U.S Fish and Wildlife Service
Directorate Resource Assistant Fellows Program

Southeast, Region 4

7 Fellowship Positions Available

The U.S. Fish and Wildlife Service (USFWS), Southeast, Region 4 in partnership with the Student Conservation Association is offering seven fellowship opportunities across North Carolina, South Carolina, Georgia, Florida, and Mississippi. Applications will be accepted from college undergraduate and graduate students only. The Directorate Resource Assistant Fellows Program (DFP) is an 11-week summer fellowship designed to provide students and opportunity to work on projects that focus on conservation, wildlife biology and related fields of study. The fellowships are an 11-week program, and the 2015 DFP will begin late ***May or early/mid June****.*

USFWS will pay the travel costs for DFP participants to travel to the duty station of their assigned project and return to home/school, and free lodging will be available at some USFWS duty stations. These fellowships may include field specific training in addition to a week of leadership training at the National Conservation Training Center in Shepherdstown, West Virginia.

As a DFP participant, you will have an opportunity to apply classroom theories, principles and concepts to real-world situation, network and develop relationships with USFWS program officials and staff.

Upon successful completion of your DFP fellowship and your degree requirements, you may be appointed into a permanent position with USFWS. You must meet the eligibility requirements and the education and/or experience qualifications for the permanent position.

DFP Program Eligibility:

- Must be a U.S. Citizen or legal resident
- Must have a cumulative GPA of 3.0 or higher on a scale of 4.0
- Current students enrolled in or accepted for enrollment in an undergraduate or graduate degree programs at an accredited college or university recognized by the Department of Education. **In May or June 2015, your status as a student must fall into one of the following qualifying education levels:**
    1. An undergraduate student who has completed the junior year (e.g. Rising Senior or Senior) and is expecting to complete degree requirements after the summer of 2015
    2. A recently accepted and enrolled graduate student, or
    3. A graduate student who has completed at least his or her first year of graduate school.

Undergraduate and graduate students, who will complete their degree requirements prior to the summer of 2015, are ineligible for USFWS, 2015 DFP Fellowships.

DEADLINE FOR RECEIPT FOR APPLICATIONS: Applications will be accepted from undergraduate and graduate students beginning **March 2, 2015** through **March 23, 2015.** A complete application package, resume and unofficial transcript, and optional letters and forms must be received **March 23, 2015.** Incomplete application packages will not receive consideration.

Southeast, Region 4

REQUIRED DOCUMENTS/INFORMATION TO BE INCLUDED IN YOUR APPLICATION PACKAGE:

- A resume that includes the following information:

  - ✓ Anticipated graduation date
  - ✓ City, State and Zip Code of where you live.
  - ✓ Contact Information (e.g. mobile, home and/or work numbers)
  - ✓ Email Address
  - ✓ College and/or Universities attended (include city, state and zip code)
  - ✓ List all employment, internships and volunteer jobs you've held over the past 5 years
  - ✓ List any awards, scholarships or special recognition.
  - ✓ List any special skills relevant to the Fellowship

You must indicate on your resume the number for the project associated with the fellowship for which you are applying for consideration. This can be found in the project description section of this announcement. Please annotate it on the top left side of your resume below your name and phone number.

- A copy of your most recent unofficial transcript from your college/university that include your college/university name, cumulative GPA, total credits, and degree major. Also, you must submit your transcript for your undergraduate degree if you were recently accepted for enrollment in a graduate program.

- Proof of current enrollment at an accredited academic institution must be submitted. Proof may be submitted after the application deadline date but no later than **March 24, 2015.**

- Cover letters and letters of recommendations are optional.

INSTRUCTIONS ON HOW TO APPLY:

- All applications must be received by **March 23, 2015.** Applications submitted electronically or by fax must be received by 11:59 p.m. mountain time on **March 23, 2015.** If you submit your application via email, you must include the project number for the fellowship in the subject of your email.

- You must submit a separate and complete application package for each fellowship for which you wish to receive consideration.

- Applications may be submitted electronically to**: fwr4@fws.gov** or hardcopy mailed to; (Physical Address) Anthony Long, 500 Gold Ave. SW, Albuquerque, NM or (Mailing Address) Anthony Long, USFWS HR, P.O. Box 1306, Albuquerque, NM 87103-1306 or faxed to (505) 248-6856 ATTN: Directorate Resource Assistant Fellows Program- Anthony Long.

DO NOT INCLUDE ANY PRIVACY DATA ON YOUR APPLICATION FOR THE DFP:

Do not include your social security number (SSN), date of birth (DOB), your street address or any other personal identification information on your resume. Redact any personal privacy information (e.g. SSN, DOB and home address) from your unofficial transcript and enrollment verification.

SPECIAL CONDITIONS:

- Successful candidates will be subject to completion of a favorably adjudicated Federal Background Check initiated by USFWS.
- Must be available to work a full time schedule (40 hours per week) for 11 consecutive weeks beginning late May or early/mid June 2015.

BENEFITS:

- 2015 DFP participants will receive wages based on an hourly rate of $13.50 - $15.00.
- Successful 2015 DFP candidates may be eligible for a permanent job within the USFWS for which they meet all the qualifications and eligibility requirements.

ADDITIONAL DOCUMENT(S):

- **Demographic Information on Applicants – OMB No. 3046-0046:** Please help us assess our recruitment strategies by completing all the items on the attached form **OMB No. 3046-0046** or download it at: http://www.eeoc.gov/federal/upload/Applicant_Tracking_Form_2-19-2014-2.pdf. Data summarizing all applicants for a position will be used to determine if we are effectively reaching all segments of the populations, in conformance with the requirements of Federal equal opportunity law. Only summary data is reported, and only in a format that cannot be broken out by individual applicants. We treat your responses in a *highly* confidential manner. They are not released to the panel rating the applications, to the selecting official, to anyone else who can affect your application, or to the public.
- **DFP Application Checklist:** The attached checklist is to assist you with verifying that your application package includes all the required documents/information.

CONTACT INFORMATION:

If you have questions about the application process, please contact the servicing Human Resources Office at Anthony Long (505) 259-6555 and reference the Directorate Fellows Program; if you have questions about the DFP Fellowships, please contact Mr. Courtney Williams,

courtney_williams@fws.gov, (404) 679-7080. For a list of all USFWS 2015 DFP announcements, please visit: http://www.fws.gov/humancapital/ or http://www.fws.gov/workforwildlife/dfp.html

US Fish & Wildlife Service (USFWS)

Southeast, Region 4 (7 Fellowship Positions)

Project Number: DFP15R4ECO01

Location: North Carolina Ecological Services Office, Asheville, North Carolina

Housing: Unavailable

Project Description: The Fellow will develop and implement a baseline survey and threat assessment for the Appalachian fissidens moss, a non-vascular plant, *Fissidens appalachensis*. This species was petitioned to be listed as a threatened or endangered species in 2010. The FWS currently does not have enough information on this species to make a listing decision. The Fellow will be responsible for organizing and implementing the required field work to complete the survey and threat assessment. The Fellow will produce summary survey maps with corresponding attribute tables and a complete threat assessment, a survey protocol (including a standard operating procedure for microscope analyses) and a written project summary. The fellow will present a summary of their findings to FWS staff and participate in discussions on the implications for the listing decision as well as for any management actions needed to help protect the species.

Minimum Education Level and Major Required: Graduate Student - Botany

Desired Skills/Experience: Experience with GIS, maintaining databases, using microscopes, identifying aquatic mosses, and performing fieldwork in streams.

Key Requirements: None

Project Number: DFP15R4NWR01

Location: Cape Romain NWR, Awendaw, South Carolina

Housing: Available

Project Description: Tidal salt and freshwater marshes are among the most susceptible ecosystems to accelerated sea-level rise, resulting in significant land loss and habitat conversion across coastal landscapes. Sea-level rise impacts to habitats and species are a concern for National Wildlife Refuges within the South Atlantic Landscape Conservation Cooperative geography. In order to determine wetland elevation change in relation to relative-sea level rise, accurate and precise connections between the wetland surface and local water levels must be made. The Fellow will be responsible for establishing National Spatial Reference System connections to at least 12 marsh study areas and rod surface elevation table (RSET) benchmarks via static GPS occupations using Real-Time Kinematic (RTK) GNSS. By performing this GPS campaign, the Fellow will provide the critical baseline elevations of the RSET benchmarks that will be used to compare to future GPS campaigns in order to determine rates of wetland elevation change and relative sea level rise. This project can be extended beyond 11 weeks to continue to work collecting additional site data and to write up results to publish the baseline GPS campaign.

Minimum Education Level and Major Required: Enrolled Graduate Student - Geological Sciences, Coastal and Marine Sciences, or Environmental Sciences.

Desired Skills/Experience: Experience using GPS units for vertical control surveys. Experience using ArcGIS. Be able to work long hours in hot and humid environments. Be able to work in remote locations in the salt marsh, freshwater marsh, and barrier island locations. Be able and comfortable with working on boats and airboats.

Key Requirements: Must be able to lift at least 25 lbs. Valid state driver's license.

Project Number: DFP15R4ECO02

Location: Panama City Field Office, Panama City, Florida

Housing: Unavailable

Project Description: The Fellow will help determine whether two southeastern United States varieties of *Rhododendron minus* are sufficiently distinct to maintain variety status or whether they should be lumped together. Currently, one of the two varieties is federally listed as endangered (Chapman's Rhododendron) and the other is not listed at all. During this study, the Fellow will identify a list of morphological characters of Rhododendron flowers, leaves, and twigs; inspect at least 50 individuals of each variety in the field and score them for each character; and perform initial statistical analyses to assess whether the two varieties are truly distinct. The outcome of this project will inform delisting criteria for Chapman's Rhododendron as new scientific data and information becomes available.

Minimum Education Level and Degree Major Required: Undergraduate (rising senior) or a Graduate Student (recently accepted or completed their 1st year) – Botany or Plant Biology.

Desired Skills/Experience: Plant systematics/taxonomy; good communication and writing skills, and ability to work independently.

Key Requirements: None

Project Number: DFP15R4ECO03

Location: Georgia Ecological Services Field Office, Athens, GA

Housing: Unavailable

Project Description: Some of the largest conservation opportunities for aquatic species include the manipulation of operations of large dams that control the hydrology of medium- sized and large rivers. For some of these dams, the Service has found limited information that can be leveraged to evaluate the consequences of proposed flow management alternatives. The Fellow will help identify major instream flow issues and management opportunities in rivers in South Carolina, Georgia and Alabama that can be informed through the use of rigorous data collection and processing, including prioritizing opportunities for instream flow assessment and identifying primary stakeholders. As project coordinator, the Fellow will help develop a priority instream flow study that includes integration of multiple individuals with diverse skill sets within the Service, including hydrologists, geomorphologists, ecologists, and water policy experts.

Minimum Education Level and Major Required: Graduate Student 1st Year - Fisheries Biology, Aquatic Ecology, or River Geomorphology.

Desired Skills/Experience: Experience using necessary equipment for field survey and population estimates for freshwater mussels and fish (snorkeling, wet and/or dry suits, SCUBA, bathyscopes). Skill in the field identification of freshwater mussels in the upper Tennessee River system in North Carolina. Skill in the use of water physicochemical equipment. Skill in measuring geomorphic attributes of stream channels. Familiarity with the local area, its environment and culture. Skill in the use ArcGIS and other spatial tools and statistical software to assess land use change effects on biota. Ability to conduct aquatic field surveys under potentially adverse (hot/cold) and strenuous conditions. Ability to work closely and cooperatively with individuals and groups with a variety of backgrounds. Skill in writing concise, accurate technical reports and correspondence. Ability to manage daily and long term goals to reach or exceed the expected project outcome. Presentation skills to effectively communicate findings from the project to both scientific and non-scientific communities.

Project Number: DFP15R4ECO04

Location: North Carolina Ecological Services Field Office, Ashville, North Carolina

Housing: Unavailable

Project Description: The Fellow will characterize and assess habitat suitability for target diadromous and riverine fish species in the Yadkin-Pee Dee River upstream from Blewett Falls Dam and Tillery Dam. The Fellow will map spawning and maturation habitats to refine interim target passage numbers for American shad and blueback herring in the Yadkin River. They will identify and prioritize habitats for fish passage/transport and release of hatchery fry. They will identify limiting factors and opportunities for enhancement of the overall diadromous fish population. The Fellow will combine field data collection and remote sensing and analyses to characterize and assess potential fish habitat prior to stocking, or providing fish passage to these target diadromous fishes.

Minimum Education Level and Major Required: Enrolled Graduate Student - Fisheries Biology, Aquatic Ecology, or Fish Ecology.

Desired Skills/Experience: Ability to use a variety of field and lab equipment in order to estimate habitat conditions. Coursework in sampling design, statistics, GIS, mapping, fish ecology, fish habitat. Ability to collect field data and keep accurate records; compile, analyze and summarize statistical data from field surveys; prepare charts, graphs, and figures of analyses. Present final analysis in technical reports. Ability to develop relationships and collaborate with partner public agencies and environmental organizations. Demonstrate good communication skills with our corporate and plant conservation partners. Provide results to professional personnel and make suggestions for conservation, habitat improvements, habitat management, and future research.

Project Number: DFP15R4ECO05

Location: North Carolina Ecological Services Field Office, Asheville, North Carolina

Housing: Unavailable

Project Description: The Fellow will examine how land use and habitat changes affect aquatic biota in Southern Appalachian streams by studying the effects of land use on sensitive aquatic species populations in the Nolichucky River system in western North Carolina. The upper Nolichucky River system currently supports some of the most robust populations of the federally-endangered Appalachian elktoe mussel and, species-at-risk, the Eastern associations between these changes hellbender, as well as numerous other regionally endemic and imperiled aquatic taxa. The Fellow will quantify temporal changes in land use patterns and water chemistry using landscape-scale spatial data over a 20 year time span (1992-2011) and model in the Nolichucky Drainage. They will examine linkages between stream hydraulic and geomorphic parameters and abundance, demography and growth of Appalachian elktoe and other rare and endangered freshwater mussels in the Nolichucky Drainage.

Minimum Education Level and Major Required: Enrolled Graduate Student - Biology, Aquatic Ecology, or Fisheries Biology.

Desired Skills/Experience: Experience using necessary equipment for field survey and population estimates for freshwater mussels and fish (snorkeling, wet and/or dry suits, SCUBA, bathyscopes). Skill in the field identification of freshwater mussels in the upper Tennessee River system in North Carolina. Skill in the use of water physicochemical equipment. Skill in measuring geomorphic attributes of stream channels. Familiarity with the local area, its environment and culture. Skill in the use ArcGIS and other spatial tools and statistical software to assess land use change effects on biota. Ability to conduct aquatic field surveys under potentially adverse (hot/cold) and strenuous conditions. Ability to work closely and cooperatively with individuals and groups with a variety of backgrounds. Skill in writing concise, accurate technical reports and correspondence. Ability to manage daily and long term goals to reach or exceed the expected project outcome. Presentation skills to effectively communicate findings from the project to both scientific and non-scientific communities.

Key Requirements: None

Project Number: DFP15R4HAT01

Location: Private John Allen NFH, Tupelo, Mississippi

Housing: Unavailable

Project Description: A telemetry study of a population of Paddlefish *Polyodon spathula* found in Tippo Bayou, Grenada, MS, has determined that the fish have specific summer spawning and winter congregation areas. The Fellow will classify the aquatic habitat in these congregation areas and will determine if appropriate spawning habitat is available. The spawning and wintering habitat information will help direct current paddlefish population management efforts by State and Federal stakeholders in Mississippi. Paddlefish have been proposed for listing as vulnerable due to extensive habitat loss to dams eliminating access to spawning habitat and overfishing. Paddlefish are also protected under CITES international trade regulations.

Minimum Education Level and Degree Major Required: Enrolled Graduate Student - Fisheries Management, Fish Ecology, or Aquatic Ecology.

Desired Skills/Experience: Ability to work in the field running a boat. Coursework in sampling design, statistics, GIS, mapping, fish management. Ability to collect and organize data, keep records, create maps and develop technical reports. Ability to work independently and collaborate with partners. Written and oral communication skills.

Key Requirements: None

Application Checklist for USFWS 2015 DFP

Application packages must be sent by March 16, 2015, to the unique point of contact in the respective Headquarters or Regional Office listed on each DFP announcement and, if applicable, in the subject line of your submission email.		✓
1.	Does your resume include all of the information requested on the DFP announcement?	
2.	Have you redacted all personal privacy information (e.g. SSN, DOB and street number and name of home address, etc.) from your resume and all documents you are submitting?	
3.	Have you prepared a separate application package for each DFP fellowship/announcement for which you would like to be considered and noted how you should apply for each fellowship and/or DFP announcement?	
4.	Have you indicated the DFP Fellowship number at the top of each of your resumes/application packages if you are applying for more than one DFP Fellowship?	
5.	Have you included a copy of your most recent unofficial transcript from your college/university that is legible and includes your college/university name, cumulative GPA, total credits, and degree major, to each of your resumes and/or a transcript for your undergraduate degree (if applicable), or a copy of your acceptance enrollment letter.	
6.	Did you note that successful candidates will be required to submit proof of current enrollment at an accredited academic institution by no later than March 24, 2015?	
7.	Will you be available to complete the 11 consecutive weeks DFP Fellowship during the summer of 2015, which will begin late May or early/mid June?	
8.	Will you meet the student status eligibility for the 2015 DFP Fellowship for which you would like to be considered?	
9.	Did you include the Demographic Information on Applicants Form – OMB No. 3046-0046? The form can be downloaded at: http://www.eeoc.gov/federal/upload/Applicant_Tracking_Form_2-19-2014-2.pdf.	