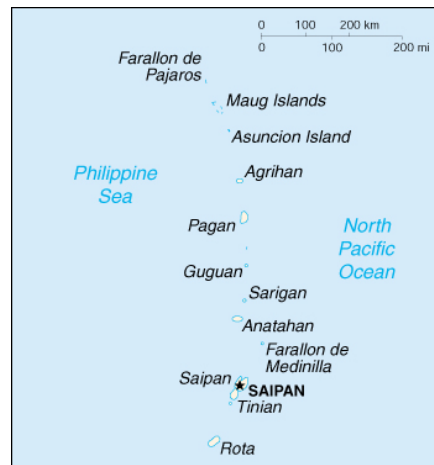


2003- 2005 Coral Management Assistantship Commonwealth of the Northern Mariana Islands Statement of Work

Location of the Project

The lead host agency for the 2003-2005 Coral Management Assistantship in the Commonwealth of the Northern Mariana Islands (CNMI) is the Coastal Resources Management (CRM) office, located in the Office of the Governor. In addition to CRM, the Division of Environmental Quality, located in the Office of the Governor, and the Division of Fish and Wildlife, located in the Department of Lands and Natural Resources, will co-host the CNMI Coral Management Assistantship. The main offices of all three agencies are located on the island of Saipan, the capital island of the CNMI, a territory of the United States.

CNMI is a chain of 14 tropical islands in the Western Pacific totaling less than 185-square-miles, but stretching over 375 miles north to south. Only three of the islands--Saipan, Rota and Tinian--have sizable human populations with a total population of approximately 70,000 people. Made of coral and volcanic rocks, the islands have developed rugged rocky cliffs, and white and black sand beaches. Inland areas are forested. The islands have a tropical climate with year-round sunshine and an average temperature of 84°F. All of the islands have coral reefs with those off the southern populated islands being the oldest and most well developed.



Program/Agency Background

The people of CNMI value coral reefs and are dedicated to their conservation. Coral reefs are important to CNMI because they provide traditional and subsistence uses, production of commercial food products, recreational opportunities for a healthy tourist economy, physical protection of the coastal zone from storms, diversity, rarity, and uniqueness of life forms, and, educational and research uses. Coral reefs also are an important part of CNMI's cultural heritage.

Increased population and development over the past decade in the CNMI has exacerbated the threats to the coral reef ecosystems, and has led to the destruction and reduced health of coral reef and coral reef associated habitats. These effects are most noticeable on the island of Saipan where approximately 90 percent of CNMI's population resides. From a long-term perspective, the decline in coral reef coverage and marine

2003- 2005 Coral Management Assistantship Commonwealth of the Northern Mariana Islands Statement of Work

health threatens CNMI's cultural heritage, traditional ways of life, and physical protection from storms. This decline, however, also immediately impacts CNMI's tourism and fisheries industries, and thus its economy. The CNMI government considers coral reef ecosystem conservation and management a priority concern.

CRM, the Division of Environmental Quality (DEQ), and the Division of Fish and Wildlife (DFW) are the three primary agencies involved in coral reef related issues and activities in CNMI. CRM was established in order to promote the conservation and wise development of coastal resources. CRM works to encourage land-use master planning, floodplain management, and the development of zoning and building code legislation. It also promotes, through a program of public education and participation, concepts of resource management, conservation and wise development of coastal resources, and more efficient resources management.

The DEQ is the primary environmental regulatory agency on CNMI. It is responsible for developing, implementing, and enforcing programs and regulations designed to protect human health and the environment. Its mission is to "develop, implement, and maintain programs that eliminate or minimize threats to CNMI's land, air, and water." DEQ conducts coral reef projects and activities, and accesses funds through collaborative grant proposals with CRM.

The DFW enforces regulations governing hunting, fishing, and the conservation of the fish and wildlife in the islands. To this end, DFW works to develop and enforce hunting and fishing regulations, license requirements, and minimal licensing fees, and conduct biological research and education programs. DFW also conducts coral reef projects and activities, and accesses funds through collaborative grant proposals with CRM.

Resource managers, users, and biologists have identified the immediate need to reduce two key threats to CNMI's coral reef ecosystems. These threats are (1) land-based sources of pollution and (2) lack of public awareness, concern for, involvement in, and positive action towards coral reef protection. Other recognized threats of lesser magnitude and priority include the destruction of coral reefs and associated habitats by inadvertent boating, scuba and skin diving, and marine sports activities and accidents; increasing development and land use/marine use pressures; and localized near-shore fish depletion from fishing practices.

One of the most important strategies that will benefit the long-term sustainability of CNMI's coral reefs is the implementation of a coordinated coral reef education and outreach program. CRM has begun development of a program which includes distributing the *Reefs of the Mariana Islands CD-Rom* (in collaboration with Guam), distributing educational coral reef flash cards, and support for CNMI's Volunteer Monitoring Program. The education and outreach program will not only detail dissemination methods for the materials, but also will develop a variety of outreach goals, the opportunities available to reach those goals, and a plan for the development of future materials.

2003- 2005 Coral Management Assistantship Commonwealth of the Northern Mariana Islands Statement of Work

Project Goals and Objectives

The goal of this assistantship project is to develop and implement a coral reef education and outreach program for CNMI. This education and outreach program will:

- Create environmental education opportunities for the general population of CNMI
- Demonstrate how CNMI's coral reefs are integrated with the economic, cultural, and environmental well-being of the territory
- Promote awareness of and stewardship of coral reefs throughout CNMI
- Promote collaboration between government agencies involved with coral reef management

Project Description

As a participating member of the CRM staff, the assistant will communicate and collaborate with DEQ, DFW, and other partner organizations and agencies to complete this multifaceted project. The assistant will be involved in the following tasks and some of them will be accomplished concurrently.

Orientation (3 months)

The assistant will be introduced to staff and management of CRM, DEQ, DFW, as well as other partners. The assistant will review background information regarding CNMI's coral reef initiative and other coastal management issues, such as nonpoint source pollution and fisheries management. The assistant will participate with program staff in field visits, interagency meetings, and outreach activities. After participating in these activities, the assistant, with input from their mentor, will write a project work plan that will be reviewed and revised after the first year of the assistantship.

Outcomes:

- Familiarity with staff, operations, and resources of the state coastal program
- Integration into the CRM Office, incorporation into CRM, DEQ and DFW outreach and education programs, and clarification of role in these programs
- Development of a project work plan

Research existing education and outreach efforts and identify gaps (6 months)

The assistant will collaborate with education and outreach staff to research and evaluate existing coral reef protection-related education and outreach materials and efforts at the CRM, DEQ, and DFW, as well as other project partners. Based on interviews, document reviews, and material reviews, the assistant will prepare a draft document that makes recommendations about what types of materials need to be developed and how to effectively distribute them.

Outcomes:

- Familiarity with existing coral reef protection-related outreach and education efforts

2003- 2005 Coral Management Assistantship Commonwealth of the Northern Mariana Islands Statement of Work

- Determine the gaps in coral reef education and outreach efforts, and outline a plan that will address them
- Prepare draft document

Develop and distribute education and outreach materials (1 year)

Working with input from CRM, DEQ, DFW staff, and other project partners, the assistant will develop the appropriate materials and messages for the general public and other audiences related to coral reef protection. In some cases, the assistant will create materials using software provided by one of the agencies, and in other cases an outside contractor will be hired to create materials. Education and outreach materials might include print material, audio-visual material, and Public Service Announcements to name a few. Distribution methods might include school events, special events, public forums, meetings, and the media.

Outcomes:

- Develop appropriate coral reef materials and messages for the public
- Distribute information by attending various events and interacting with the public

Evaluate education and outreach efforts (3 months)

Update draft document with any further recommendations based on the results of developing and distributing education and outreach materials. The document will detail project partners, materials developed, distribution methods, target audiences and messages, contractor contact information, and software used to create materials.

Outcomes

- Circulate draft document internally
- Summary of feedback and recommended modifications
- Prepare final document based on feedback

Assistant Mentoring

The assistant will be mentored by CRM's natural resource planner, Kathy Yuknavage. Kathy will be the primary point of contact for administrative questions and project guidance. However, the assistant will be co-mentored by DEQ's Nonpoint Source Coordinator, Francis Castro, and DFW's Marine Education Specialist, Joe Ruak. In addition, the CNMI Governor's Coral Reef point of contact will also play an important role in helping the assistant work effectively in a multi-agency setting and will be a part of the mentoring team. Kathy, Fran, Joe, the Coral Reef point of contact, and the assistant will communicate regularly to review timelines and evaluate progress.

The assistant will be considered part of CRM, and will be expected to attend staff meetings and participate in program discussions. S/he will be provided opportunities to join staff on field visits, and in internal and external meetings. S/he will also be encouraged to work closely with DEQ and DFW staff involved in coral reef protection, outreach and education efforts, and to participate in related agency activities and

2003- 2005 Coral Management Assistantship Commonwealth of the Northern Mariana Islands Statement of Work

discussions as invited. The assistant will have ample opportunities to meet education and outreach staff within all levels of government, community groups, and academic institutions. This project will provide an exciting opportunity to learn about all aspects of a state coastal program and a wide range of coastal management issues.

The assistant 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.

Project Partners

The CRM will work with DEQ and DFW agency staff, relevant agencies, and other stakeholders to help identify, adapt, and develop coral reef conservation and management appropriate messages and materials to reach target audiences. Potential partners include:

- Chinese, Filipino, Korean, Japanese and other established associations
- Coastal Resources Management (CRM)
- CMNI Department of Lands and Natural Resources
 - Division of Fish & Wildlife (DFW)
- Department of Environmental Quality (DEQ)
- Hotel Association
- Local Coral Reef Advisory Group (or Coral Reef Coordinating Committee if changed by Governor decree)
- Marianas Visitors Authority
- Northern Marianas Community College
- Northern Marianas College Cooperative Research, Extension, and Education Service
- Northern Marianas Dive Operators Association
- Public School System
- U.S. Department of Agriculture Natural Resource Conservation Service

In Kind Support

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

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

Eligibility Requirements

- Bachelors with 4 to 6 years experience in education and outreach OR a master's with 2 years experience in education and outreach
- Valid driver's license

**2003- 2005 Coral Management Assistantship
Commonwealth of the Northern Mariana Islands Statement of Work**

Desired Background and Skill Sets

- Demonstrated oral, written, and interpersonal communication skills
- A proven ability to be well organized, and manage and prioritize multiple tasks
- Experience, through an internship, fellowship, or part-time job, in tropical ecosystems 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 multiple user groups
- Experience developing environmental education and outreach materials
- Experience with Adobe Photoshop, Adobe InDesign, Adobe Illustrator, or similar graphic design software
- Experience with PowerPoint, Publisher, Excel, and Access
- Background in television and radio production or demonstrated coordination of scripting, videography and post production.