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# Guam

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*2010-2012 Statement of Work*

*Coral Reef Management Fellowship*

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## Project Location

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The host agency for the 2010–2012 Coral Management Fellowship in Guam is with the Guam Coastal Management Program (GCMP) located at the GCIC building, a half mile from the main office of the Bureau of Statistics and Plans located at Governor Ricardo J. Bordallo Governor’s Office Adelup, Guam.

Guam is an island located in the western Pacific Ocean with a rich cultural legacy and spectacular natural beauty. It is the largest island in Micronesia and the southernmost island in the Marianas chain, with a land mass of 212 square miles and a population of approximately 161,000 people. The island has a wide range of unique flora and fauna. Fringing coral reefs, mangroves, sea grasses, surrounds Guam and more than 11 percent of the coast is protected as marine preserves. Guam's economy is based on tourism, which depends on its beautiful beaches and clean, 80-degree ocean waters.



## Program/Agency Background

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The mission of Guam Coastal Management Program (GCMP) is to manage Guam's coastal resources, in partnership with the various agencies and the community to protect, conserve and enhance the environment as well as the resources of Guam by ensuring the balance of economic development and environmentally prudent use of coastal and coral reef resources for current and future generation. The GCMP works with many local and federal agencies on the Guam Coral Reef Initiative Coordinating Committee (GCRICC) to effectively manage and protect Guam's valuable coastal and marine resources. The importance of the island's surrounding coral reef ecosystem (more than 400 species of corals) is an integral part of most projects. The work completed by the coral management fellowship will directly relate to coral reef management within the guidelines specified by GCMP.

Like other Pacific Island communities, the people of Guam depend on coral reefs and the waters surrounding their island for many reasons, including food, recreation, income, and protection from storms. Recognizing the importance of these resources, the GCRICC has identified six priority focus areas for coral reef conservation: land-based sources of impacts, fisheries management, public outreach and education, recreational misuse and overuse, and climate change and coral bleaching and the newest treat, increased development. In collaboration with federal partners and other stakeholders, Guam has begun to develop three-year strategic plans for these focus areas. For more information, about Guam's LAS see [www.allislands.org](http://www.allislands.org).

There are many challenges the island will face in the next few years. Guam will be experiencing unprecedented growth. The Department of Defense plan to relocate 8,000 marines and 9,000 dependents from Okinawa, Japan to Guam will have a major impact on Guam's natural resources and coral reefs. In addition to the development related to the military build up, it is expected that private sector development will also increase. The population of the island is projected to increase by 20% in the next 5 years.

Fishery management is challenged by pressure to open up the Guam's MPAs. Recently, the Guam Legislature passed a law to provide special privileges to the indigenous population. It is critical that efforts continue to support the success of MPAs over the past ten years to assist with improving Guam's marine resources.

Guam is also involved with the Micronesia Challenge (MC), a globally unique effort, and is unprecedented in its collaborative regional approach to achieving conservation goals both terrestrial and marine. This initiative has been supported by the five jurisdictions in Micronesia including the Commonwealth of the Northern Mariana Islands, Federated States of Micronesia, Guam, the Republic of Palau, and The Republic of the Marshall Islands. The fellow will have the opportunity to be involved the various partners of the MC and supporting the efforts of Guam's strategy to meet the goals.

A Rare program (<http://rareconservation.org/>) Pride Campaign is being started in Guam. A Rare Coordinator will be working on the implementation of a social marketing

program to address issues related to sedimentation as a land base source of pollution. The fellow will also coordinate and provide support to the implementation of the Rare project.

## **Project Goals & Objectives**

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The goals of this fellowship project are the following:

1. To assist in the development of public outreach material for each of the Local Action Strategies (LAS) addressing land-based sources of pollution, fisheries management, public outreach and education, recreation misuse and overuse, increase development, and climate change and coral bleaching.
2. To develop materials that translates scientific information into layman's terms. Including summarizing and presenting to the community information from recent studies, plans, and reports.
3. Coordinate workshops and conferences highlighting coral reef projects and scientific studies. Coordinate outreach activities including working with local school in integrating outreach events with classroom activities.

## **Project Description**

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As a participating member of the GCMP staff, the fellow will network with partner organizations and agencies to complete this multifaceted project. Some of these tasks will be accomplished concurrently. The fellowship starts January 2010 and will end January 2012.

### **Task 1: Orientation (3 months)**

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The fellow will be introduced to staff and management of GCMP and partner agencies, and will review background information regarding Guam's coral reef initiative and other coastal management issues. The fellow also will participate with program staff members in field visits, interagency meetings, and outreach activities. After participating in these activities, the fellow, with input from the mentor, will write a project work plan that will be reviewed and revised after the first year of the fellowship.

#### **Outcomes/Deliverables:**

- Familiarity with staff, operations, and resources of island coastal and aquatic resource management programs
- Integration into GCMP and clarification of role in project
- Development of a project work plan
- Familiarity with Guam Local Action Strategy
- Familiarity with Guam's MC strategy

- Familiarity with the Guam's sedimentation Rare Project

## Task 2: Public Outreach Development

Guam's coral program has accomplished many things, however we do not have material that showcases our successes and interprets scientific reports and studies. The fellow will produce a variety of printed and other material for distribution at coral reef meetings, outreach events, material for distribution at schools, article for local newspapers, and other journals. Guam fellow will:

- Write articles for newsletters, journals, and newspapers concerning coral reef issues and threats. Work with the media to get the agency's and the networking agencies' position regarding coral reef issues.
- Work with network agencies to develop messages addressing targeted audiences such as the Guam Legislature and Mayors and community organizations.
- Work with the public outreach and education LAS group.
- Work with the Guardians of the Reef to assist with presentations and development of the materials for distributions within the classroom.
- The fellow will work with the MC communication specialist in developing local messages for support for the MC goals and objectives.
- The fellow will work with the Natural Resources subcommittee of the Civilian/Military Task to support public outreach efforts to address reducing impacts of development of Guam's coral reef resources.
- Work with members of the Environmental Education Local Action Strategy (LAS) group to develop the new LAS. The LAS provides direction to the GCRICC related to addressing stakeholder concerns and issues.

### Outcomes/Deliverables:

- Public outreach material for each of the LAS groups
- Develop public outreach material based on scientific studies for the general public
- News and journal articles
- Other publications especially investigating web based communication
- Development of public outreach material for Guardians of the Reef program
- Workshop to update Public outreach and Education LAS
- Support for implementation of MC communications plan
- Support for the implementation of Guam's Rare project

## Task 3: Survey Results

Working with a private survey company, the LAS Public Outreach and the Environmental Education Committee, the fellow will coordinate a survey of the effectiveness of the existing public outreach programs that have been developed during the last 5-10 years. The survey results will assist the fellow and the LAS groups in determining what products work and improve the general education of the importance of coral reefs to Guam. The fellow will be responsible for working with the private company to compile the appropriate questions and review and report on the results. A public outreach program will be produced to address gaps in the existing outreach efforts. The fellow will develop an outreach strategy that addresses the gaps in the existing outreach efforts.

#### Outcomes/Deliverables:

- Survey results of the effectiveness of existing public outreach programs
- Public Outreach strategy that addresses the gaps in public outreach programs
- Develop a public outreach strategy from the survey results

### Supervisor

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Evangeline Lujan (Vangie), GCMP, Administrator will mentor the fellow. She will be the primary point of contact for administrative questions and project guidance. Vangie and the assistant will communicate regularly to review timelines and evaluate progress. The fellow will be considered part of the staff of GCMP and will be expected to attend staff meetings and participate in program discussions. He or she will be provided opportunities to join staff on field visits and in internal and external meetings. The assistant will have ample opportunities to meet with partners in both local and federal government and in the community. This project will provide an opportunity to learn about aspects of a natural resource management program and a wide range of island management issues. The fellow will receive assistance in identifying key individuals he or she should meet as well as important sources of background information. The fellow will be provided with the necessary resources to carry out the project.

### Project Partners

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The GCMP is a networking program that works actively with other department staff, community organizations, government agencies, and academic institutions on coral reef conservation issues. Potential partners include the following:

- Department of Agriculture
- Department of Parks and Recreation
- Department of Public Works
- Division of Aquatic and Wildlife Resources, Law Enforcement Section (LES)
- Division of Forestry and Soil Resources (DFSR)
- Guam Divers Association
- Guam Environmental Protection Agency (GEPA)

- Guam Hotel and Restaurant Association (GHRA)
- Guam Marine Awareness Foundation
- Guam Watershed Planning Committee
- Guam Visitors Bureau (GVB)
- Marine Mania
- National Marine Fisheries Service (NMFS)
- National Oceanic and Atmospheric Administration (NOAA)
- National Park Service
- Soil and Water Conservation Districts
- U.S. Department of Agriculture (USDA), Natural Resources Conservation Service (NRCS)
- U.S. Environmental Protection Agency
- U.S. Fish and Wildlife Service
- U.S. Geological Survey
- University of Guam
- The Nature Conservancy
- Regional Office of the Micronesia Challenge

## **In-Kind Support**

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The fellow will have access to all of the amenities and services of agency staff members, including office space and equipment, personal computer, telephone, fax, and e-mail access. Use of agency vehicles will be permitted for official purposes. In addition, GCMP will provide funds for administrative support and purchases of supplies and software, as well as printing, photocopying, mailing, and incidental costs for project products.

## **Eligibility Requirements**

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- Bachelor's in marketing, communications, social science, natural and applied science or environmental-related fields with two years of experience OR a master's in marketing, communications, social science, natural and applied science, natural resource management or environmental-related fields with one year of experience
- Valid driver's license
- Skills in graphics design using graphic software
- Excellent writing skills

## **Desired Background and Skill Sets**

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- Demonstrated oral, written, and interpersonal communication skills

- A proven ability to be well organized and able to manage and prioritize multiple tasks
- Experience, through an internship, fellowship, or part-time job, in tropical habitats and coral reefs
- Public speaking, events planning, and meeting facilitation experience
- Ability to work independently
- Creative, flexible, adaptable
- Experience living and working in another culture or in an island community
- Experience working with different user groups
- Experience in natural resource planning and policy implementation
- Project management experience
- Open-water scuba certification
- Graphic design
- Knowledge in Photoshop or other graphic software programs
- Development of websites

## Salary

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The salary for this position will be \$36,000 annually during both years of the fellowship.

## To Apply

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In addition to your resume, please include a cover letter describing how your qualifications meet the needs of this fellowship (as described in this Statement of Work), and contact information for three references by **July 31, 2009**.

Please email application package to [jobs@img.com](mailto:jobs@img.com) with the following subject heading: **NOA09021 Guam Fellowship**.

If you are interested in applying to more than one fellowship location, you must send a separate application package (cover letter, resume, and references) with the appropriate jurisdiction's subject heading.