentorship. The State Water Board also has a Training Academy that offers training in water quality management and policy, hydrology, statistics, project management, meeting facilitation, geographic information systems, environmental justice and racial equity, personal and professional development, and other topics. These training courses are available to fellows at no cost. Opportunities for travel to State Water Board-facilitated workshops, meetings, and site visits may be available.

Skills or attributes we seek include:

- Ability to perform complex scientific analysis and communicate findings or policy recommendations to technical staff, managers and executives, and the general public.
- Strong interest in the intersections of water quality science, policy, and environmental justice.
- Ability to engage with partners and interested parties who may not agree on scientific, technical, or policy recommendations.
- Strong verbal and written communication skills.
- A problem solver with strong personal initiative and the ability to work both independently and with a collaborative team.