



U.S. Fish and Wildlife Service

DIRECTORATE FELLOWS PROGRAM



PROGRAM DETAILS

- 11-week paid summer position
- 1-week Orientation with cohort
- Direct Hire Authority eligible after completing Program requirements
- Many locations nationally
- Travel funding provided
- Housing may be available

ELIGIBILITY

- Current students:
Undergraduate junior or senior; enrolled or current graduate students
- GPA: 3.0 or higher
- U.S. Citizen or permanent resident, age 17 or older
- Available for 11 weeks during the summer

Who are we?

The U.S. Fish and Wildlife Service (FWS) mission is to work with others to conserve, protect, and enhance fish, wildlife, plants and their habitats for the continuing benefit of the American people. Our ~9000 employees work in all 50 states and U.S. territories in partnership with others to achieve this mission.

What is DFP?

DFP is a Direct Hire Authority Program that includes an 11-week Fellowship project for current students at the rising senior undergraduate or graduate school level. Upon successful completion of the Fellowship program, along with degree conferral, participants may be directly appointed without competition to full time, permanent positions.

Why is DFP important to FWS?

The U.S. Fish & Wildlife Service goal is to promote and maintain a diverse and inclusive workforce that thrives in an environment accessible to all and free of employment discrimination. DFP provides an opportunity for interested students from all diverse backgrounds, including women, minorities, and other underrepresented populations to gain valuable experience leading to a career in conservation.

JOIN OUR CONSERVATION MISSION

“Having the opportunity to do the DFP allowed me to not only work on things I’m passionate about, but also allowed me to realize that I found my people; I found my agency.”

-Emma, 2014 Fellow



- Program established in 2014
- Over 380 student participants
- Over 150 Fellows hired permanently with the U.S. Fish and Wildlife Service

APPLICATION INFORMATION

The application deadline is **January 15, 2021!**

- Applications will be accepted on a rolling basis and the application period *may close before the deadline* if a sufficient number of applications are received. Applicants are highly encouraged to apply early to ensure consideration.
- Applicants may apply to as many projects as they are qualified for and interested in. Selected applicants work on a specific project, strategically designed to support the U.S. Fish and Wildlife Service's priorities.



Past projects have included work on: species conservation planning, field surveys and monitoring for species, landscape scale conservation partnerships, environmental law and policy, education and outreach, community engagement, digital communications, and many others that support our agency's mission.

Most projects are a good fit for students with majors in biological sciences and natural resources. There are a limited number of projects that could be a good fit for other degree areas, such as education and outreach, social sciences/humanities, geographic and information sciences, law enforcement/ criminal justice, communications and marketing, and information technology.

BECOME A CONSERVATION LEADER



DIRECTORATE FELLOWS PROGRAM

How To Apply



The U.S. Fish and Wildlife Service is working with 3 partner organizations to administer the Directorate Fellows Program for 2021:

- American Conservation Experience (ACE)
- Hispanic Access Foundation (HAF)
- Thurgood Marshall College Fund (TMCf; for students attending Historically Black Colleges and Universities; HBCUs; for more information, [click here](#)).

Each partner organization is administering a specific number of projects based on geographic location. Applying with multiple partners ensures you will have access to view and apply for all projects of interest to you. *Applicants are strongly encouraged to apply via multiple partners to view all project opportunities.*

There is a 2-step application process:

1. Apply to qualify for the Program requirements via our partner sites below. At minimum, you must have at least a 3.0 GPA, be an undergraduate rising senior, senior, or graduate student who will complete your degree requirements after the 11 week fellowship (August or September 22, 2021).
 2. After you've qualified for the Program, when specific project descriptions are posted, you will be notified to log back into your application and select the specific projects/locations you are interested in applying to.
- <http://usaconservation.org/programs/epic-internship/directorate-resource-assistants-fellows-program-dfp/> to apply through American Conservation Experience
 - www.manoproject.org/dfp to apply through Hispanic Access Foundation
 - <https://apply.tmcf.org/> to apply through Thurgood Marshall College Fund (only if you are an HBCU student)

Need Assistance?

For questions on the application process, visit the partner website or reach out to the DFP point of contact listed for assistance.

Federal agencies must provide reasonable accommodation to applicants with disabilities where appropriate. Applicants requiring reasonable accommodation for any part of the application process should contact the partner organization or USFWS directly.

2021 DFP Project List

HQ/Region 9

States serviced: HQ (D.C. & Falls Church, VA. and West VA.),

- NRDAR GIS and Outreach
- NCTC Volunteer Program Strategic Plan
- Current Range Updates for Hawaii Plant Species
- Implementing a National Digital Communications Framework
- E-Permits Application Development
- Facilitating data management thru Story Maps & GeoPlatform.gov
- Foreign Species Fellows - Candidate Notice of Review
- Advancing a USFWS Strategy for Pollinator Conservation

Legacy Region 8 – Sacramento, California

States Serviced: California, Nevada, Klamath Falls, Oregon

- Tracking Compliance With Conservation Banking Agreements
- North American Bat Monitoring and Outreach
- Conducting Status Assessments for At-risk Species
- Tracking Compliance With Conservation Banking
- Effect Pathway Manager Entries for High Priority Species
- Conducting status assessments for threatened, endangered, and at-risk species
- Assessment of rainbow trout and steelhead population trends
- Tracking Compliance with Endangered Species Consultations
- Tracking Compliance With Conservation Banking Agreements
- Monitoring the Endangered Riparian Brush Rabbit at the San Joaquin River National Wildlife Refuge, CA
- Waterbird Habitat Assessment Protocol Survey Coordinator
- Estuarine hydrology/fish survey database compilation and evaluation
- Southern Oregon and Northern California Bumble Bee Habitat and Survey Protocol (1)
- Southern Oregon and Northern California Bumble Bee Habitat and Survey Protocol (2)
- Mormon Metalmark Butterfly Occurrence Database
- Development of a Bull Trout Reintroduction Monitoring Plan
- IPaC Species Data Collation
- A collaborative initiative for imperiled species recovery.
- Smith's blue butterfly Population and Habitat Status Mapping
- Klamath Basin Northwestern Pond Turtle Surveys (1)
- Klamath Basin Northwestern Pond Turtle Surveys (2)
- Achieving recovery for the San Bruno elfin butterfly
- Assessing the effect of Invasive Mussels on Lake Mead

- Conservation Planning for Achieving Species Recovery
- Channel Island Plant Seed Conservation and Educational Materials
- Regional Motus Wildlife Tracking Network

Legacy Region 7 – Anchorage, Alaska

State Serviced: Alaska

- Water Quality Data Management Protocol Development
- Elevating Arctic Youth Voices
- Chena River Habitat Mapping and Monitoring
- Sixmile Lake Fish Monitoring Program
- Nest survival of spectacled eiders on Yukon Delta NWR
- Comparing Sampling methods of juvenile salmon

Legacy Region 6 – Denver, Colorado

States Serviced: Colorado, Utah, Montana, Wyoming, North Dakota, South Dakota, Nebraska, Kansas

- Fish and Aquatic Conservation Photo and Video Database
- Ethnobotany Outreach
- Integrated Habitat Conservation in the Intermountain West
- Updating Legacy Region 6 Mega Biological Opinion
- Preble's Mouse Recovery and Geospatial Data Support
- Creating a Virtual Education Curricula Plan for the Great Plains Nature Center
- Developmental Draft of a Regional Facilities
- Utah plant species 5-Year Reviews
- Developing conservation actions for the Wyoming sagebrush ecosystem
- Data Collection and Summary of South Dakota Bumble Bees
- Huron WMD Re-imagined Outreach Strategy
- Patch Burn Grazing Impacts on Vegetation and Birds

Legacy Region 5 – Hadley Massachusetts

States Serviced: Maine, Vermont, Rhode Island, Massachusetts, New York, Connecticut, New Jersey, New Hampshire, Delaware, Maryland, Virginia, Pennsylvania

- Identification of Habitat Suitable for Freshwater Mussel Restoration
- Chesapeake WILD Act Fellow
- Informing Conservation of Barn Swallows - a Declining Aerial Insectivore
- Making Wildlife Refuge Facilities Bird-Friendly (requesting 3 fellows)
- Available Fish Passage Biological Studies Database
- Status Assessment of the Northern Bog Lemming
- Database development for hatchery management

- Strategic Planning for Inclusive NRD Restoration Co-Design
- Improving spill response and restoration using geospatial science
- White-nose syndrome outreach and digital media
- Tribal Nation Natural Resource Profiles

Legacy Region 4 – Atlanta, Georgia

States & U.S. Territories Serviced: Georgia, Alabama, Florida, Mississippi, Arkansas, Louisiana, North Carolina, South Carolina, Tennessee, Kentucky, Puerto Rico, U.S. Virgin Islands

- Eastern U.S. Bat Acoustic Call Library
- Habitat Fragmentation Impact on Imperiled Aquatic Species
- HSI for Imperiled Aquatic Species
- GRO-Evaluating Potential Restoration Needs for Addressing Threats
- GRO-Assessing NRDA Restoration Activities' Contribution to Species Recovery
- Louisiana Waterthrush Habitat Suitability Model Development
- Harris Neck National Wildlife Refuge community engagement: redefining our relationship.
- Ernest F. Hollings ACE Basin NWR Forest Habitat Inventory
- Piedmont LIDAR Fuels Monitoring
- St Marks LiDAR Fuels Monitoring
- Francis Marion NF LiDAR Fuels Monitoring
- Mapping Expanded Hunting and Fishing Opportunities 2022-23
- Wetland Geodatabase to support Waterbird Conservation Planning
- Use ARCGIS Pro to examine landscape factors for Pondberry Restoration

Legacy Region 3 – Minnesota

States Serviced: Illinois, Indiana, Iowa, Ohio, Michigan, Minnesota, Missouri, Wisconsin

- The Implementation of a Complex-wide Baseline Inventory
- Building a Foundation for Effective Evaluation
- St. Croix WMD Citizen Science Experience
- Effect of Rearing Density on Juvenile Cisco.
- Assessing Fish Passage of Endangered Topeka Shiner
- Genome Assembly For Biocontrol of Invasive Asian Carp
- Service's Pollinator Conservation: Partnerships Coordination
- Status review of federally listed plant species
- Increasing use of Wildlife-friendly erosion control materials
- Illinois-Iowa Species Action Plans
- Developing an Invasive Species Management Plan for the Leopold-Pine Island Important Bird Area (IBA)
- Endangered Species Determination Key Development

Legacy Region 2 – Albuquerque, New Mexico

States Serviced: Texas, Oklahoma, Arizona, New Mexico

- Quantitative Conservation Safeguards for Oil & Gas Effects
- Conservation Germplasm Collections for T&E Plants
- Salamander Data Digitization and Reporting
- Genetic Diversity of Captive Clear Creek Gambusia
- Effects of temperature on growth rates of mussels.
- Habitat Restoration, Assessment, and Analysis
- Surface water and groundwater of Salt Plains NWR (1)
- Surface water and groundwater of Salt Plains NWR (2)
- Mexican Wolf Outreach Material Development
- Assessment of bison grazing on grasslands at Rio Mora NWR
- Support for Control of Non-Native Aquatic Species
- Northern Mexican Gartersnake (*T. eques megalops*) Inventory and Monitoring at Bill Williams River NWR
- Connecting Visitors to Resources through Meaningful Messaging
- Evaluation of Ammonia and Temperature Risks to Imperiled East Texas Mussels
- Groundwater-surface water interactions at Bosque del Apache

Legacy Region 1 – Portland, Oregon

States and U.S. Territories Serviced: Washington, Oregon, Idaho, Hawaii, American Samoa, Commonwealth of the N. Mariana Islands, Guam, Pacific Trust Territories

- Baker Sage-grouse: West Nile Virus Surveillance and Mapping
- Enhancing Regional Decision Support for Conservation Introductions
- eDNA methods for monitoring rare bees
- Marianas Compliance Monitoring Database
- Evaluate Endangered Species Conservation Needs
- Kaua'i Wedge-tailed Shearwater Colony Database, Mapping and outreach
- Biodiversity Assessment of Pacific Remote Islands Marine National Monument
- Analysis of climate factors affecting White Bluffs bladderpod
- Western Monarch Butterfly and Native Bumblebee Analytics
- Western Bumble Bee Nest Site Monitoring
- Within-Service WSFR Strategic Communications Plan
- Brochure Development for LSRCP Field Station
- Engaging Science and Stakeholders to Protect Oregon's Shorebirds
- Ankeny Hill Nature Center Start-up Star