
Hawaii

2010-2012 Coral Reef Management Fellowship Program

Statement of Work

Project Location

The host agency for the 2010 - 2012 Coral Management Fellowship in Hawai'i is the Division of Aquatic Resources (DAR) located within the Department of Land and Natural Resources. DAR has offices in Honolulu, on the island of Oahu, and in the islands of Maui, Kauai, Molokai and Hawaii. Fellowship island location will be determined in September, 2009, and will be conveyed to fellows during the interview process.

Hawai'i is the most isolated population center on the face of the earth. Hawai'i is 2,390 miles from California, 3,850 miles from Japan, 4,900 miles from China, and 5,280 miles from the Philippines. It has been referred to as the "Oasis of the Pacific Desert," as well as the "Nutrient Basket of the Northern Pacific Ocean." Hawai'i includes about 137 islands, many of which are uninhabited. The eight major islands are Hawai'i (the "Big Island"), O'ahu, Maui, Kaua'i, Moloka'i, Lana'i, Niihau, and Kahoolawe. Each island has its own unique topographical and cultural features, including hundreds of endemic flora and fauna.



Program/Agency Background

The mission of the State of Hawaii Department of Land and Natural Resources (DLNR) is to preserve, protect, conserve and manage Hawaii's unique and limited natural, cultural and historic resources. Within the DLNR, the Division of Aquatic Resources (DAR) manages the State's marine, estuarine and freshwater aquatic resources and ecosystems. DAR's responsibilities are divided into three main programs: Aquatic Resources and Environmental Protection, Commercial Fisheries and Resources Enhancement, and Recreational Fisheries. Major program areas include projects to manage or enhance fisheries for long-term sustainability of the resources, protect and restore the aquatic environment and native and resident aquatic species and their habitat, and provide facilities and opportunities for recreational fishing. DAR is also responsible for the management of Hawai'i's Marine Protected Areas, locally called Marine Life Conservation Districts.

DAR coordinates and leads the development and implementation of Hawaii's Coral Strategy and supports Hawaii's membership on the U.S. Coral Reef Task Force, and the U.S. All Islands Committee. Management of coral reefs in the Main Hawaiian Islands is in part based around the Hawaii Coral Strategy currently in the final stages of development. The strategy is a result of an extensive multi-stakeholder process that involved updating the priorities of Hawaii's six local action strategies (LAS), and identifying gaps. These strategies focus on the six key threats to coral reefs: land-based pollution, coral reef fisheries, marine recreation, lack of public awareness, coral bleaching and disease, and aquatic invasive species.

Hawai'i used a collaborative planning process to develop a LAS for each of six selected focus areas. This process supported and expanded on existing efforts already underway in the state. In cases where coordinating bodies did not already exist, advisory groups were formed to facilitate the development and implementation of the particular LAS. The committees include members from state and federal agencies, non-governmental organizations, academia, industries, and community groups. Recent major accomplishments for each of the six LAS's follow.

Fisheries

- Education of fishermen and other resource users on the life history characteristics and ecosystem services of coral reef associated fish in Hawai'i through "FishLife", a 12 part series on important reef fish species.
- Implementation of a community-based assessment program to determine recreational fishing effort and gear utilization at selected sites.

Public Outreach and Awareness

- Utilization of the Coral Reef Outreach Network to raise public awareness of the importance and interconnectedness of the coral reef ecosystem to Hawai'i's lifestyle.
- Distribution of a suite of targeted outreach materials developed through a statewide market effectiveness phone survey, stakeholder input, and focus groups.

Land-Based Sources of Pollution

- Implementation of site specific watershed management in Honolua Bay through collaboration with private landowners, agencies and community members.
- Evaluation of the causes of pollution-related stress in three priority watersheds and the development of a genomic and histological technique for assessment of sediment stress in corals.

Aquatic Invasive Species

- Development of response teams on each island to take action to aquatic invasive species outbreaks.
- Development of alternative treatments for ship's ballast water and hulls.

Recreational Impacts to Reefs

- Completed social capacity assessments at three priority sites for enhanced management.
- Development and distribution of a mooring buoy installation and site selection manual.

Climate Change and Marine Disease

- Completed baseline surveys for coral disease throughout the Hawaiian archipelago.
- Developed a draft rapid response contingency plan for bleaching or disease events in Hawai'i.

The priority objectives of the DAR coral program are currently being evaluated and revised through the development of the Hawaii coral strategy and the NOAA priority setting process. New guidance being developed by the CRWG has resulted in a more focused approach for coral management efforts. In 2009 Hawaii's coral program will work with partners to select priority coral reef sites and adjacent upland watersheds for management activities and collaboration between LAS's.

Project Goals & Objectives

There are three main goals of the fellowship:

1. Implementation of the Hawaii Coral Strategy through the planning and implementation of coral reef management initiatives at priority sites
2. Enhanced coordination, communication, and support of local state agencies, non-governmental organizations and community stakeholders at priority sites
3. Coordination and development of coral program website content and outreach material for coral strategy implementation.

Project Description

As a participating member of the DAR staff, the fellow will network with partner organizations and agencies to complete this multifaceted project. Some of these tasks will be accomplished concurrently. It is anticipated that final site selection for the coral strategy will be completed in August of 2009. Depending on the location and needs of the priority sites (including local DAR capacity), it will be determined what island the fellow will be placed on for the fellowship. The fellowship starts January 2010 and will end January 2012.

Task 1: Orientation (2 months)

The fellow will be introduced to staff and management of DAR and partner agencies, and will review background information regarding Hawai'i's coral reef program and other coastal management issues. The fellow also will participate with program staff in field visits, interagency meetings, and outreach activities. The fellow will review and become familiar with the Hawaii Coral Strategy and the LAS's. After participating in these activities, the fellow, with input from their mentor, will draft a work plan that will be reviewed and revised after the first six months of the fellowship.

Outcomes:

- Familiarity with staff, operations, and resources of state coastal and aquatic resource management programs
- Familiarity with priority coral program sites and projects
- Integration into DAR and clarification of role in project
- Introduction to the DAR coral reef working group and LAS coordinators
- Development of project work plan

Task 2: Site specific Hawaii coral strategy coordination (50% of time)

The coral fellow will be responsible for assistance in planning, coordination or implementation of projects at priority coral program site(s). This task requires communication with a diverse group of stakeholders and management of multiple projects within the Hawaii Coral Strategy. The fellow may be asked to help identify funds for priority projects, locate people or organizations to perform project work, participate and coordinate public outreach activities, and assist in updating the Hawaii Coral Strategy document and progress reports. Specific projects to be completed by the fellow cannot be identified until the selection of priority sites is completed in September of 2009. At that time a detailed scope of projects and needs will be identified for the fellow to complete. Duties will include:

1. Planning and implementation of projects at selected site(s).
2. Compilation of background research for site specific projects of the Hawai'i Program.
3. Work with LAS coordinators to identify opportunities for collaboration between LAS strategies

4. Work with NGOs and community stakeholders to coordinate stewardship projects in priority sites.
5. Assistance in Makai watch development at priority sites
6. Assistance and coordination support for DAR biologists and community members to conduct regular monitoring efforts at priority sites (human use, biological)
7. Responsible for tracking the progress of all site based project implementation, funding sources, and reporting on project progress.
8. Regular communication with Principal Investigator's (PI) and contractors for site based projects.
9. Attendance at LAS coordinator meetings
10. Outreach and presentations on priority site work and progress
11. Coordination of site based meetings, meeting materials and logistics
12. Compilation of updates and outreach materials on project accomplishments

Outcomes/Deliverables:

- Coordination of cross LAS projects to implement the Hawaii coral strategy site specific priorities and projects
- Regular coordination and communication between LAS coordinators and DAR staff on site specific projects
- Regular coordination with local stakeholders and agency partners on priority site work including the development and distribution of a quarterly 1-page update
- Bi-annual presentation on accomplishments of site based work to the CRWG
- Quarterly meeting planning and facilitation with local site stakeholders
- Regular assistance and support for monitoring needs at priority sites

Task 3: Communications and website coordination (30% of time)

DAR has been coordinating coral reef conservation projects funded as a part of the annual NOAA coral management grants for the past 8 years. Through recent grant funds a coral program section of the DAR website has been developed. The fellow will be responsible for maintenance and further development of this section of the website.

Duties will include:

1. Coordinate and facilitate the development, review and uploading of Hawaii coral program and Local Action Strategy content to the DAR website.
2. Conduct review and summarize key LAS and coral program reports and documents.
3. Develop updates and accomplishment reports on site specific coral program project progress
4. Post content from LAS coordinators on website
5. Assist the DAR planner in responding to requests for information on the Hawaii coral program.
6. Assisting with the development of presentations and other forms of communication about the Hawai'i Coral Program.
7. Assist with coral reef outreach activities as they relate to Hawaii's coral program priority sites
8. Perform other duties as assigned

Outcomes/Deliverables:

- Monthly updates to coral program website including LAS pages
- Staffing of four community outreach events related to priority site based work
- Response and delivery of materials for coral program outreach
- Review and summary of key projects and materials for coral program website

Task 4: Grants and Contracts (15% of time)

The fellow will assist the DAR planner and the Grants Manager in coordinating and managing projects at priority site(s). The fellow will learn the procedures and practices for writing site specific grant proposals, applying for grants, tracking expenditures, managing grant projects. Duties include:

1. Grants research and writing
2. Research funding opportunities for projects to be implemented in priority site(s), drafting grant proposals, editing proposals and reports, and generating supplementary information for pending proposals and existing grants.
3. Responsible for submission of letters of intent, pre-proposals and final proposals for site based projects to the NOAA coral management grant
4. Compilation of bi-annual progress reports

Outcomes/Deliverables:

- Familiarity with grant and contract procedures
- Completion of bi-annual progress reports on priority site projects
- Completion of bi-annual accomplishment report on priority site projects
- Completion of bi-annual updates for grant database

Task 5: USCRTF (5%)

The fellow will begin to learn about the goals, initiatives, and people involved with the USCRTF. The fellow may be asked to review reports pertinent to Hawaii's coral program implementation, or provide information for USCRTF accomplishment reports.

Outcomes/Deliverables:

- Familiarity with USCRTF
- Completion of bi-annual accomplishment report for site based and communications projects
- Attendance at required fellowship meeting

Supervisor

The fellow will be mentored in partnership by the DAR planner and selected local DAR staff if placed on one of the outer islands. The DAR planner will work closely with the local DAR

mentor to provide clear direction and deliverables to the fellow. Regardless of island placement the DAR planner and the fellow will communicate regularly to review timelines and evaluate progress.

The fellow will be considered part of the DAR, and will be expected to attend staff meetings and participate in program discussions. They will be provided opportunities to join staff on field visits and in internal and external meetings. The fellow will have ample opportunities to meet coral reef fisheries, marine recreation, and marine education points of contact from all levels of both federal and State government, nonprofit groups, and academic institutions. This project will provide an opportunity to learn about many aspects of a natural resource management program and a wide range of island management issues.

The fellow will receive assistance in identifying key individuals with whom to meet and important sources of background information. They will be provided with the necessary resources to carry out the project.

In-Kind Support

The fellow will have access to all of the amenities and services of agency staff, including office space and equipment, personal computer, telephone, fax, and e-mail access. Use of agency vehicles will be permitted.

In addition, DAR will provide funds for purchases of supplies and software, as well as printing, photocopying, mailing, and incidental costs for project products.

Eligibility Requirements

Bachelor's Degree from an accredited four (4) year college or university. The following combinations are allowed:

- Bachelors degree or higher and 2 years work experience
- 3-4 years progress towards a PhD (will graduate by end of 2009)
- Valid driver's license

Desired Background and Skill Sets

- Education and experience in resource management planning, environmental studies or a related field.
- A demonstrated understanding of the resource management landscape in Hawai'i, along with a knowledge of current trends and strategies in conservation, is needed.
- Experience living and working in another culture or in an island community
- An ability to work with diverse cultures and personalities

- 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
- Creative, flexible, adaptable
- Experience working with different user groups
- Experience in natural resource planning and policy implementation
- Project management experience
- A demonstrated ability to work well in a fast-paced, flexible environment without intensive supervision.
- Proficiency with the Microsoft Office package, Word, Excel, and PowerPoint.
- Ability to facilitate meetings among diverse constituents, and to develop presentations to a wide variety of audiences.
- Ability to develop outreach materials to the general public such as newsletters, summary reports and handouts.

Salary

Salary for this position will be \$40,000 annually during both years of the fellowship.

To Apply

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 with the following subject heading:
NOA09020 Hawaii 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.