
Puerto Rico

2010-2012 Statement of Work

Coral Reef Management Fellowship

Project Location

The host agency for the 2010-2012 Puerto Rico Coral Management Fellowship is the PR Department of Natural and Environmental Resources (DNER) under its Fish and Wildlife Bureau – Fisheries Research Laboratory located at State Road #102 km 8.6 interior, Bo. Punta Arenas, Cabo Rojo, PR. The fellow's work areas will be in the Tres Palmas Marine Reserve, by Ricon, and the Fisheries Research Lab in Cabo Rojo.

Considered the greater of the smaller Antilles, Puerto Rico has a diversity of unique ecosystems including coral reefs. With an approximate population of four (4) million people, most of the natural resources have been jeopardized due to housing and industrial development, road construction and new infrastructure. Surrounding the PR main island, to the east are two inhabited islands (Culebra and Vieques), three uninhabited islands (Mona, Monito, Desecheo) to the west and one uninhabited island to the south (Caja de Muertos).



Program/Agency Background

DNER was created on June 20, 1972. Its mission is to protect natural resources to guarantee their enjoyment by this generation and future ones. The agency administers more than 20 laws and regulations, including the Coral Reef Protection, Conservation and Management Act, Number 147 of July 15, 1999.

The Puerto Rico Coral Reef Program (PRCRP) administers coral reef management and monitoring programs. This program oversees the development and implementation of the Local Action Strategies (LAS), which are targeted plans of action for the protection of Puerto Rico's coral reefs, as well as the development of an island-wide long-term coral reef management plan. As a part of the LAS effort, several priority stressors on Puerto Rico's coral reefs were identified: overfishing, recreational overuse, lack of awareness and land-based sources of pollution.

PRDNER has management authority over two Marine Reserve sites and 27 Natural Reserves that include a coastal and/or marine component. The agency has identified several of these sites as particularly important for coral reef ecosystem conservation in Puerto Rico. Over the past five years PRDNER and NOAA have worked together with partners in the NGO and academic communities to develop management plans for one of these priority sites. This site was the Tres Palmas Marine Reserve in Rincon at the northwest corner of the main island of Puerto Rico. The PRCRP will focus this next fellowship cycle in activities that help support the implementation of the management plans that have been developed for the Tres Palmas Marine.

Accordingly to Law 17 of January 8 of 2004, the Tres Palmas Marine Reserve was established in an effort to protect some of the healthiest elkhorn coral in Puerto Rico. The establishment of this reserve was through a community-driven effort. The next fellowship cycle will concentrate its efforts within this area.

Project Goals & Objectives

The goal of this fellowship assignment is to support the PRDNER on several tasks pertaining to PRPCP and natural reserves management plans.

The local community of Rincon, with support from the Surfrider Foundation, has been very involved in the process to establish the Tres Palmas Marine Reserve and to develop a management plan for the site. As a representative of PRDNER, the fellow will work with the community and Surfrider to begin implementation of this plan with an emphasis on an outreach and education program with community involvement in related activities.

Project Responsibilities:

1. The fellow, with input from the mentor, will write a project work plan within the first month of the fellowship that will be reviewed and revised after the first year of the fellowship program.
2. Develop a local Environmental Education and Outreach Program for the Tres Palmas Marine Reserve (TPMR). This Environmental Education Program will be based on priority actions identified in the management plan for this reserve and should be coordinated with the local community, and the appropriate partners.
3. Promote community involvement in the TPMR management and facilitate collaborative management efforts between DNER and the local community.
4. Promote and endorse meetings with stakeholders and interested parties to discuss and propose activities at the TPMR to guarantee the conservation of the ecosystem. Outputs will include schedule for upcoming meetings and a briefing of expected results of new or currently scientific investigations on site.
5. Design and implement an internship and volunteer program to help advance the goals and objectives of the TPMR management plan.
6. Provide general support as needed for activities and efforts of the Puerto Rico DNER Coral Reef Committee and Coral Reef Program Initiative including the maintenance of the PRCRCP website at the PRDNER electronic portal.
7. The fellow will participate with program staff members in field visits, interagency meetings, and outreach activities.

Project Description

Below is a description of the overall project, with general milestones and outcomes. The fellow will be integrated into Fish and Wildlife Bureau (FWB) and will network with different DNER units and partner organizations to perform the identified duties. The fellow will be involved in each of these tasks, and some of them will be carried out concurrently. The fellowship starts January 2010 and will end January 2012.

Task 1: Introduction/Orientation

The fellow will be introduced to the staff of the FWB, DNER administration-staff members, as well as to partner agencies. The fellow will review background information regarding Puerto Rico's coral reef initiative and other coastal management issues. After completing work plan the fellow will be in position to start task and duties for this fellowship cycle. Fellow will receive equal treatment as a regular DNER employee, will be provided with a workstation with internet connection and the necessary equipment to perform task and duties. This will also include the opportunity to use all DNER official vehicles including vessels and airplane.

Outcomes/Deliverables:

- Become familiar with DNER staff, operations, regional offices, outside divisions of the central office and resources of state coastal program
- Integration into FWB and clarification of role and responsibilities in project
- Development of a project work plan
- Comply with DNER administrative procedures

Task 2: Implementation of Education and Outreach Activities from Tres Palmas Marine Reserve Management Plan (85% of time)

The fellow will lead the development of an environmental education program for the TPMR that includes specific activities that support the implementation of the TPMR management plan. The fellow will work with all involved partners described above and the local community to develop and implement this program.

Outcomes/Deliverables:

- A comprehensive and cohesive environmental education and outreach program for TPMR. (Possible deliverables are: written brochures, posters, lectures, meetings and workshops covering most relevant issues related to coral reef management);
- The fellow will help support and organize meetings with all appropriate parties involved in the management of the TPMR including nongovernmental organizations, academics, community groups, DNER, NOAA and other relevant stakeholders on how to effectively implement the TPMR education and outreach program. The fellow will work closely with DNER administrative staff for the PRCRP to get approval for these meetings.

Task 3: Support the Puerto Rico Coral Reef Conservation and Management Program (15% of time)

The fellow will participate in activities related to support the coordination of the DNER coral reef program under the following tasks: participation with updating the coral reef webpage and participate at the coral reef local meetings.

Outcomes/Deliverables:

- Update the PRDNER Coral Reef Webpage (final reports of tasks and project under the Conservation and Management grant, Ecosystem Monitoring, or any other information related to the program).
- Participate in meetings and workshops related to the development of an Environmental Educational Program.
- Provide limited assistance with stakeholder outreach and communication efforts on issues related to the Guánica Lagoon restoration process (expropriations, community relocations, flood procedure, etc).

Supervisor

The fellow will be supervised by Ms. Aida Rosario, Point of Contact for Puerto Rico. She will be the point of contact for administrative questions and project guidance. Ms. Rosario and the fellow will communicate regularly with NOAA fellowship mentoring program advisors to review the work plan and timelines to evaluate progress.

The fellow will be considered part of Fish and Wildlife Bureau-Fishery Research Lab and will be expected to attend staff meetings and participate in program discussions. The fellow will be provided with opportunities to join staff members on field visits and internal and external meetings. The fellow will have ample opportunities to meet coral reef and MPA management professionals within all levels of government, non-profit groups, and academic institutions. This project will provide an exciting opportunity to learn about aspects of an island coral reef management program and a wide range of coral reef management issues.

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

Partners

The fellow will work together with a number of organizations in completing the projects outlined in this Statement of Work, with close collaboration with Sea Grant Puerto Rico and Surfrider Foundation, among others.

In-Kind Support

The fellow will have access to all the amenities and services of the agency staff, including office space and equipment, personal computer, telephone, fax, and e-mail upon availability. The fellow will be also entitled to use government official vehicles, travel in DNER planes and boats for official travels within PR jurisdiction by previous request authorization of the immediate supervisor.

In addition, the fellowship mentor program will received from DNER full support for purchasing of supplies, materials, printing, photocopying, mailing, and incidental costs for project products.

Eligibility Minimum Requirements

- Bachelor's degree in marine science or marine resource management with 4 years of relevant outreach and education experience OR master's degree in marine science or marine resource management with 2 years of relevant outreach and education experience.
- Complete fluency in Spanish and English, both oral and written skills
- Valid USA driver's license

Desired Background and Skill Sets

- Demonstrated oral, written, and interpersonal communication skills
- A proven ability to be well-organized and able to manage and prioritize multiple tasks
- Experience in the development and implementation of outreach and education programs related to marine resource management and marine reserve/ marine protected area management
- Experience working on coral reefs and in tropical climates
- Experience with the management of marine protected areas
- 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 and facilitating stakeholder groups
- Experience in natural resource planning and policy implementation
- Project management experience
- Proficient with Microsoft Office
- SCUBA Diving Certification`

Salary

The salary for this position will be \$34,000 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 **November 29, 2009**.

Please email application package to jobs@img.com with the following subject heading: **NOA09025 Puerto Rico Fellowship**.