



NOAA Coastal Resilience Fellowship Program

Supported by the Inflation Reduction Act

FREQUENTLY ASKED QUESTIONS

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GENERAL INFORMATION

Q: What are the goals of the NOAA Coastal Resilience Fellowship Program?

A: The goals are to

- provide on-the-job experience, education, and training to develop the next generation of coastal resilience leaders;
- provide direct project support to awardees; and
- advance the challenge’s priorities of equity and enduring capacity by directly supporting marginalized, underserved, and underrepresented communities.

Q: What do hosts need to contribute?

A: Hosts will provide a specific two-year project for which the fellow can play a meaningful role. Hosts will also provide office space and necessary equipment for the fellow (such as a computer and any software needed). We’ll also look to you to integrate fellows into your project teams and identify mentors for the fellow. Finally, hosts will provide a mentor for each fellow.

Q: What is the mentor’s role?

A: Mentors will provide professional development advice and support, ensure the fellow is integrated into the project team and office, and look for opportunities for the fellow to gain skills and experience, in addition to supervising their project work. There can be a designated mentor and a different supervisor, if that works better for your project team. If one person has both those roles, we’ll ask



the supervisor to have mentoring-specific meetings with their fellow. The mentor will also be asked to participate in the NOAA-sponsored mentoring training, where we'll explain what we mean by mentoring in the program and set expectations for mentors. Finally, the mentor will agree to be the main point of contact with NOAA regarding the fellowship.

Q: What is the duration of the fellowship?

A: The fellowship is two years, starting in June of 2025 and ending in June of 2027. In order for the fellows to benefit from being part of a cohort of other fellows, we are having all the fellows start and end in the same timeframe.

Q: Will there be another opportunity to host a fellow?

A: Yes. NOAA intends to have a second cohort of fellows based on the availability of funds and requests from grant recipients.

Q: What will a fellow receive?

A: Fellows will receive the following:

- Two-year position to work on a cutting-edge project
- \$42,000 to \$56,000 per year, depending on the cost of living in the fellowship location
- Health insurance
- Paid holidays and leave
- Travel funds, with specific amounts allocated for
 - » Project-related travel
 - » Attending the Climate Resilience Regional Challenge peer-to-peer sharing event
 - » Professional development opportunities identified by the fellow, such as trainings, conferences, meetings, or events that they identify as helping them grow professionally
- Relocation stipend
- Mentoring from their host
- Networking opportunities



ELIGIBILITY INFORMATION

Q: Who is eligible to request a fellow?

A: All Climate Resilience Regional Challenge grant recipients are eligible to request a fellow. Our goal is to provide a fellow to as many awardees as possible who are interested in hosting a fellow.

Q: Who is eligible to apply for a fellowship?

A: Any U.S. citizen with an interest in coastal resilience and a high school degree (or equivalency) can apply to the fellowship. The minimum requirements for education and experience vary by project. Please see the individual project descriptions for specific eligibility requirements. The program is intended for professionals early in their coastal resilience careers, but there are no specific parameters that have to be met regarding career length. Fellows can have degrees or experience in environmental studies, natural resource management, marine affairs, marine science, geology, public affairs, communications, partner engagement, the social sciences, and more. The most important prerequisite is an interest in coastal resilience issues. To meet the goal of building capacity in the project area, a connection to or experience with the project area is a plus, but not required.

Q: Are current students eligible to apply for a fellowship?

A: This opportunity is a full-time position. The fellow is expected to work 40 hours per week and the salary reflects that. If a current student is taking a course load that allows them to work 40 hours per week, they would be eligible. We do not have the ability to offer part-time fellowships.

Q: Are candidates only eligible for a fellowship project based on where they currently live or go to school?

A: Not at all. Applicants are eligible to apply for any of the fellowship projects regardless of where they live or have studied. Familiarity with or experience in the region where the project is located is a plus, but not required.

Q: Are fellows required to live in the project location?

A: Yes. The intent is for fellows to be a part of the community where the project takes place. A relocation stipend will be provided for each fellow.

FELLOWSHIP BENEFITS

Q: What is the salary for the Coastal Resilience Fellowship Program?

A: The fellowship salary is \$42,000 to \$56,000 per year, depending on the cost of living in the fellowship location. All of the benefits, including salary and travel reimbursements, are administered by Tridec Technologies, an outside contractor working with NOAA.

Q: How will a fellow be paid?

A: Fellows are paid via a contract with Tridec Technologies, who will hire the fellows, pay the fellows, and track administrative details like timesheets, leave, holidays, and benefits. Tridec Technologies will also reimburse fellows for travel expenses and provide overall support to the fellows.

Q: How much relocation reimbursement do fellows receive?

A: Fellows will be provided \$2,000 (\$3,000 for Hawaii and Alaska locations) to move to their fellowship location and another \$2,000 (\$3,000 for Hawaii and Alaska locations) to move at the end of the two-year fellowship.

Q: What other benefits, in addition to salary, are included as part of the fellowship?

A: Health insurance, relocation stipend, and travel reimbursement are included. Professional development, mentoring, and networking opportunities are also built into the fellowship.

Q: Is housing provided for the fellow?

A: NOAA will not provide housing for the fellow, but we will look to the host to assist the fellow in identifying suitable areas to live. If you are able to provide free or reduced cost housing, while not required, it would be an approved added benefit to the fellow.

Q: What types of training and professional development will NOAA offer the fellows?

A: NOAA will provide mentoring training to both the fellows and mentors. NOAA will also offer additional professional development to the fellows on topics such as facilitation, project management, and career planning. We will also provide numerous networking opportunities for fellows throughout their two-year fellowships.

Q: How much travel reimbursement do fellows receive?

Fellows will be reimbursed up to \$9,000 for professional development and travel over the two-year fellowship: \$3,000 for project-related travel; \$3,000 to travel to the spring 2027 CRRC Peer-to-Peer sharing event; and \$3,000 to be reserved for professional development opportunities identified by the fellow. These professional development opportunities can include conferences, trainings, meetings, professional memberships, and other similar events. Prior approval is required from NOAA and the fellows' mentor.

Q: Do fellows have contact with each other during the fellowship?

The fellows will see each other in-person at the CRRC Peer-to-Peer Sharing event and will meet regularly in a virtual setting throughout the fellowship for sharing, learning, and getting to know each other.

APPLICATION PROCESS

Q: How will the fellowship positions be advertised?

A: NOAA and Tridec Technologies will take the lead on advertising the fellowship positions. We will develop materials and messaging and work with existing partners and networks to share opportunities. We will also look to the hosts to help share the fellowship opportunities locally and regionally, since many of the projects are requesting or would benefit from candidates with local knowledge and experience. Positions are posted on the Coastal Resilience Fellowship website.

Q: How will applications be collected?

A: The Coastal Resilience Fellowship is open to applicants from December 2, 2024, to February 28, 2025. NOAA will be advertising the fellowship positions via our national networks and will be providing the project teams with marketing materials to conduct more local outreach since many of the projects are looking for or will benefit from candidates with local knowledge and connections. We will be assessing the applications throughout the application period and providing the project teams with the application packets of the most qualified candidates. Project teams can then conduct interviews with the candidates of their choosing.

Q: What will candidates be asked to submit?

A: Candidate application packets will include

- resume (two-page limit);
- statement of interest (500-word limit)—we will ask candidates to address what they hope to gain from the experience and what they think they can contribute to the fellowship. We'll also ask them to highlight any ties to or special interests they have in the region, highlighting Indigenous or local knowledge and life experiences that are relevant;
- unofficial academic transcripts (or joint services transcript for veterans); and
- two professional or academic references.

Candidates should upload their application packet as one PDF file, and name it “lastname_first name.” See the individual project descriptions for specific eligibility requirements that may vary from those listed above.



Q: How will the interview process work?

A: Project hosts will

- decide which candidates to interview;
- set up interviews with their top candidates;
- develop interview questions specific to their project needs; and
- inform NOAA who they have selected as their top candidate(s).

Q: Can the project teams nominate a candidate for the fellowship position?

A: If project teams know of candidates that would be highly-qualified for their project needs, please share those names with NOAA during the review process.

