Natural Resource Manager Fellowship Program
The Nature Conservancy of Hawai‘i – May 2004

PROGRAM GOAL

To create future leaders of public and private natural resource management teams in Hawai‘i.

THE NEED FOR QUALIFIED NRMs

The Nature Conservancy is a private, non-profit conservation organization whose mission is “to protect the plants, animals, and natural communities that represent the diversity of life on Earth by protecting the lands and waters they need to survive.”

The Hawai‘i Chapter of The Nature Conservancy (TNCH) seeks to carry out this conservation mission throughout the state. TNCH engages in a variety of conservation strategies including direct land management, support of priority watershed partnerships, policy and legislative work, land acquisition, community-based conservation projects, plus outreach and education.

Like other land managers in Hawai‘i, TNCH experiences a significant shortage of qualified, entry and mid-level Natural Resource Managers (NRMs). Qualified NRMs are key land management staff – leading on-the-ground activities and field staff. NRMs provide leadership in management planning, directing ungulate and weed control, monitoring and data analysis, fire prevention, reduction of other threats, public use, and grant writing. NRMs require highly effective communication skills for diverse audiences, such as agency partners and local community members.

Technical and scientific training for NRMs in Hawai‘i is available within several venues. University degrees and programs typically provide a good science foundation but do not provide the hands-on experience necessary for NRM positions within land management organizations. Most recent graduates lack field experience and fall short of expectations required in the job market.

Because of these issues, TNCH has developed a pilot program to provide entry level land managers with two years of on-the-job training focused on building a strong applicant pool of experienced, well-qualified NRMs. After the training program, such individuals will be highly competitive in Hawai‘i’s conservation job market including TNCH, watershed partnerships, DOFAW, invasive species committees, federal agencies, private land managers, and others.

THE FELLOWSHIP PROGRAM

The NRM fellowship program will target applicants with college undergraduate degrees (in ecology, biology, natural resource management, environmental studies, geology, geography, conservation, or other related fields) and with at least 6 months resource management experience, preferably in Hawai‘i. Candidates must be proven “self-starters” who have demonstrated initiative and motivation in any of their past experiences (e.g., school or work projects). Preference will be given to local residents who will likely stay in the natural resources
field and become future long-term leaders of Hawai‘i resource management teams after completion.

Five Assistant NRM positions will be available, each under the direct supervision of TNCH’s main island programs – O‘ahu, Moloka‘i, Maui, Kaua‘i, and Big Island. Qualified candidates will be hired as Assistant NRMs and will be based in TNCH program offices on each island. Each will report directly to the island NRM. The training program will last for two years, after which time the Assistant NRM positions will be terminated. A salary range of $23-34K has been budgeted for these fellowship positions depending on qualifications and experience.

The focus of the program will be to develop experienced, well-rounded NRMs. Key topics covered during the two-year program include:

| • Strategic thinking & priority setting | • Management planning at multiple scales (landscape & preserve) |
| • Ungulate control | • Weed control |
| • Fire prevention | • Helicopter utilization & safety |
| • Rare species restoration | • Supervising & management skills |
| • Utilizing volunteers | • Project management |
| • GIS & GPS | • Monitoring techniques & methods |
| • Oral presentation skills | • Public relations & outreach |
| • Hawaiian natural history & culture | • Facilitation & team building |
| • Grant & report writing | • Wilderness first aid & safety |

Formalized field-based training will rotate across all island programs and will occur in a variety of forms such as one-day classroom workshops, 2-3 day field retreats and projects, informal strategy sessions, etc. Trainees and their supervisors will be expected to evaluate their performance through reviews and skills assessments to help us gage the success of the program.

**APPLICATION PROCESS**

Submit resume, a list of 3-4 references (name, address, phone number, email), and a cover letter of no more than 3 pages stating (1) why you are an outstanding candidate for the program, (2) your experience to date in natural resource management in Hawai‘i, (3) your short and long term career goals, and (4) an indication of which island(s) you wish to be located.

**Closing date is July 5th 2004.** Program will begin in late August or early September.

**TNCH Contact**
Jan Eber
The Nature Conservancy of Hawai‘i
923 Nuuanu St.
Honolulu, Hawai‘i 96817
808-537-4508