



Caltrans District 4 – Sea Grant Fellowship 2023

Caltrans District 4

Caltrans District 4 encompasses the nine-county Bay Area in northern California. Prospective Sea Grant Fellows would be able to live in and explore all that the Bay Area has to offer, including hiking, kayaking, beautiful beaches, biking, and numerous cultural activities in San Francisco, Oakland, San Jose, and more.

Position Description

A Fellowship with Caltrans District 4 (Bay Area) Environmental will provide an experiential learning opportunity with professionals in diverse areas of expertise, including biologists, engineers, project managers, archaeologists, landscape architects, and more. Working with the Office of Environmental Analysis and Coastal Stewardship Branch, the Fellow will integrate into a team that provides career support and guidance to the Fellow as they refine their goals. Caltrans Sea Grant Fellows are treated as full staff members and are given responsibility, value, trust, and appreciation. The Fellow will be supported by and work directly with the other Caltrans Fellow and previous Sea Grant Fellows.

The Fellow will directly contribute to the future development of California's critical infrastructure by minimizing environmental impacts and maximizing the environmental sustainability of Caltrans projects. Caltrans is committed to providing a positive Fellowship experience and a beneficial career development opportunity, and specific projects undertaken will depend both upon the Fellow's interests and the District's needs. Caltrans District 4 emphasizes a healthy work-life balance and the District 4 location in Oakland in Alameda County offers a unique opportunity to immerse yourself in nature and a vibrant cultural and urban scene. The position will allow for a combination of telework, office work, and field work.

Skills Learned

Caltrans offers tangible and transferrable skills that will develop your career, supplementing your education with fast-paced and hands-on work experience. By the end of your Fellowship, you will have done the following:

- Understand implemented environmental regulations and their application:
 - California Environmental Quality Act (CEQA)
 - National Environmental Policy Act (NEPA)
 - Clean Water Act
 - California Coastal Act
 - McAteer-Petris Act
 - Endangered Species Act
 - California Endangered Species Act
- Have incorporated climate change stressors and sea level rise adaptation measures into project development

- Refine technical writing skills into specialized reporting formats
- Conduct public outreach and interagency partnering
- Experience field work opportunities such as:
 - Biological surveys for salmonids, northern spotted owls, rare plant species, butterflies, wetland delineations
- Interface with and understand California Coastal Commission and Bay Conservation and Development Commission regulations and how they apply to Caltrans projects
- Conduct site visits to assess potential impacts of construction on water quality and natural resources
- Conduct ecological monitoring at mitigation sites
- Have conducted fish passage and wildlife connectivity assessments, wetland delineations, rare plant surveys, habitat assessments, and more
- Participate in Project Development Team meetings to provide recommendations and avoidance and minimization measures
- Directly collaborate on projects with other agencies:
 - California Coastal Commission
 - California Department of Fish and Wildlife
 - Regional Water Resources Control Boards
 - U.S. Army Corps of Engineers
 - National Oceanic and Atmospheric Administration
 - U.S. Fish and Wildlife Service
 - California State Parks
 - U.S. National Parks Service
 - California Department of Forestry and Fire Protection (CALFIRE)
 - U.S. Forest Service

In addition, the Fellow will have access to Caltrans Environmental training and career development courses, and will be directly mentored by policy analysts, biologists, and other environmental experts.

Desired Qualifications

A successful Caltrans Sea Grant Fellow does not require specific experience or expertise, but rather a positive attitude, open mind, and willingness to learn and take on new challenges. Good time management, organization, communication, and interpersonal skills will help Fellows succeed in the fast-paced and team-oriented Caltrans work environment. The interdisciplinary and technical nature of Caltrans projects requires creative and analytical thinking, the ability to learn quickly, and a solutions-oriented approach.

Fellowship Location:

Caltrans District 4 Office (teleworking is available)
111 Grand Avenue

Oakland, California 94612

Fellowship Supervisor:

Arnica MacCarthy, Branch Chief and Coastal Resource Specialist, Coastal & Fish Passage – (510) 506-0481

Fellowship Mentor:

Liz Nagle, Environmental Scientists – (510) 496-9654

Financial Contact and Contract Manager

Lindsay Vivian, Office Chief, Environmental Analysis – (510) 506-4310