



Coastal Policy Fellow | June 2023-June 2025 DESG-DNREC Post Graduate Fellowship

This two-year, paid coastal policy fellowship offers firsthand experiences in crafting coastal resource policies with the State's natural resource agency.

Host Agency: Delaware Department of Natural Resources and Environmental Control
Division of Climate, Coastal and Energy, Coastal Section

Overview

The Coastal Policy Fellow will work with the Coastal Section at the Delaware Department of Natural Resources and Environmental Control and focus on transitioning the current policies of the Coastal Management Program into effective narrative policies for the purpose of improving enforceability and making the documents more accessible and equitable for project applicants, government agencies, and the public. Depending on the Fellow's interests and the section's activities, the fellow's work could involve research and writing, policy analysis, strategic planning and project management, facilitation, partnership building and coordination, stakeholder engagement, and internal and external communications. The Fellow will also serve as a liaison between the Coastal Section at the Delaware Department of Natural Resources and Environmental Control and the Delaware Sea Grant College Program, which will include participating in joint meetings, providing regular updates to Delaware Sea Grant staff, and jointly developing extension, education, and outreach materials focused on the Fellow's policy work.

Description

The passing of the Coastal Zone Management Act of 1972 (CZMA) spurred the creation of individual state coastal management programs designed with a focus of achieving a balance in conservation and compatible development within their coastal zones. Through Section 307 of the CZMA, states were given the authority to review federal actions that may have reasonable, foreseeable effects on coastal zone resources and uses, to ensure actions are consistent with their National Oceanic and Atmospheric Administration's (NOAA) approved enforceable policies in the state's coastal management program. Many states have been transitioning their enforceable policies to a small set of policies that are broadly focused/all-encompassing and applicable to various types of federal actions. A smaller set of effects-based policies will allow for a more streamlined process and will reduce the number of program changes needed in the future. Currently, the Delaware Coastal Management Program (DCMP) Policies and Procedures document contains 25 categories of policies some of which have overlapping similarities. The DCMP is interested in transitioning the current policies into effective narrative policies for the purpose of improving enforceability and making the document more accessible and equitable for project applicants, government agencies, and the public.



Narrative Policy Development

The DCMP has evaluated the current enforceability of mechanisms, identified policies and policy categories that can be consolidated, and has identified policies that can be added to strengthen the coastal management program. The Fellow will evaluate the current policy document and recommendations for new policies, review other states' efforts, engage with stakeholders, learn about policy development, and develop a set of narrative enforceable policies.

The Fellow will gain valuable marine resource policy experience by participating in policy development, collaborating with stakeholders and network partners, and being involved in concrete change. There are also opportunities for the Fellow to participate in regional meetings and initiatives, as well as other state-level coastal and marine policy and planning activities.

Fellow Mentoring

The Fellow will work with the Coastal Section at the Delaware Department of Natural Resources and Environmental Control in Dover, DE and will have a mentor and a supervisor that will oversee activities and guide professional development. The Fellow will be an integral part of the Coastal Section team of professionals, and will never be left without the guidance, assistance, and leadership of a team member. This team integration approach will ensure that the Fellow receives the maximum concentration of education and professional development opportunities possible, while gaining valuable experience on the varying aspects of coastal management. The Fellow will be provided opportunities to participate in numerous other activities in the Department including field research, education and outreach activities, ocean policy and regulatory permitting, based on their interests and desires. The Fellow will also have opportunities to participate in Delaware Sea Grant activities that will provide further career development opportunities.

Eligibility

- Open to graduate students who have recently graduated (within the past two years) and those who will graduate before the fellowship begins, in a natural resource or environmental sciences, natural resource management, environmental policy, community development, planning, or related field.
- Demonstrated interest and/or knowledge of coastal policy in Delaware and/or the Mid-Atlantic Region
- Ability to work with a diverse team, with clear communication and empathy.
- Ability to work independently, possess strong organizational and multi-tasking skills, and exercise good judgment in decision making.
- Effective oral and written communication skills.
- Effective interpersonal skills and ability to maintain professional rapport with diverse public and private sector groups nationally.
- Intermediate computer skills including experience with word processing and presentation software programs.



- Demonstrates an understanding and consideration of the differing needs and concerns of individuals with varying identities, cultures and backgrounds.
- Committed to fostering a workplace culture of belonging, where diversity is celebrated, and equity is a core value.

Award

The selected Fellow will receive an award of \$50,000 each year for the two-year period. Payment will be provided through the University of Delaware, which will require an online registration of banking information to be completed through the University. The Fellow will not be an employee of the University of Delaware. Health insurance and retirement benefits will not be provided; it is the intent that a portion of the award will be used by the Fellow to procure health insurance and to establish/contribute towards a retirement savings plan should the Fellow desire.

How to Apply

To apply submit the following items by email to: Heavenly.Doran@delaware.gov

1. Resume or curriculum vitae (not to exceed two pages; 12 pt. font)
2. Statement of the applicant's goals with emphasis on interest in, contribution to, and expectations from the fellowship (1,000 words or less; 12 pt. font)
3. Two letters of recommendation

The review of applications will begin May 1, 2023.