

# Washington State Department of Ecology Hershman Fellowship Project

## Project Title: Washington Coastal and Shoreline Resilience Fellowship

Washington State Department of Ecology | 300 Desmond Drive SW, Lacey, WA, 98503

### Mentors:

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### Position Overview

This is an exciting opportunity to join an enthusiastic team that believes in the growth and development of Fellows and provides many different opportunities to work on important program initiatives that address climate impacts and advance community resilience. As the [coastal zone management](#) and [shoreline management](#) agency lead in Washington State, our program provides Fellows with the opportunity to shape influential policy, participate directly in program decision-making and strategic planning, and support communities and Tribes in addressing coastal hazards and balancing resource uses, economic development, and conservation priorities.

### Fellowship Areas of Focus

The 2023-2024 Hershman Fellow will support several key work areas that enhance the state's coastal and shoreline management efforts. We have designed this Fellowship to include a range of professional experiences across different sectors, as well as mentorship from a diverse set of policy and planning experts and collaboration opportunities with internal and external partners. Depending on the Fellow's skills and interests, the Fellow's work could involve research and writing, policy analysis, communications and web design, partnership building and stakeholder engagement, event planning and facilitation, and strategic planning and project management.

With the support from staff leads, the Fellow will have ownership of projects and tasks and will contribute to team efforts to accomplish short- and long-term goals for the program. A range of available experiences are noted below. The Fellow may support the program's work across all three focus areas, but can choose to develop their Fellowship to prioritize work or focus on projects in certain areas, depending on their interests, skills, and professional development goals.

#### Supporting state and local shoreline planning and climate resilience priorities

[Shoreline Master Programs \(SMPs\) are local land-use policies and regulations that guide use of Washington coastal and shoreline areas.](#) We are in the process of working with state partners to develop new and improved guidance and resources for incorporating climate resilience considerations within SMPs and local [comprehensive plans](#). There are opportunities for the Fellow to support this growing area of work in a variety of ways, including developing case studies, collaborating with interagency teams to provide review and feedback on draft guidance, or leading a policy analysis project focused on existing sea level rise and climate resilience regulations and policies to inform our guidance development and rulemaking processes.

In addition, the Fellow will support our continued management of the statewide [Shoreline Planning Competitive Grant Program](#). This program supports efforts to advance local shoreline planning priorities, which can include climate resilience planning, public access planning, and improving SMP implementation, among other areas. The Fellow will help to collect and disseminate lessons learned from recently completed projects. They also have the option to serve on review teams for current projects and contribute toward improving funding guidelines and supporting equity and environmental justice through shoreline planning efforts.

## Coastal resilience project assistance and partnership building

Many of Ecology's coastal resilience efforts focus on areas with capacity constraints at the local level and communities that are most vulnerable to the impacts of sea level rise and other coastal hazards. Working closely with Washington Sea Grant and other key partners, the Fellow will provide additional support to address resilience planning gaps and needs within underserved communities. This work will include:

- Helping staff conduct outreach to understand local issues and needs and identify opportunities to develop funding proposals for federal restoration and resilience grant programs.
- Supporting state partnership efforts to deliver coordinated assistance to plan, design, permit, and fund multi-benefit projects with other state agencies, communities, and Tribes.
- Organizing the [Washington Coastal Hazards Resilience Network](#) annual meeting and improving the network's suite of information and resources.

These efforts may involve community events and site visits and are centered on fostering collaborative partnerships and supporting the resilience needs of coastal communities and Tribes.

## Program communications, outreach, and web development

We are looking to expand and improve upon the information, graphics, photos, and case studies we share to facilitate knowledge exchange among communities and practitioners, and to highlight and provide detail on the variety of important work that our Coastal Zone Management Program carries out. Depending on the Fellow's background and expertise, this work could include:

- Writing or contributing toward Ecology blogs and exploring new ways to share coastal management news and updates (e.g., through an Ecology listserv, a semi-annual newsletter, or social media).
- Developing maps, graphics, and/or informational briefs for sharing coastal management information with the public, agency and program staff, and state and federal congressional offices.
- Curating the Coastal Hazards Resilience Network's [resilience resource library](#) and writing [sea level rise and hazard resilience project case studies](#) to support knowledge exchange across communities.
- Helping to update or add content to our program's webpages and guidance documents. This may involve photography and videography trips across the coast to collect new photos and imagery.
- Serving as Ecology's lead for the collaborative development of the monthly [PNW Coastal Hazards Resources Newsletter](#).

## Research Project Opportunities

The Fellow may choose to lead and complete a research project over the course of their Fellowship that would directly contribute toward our program's current initiatives. Possible research projects include:

- *Sea level rise policy analysis*: Analysis of sea level rise policies and regulations in place across the country to inform Washington State climate resilience guidance and rulemaking efforts. Involves engagement with our national network of coastal programs through the [Coastal States Organization](#).
- *Ten-year review of the Coastal Hazards Resilience Network*: Scholarly publication on the history of this community of practice and an assessment of successes, challenges, and lessons learned.
- *Centering equity in coastal resilience*: Leverage existing information and Puget Sound social vulnerability assessment findings to identify gaps and new opportunities for Ecology to conduct outreach and support community adaptation planning or habitat restoration project needs.

## Fellow Mentoring and Agency Connections

The Fellow will work with the Shorelands and Environmental Assistance Program at the Department of Ecology in Lacey, Washington. While there is opportunity for the Fellow to primarily telework if they choose, they are expected to work in the office at minimum one day per week to collaborate with team members and support networking and professional development. The Fellow will have a lead mentor who will oversee activities and guide development. A secondary mentor will also guide the Fellow's work assignments in specific work areas.

The Fellow will have a tailored Performance and Development Plan (PDP) that will provide a framework for how the Fellow will work with the mentors and supervisors throughout the Fellowship. The PDP supports evaluation of the Fellow's progress on tasks and professional growth and ensures clear and open discussions about goal setting, opportunities for improvement (for all parties), and self-evaluation.

The Fellow will be part of a cross-sector, multi-agency team supported by a range of coastal and shoreline management experts, including ocean policy, shoreline management, coastal engineering, floodplain management, and wetlands conservation professionals. The Fellow will be encouraged to attend staff and stakeholder meetings, trainings, and other opportunities to gain exposure and understanding of how government and non-governmental organizations work on regional shoreline and coastal management. When opportunities arise, the Fellow will be encouraged attend and/or present at regional meetings and conferences.

### Project Partners:

- Local Governments
- Office of the Governor
- Washington Sea Grant
- FEMA Region 10
- Washington Coastal Marine Advisory Council
- State Department of Commerce
- State Emergency Management Division
- State Department of Fish and Wildlife
- State Department of Natural Resources
- State Department of Transportation
- State Parks & Recreation Commission
- Washington Marine Resource Committees
- Tribes
- U.S. Army Corps of Engineers

## Agency Diversity, Equity, and Inclusion Statement

Diversity, equity, inclusion, and respect (DEIR) are core values central to Ecology's work. We strive to be a workplace where we are esteemed for sharing our authentic identities, while advancing our individual professional goals and collaborating to protect, preserve, and enhance the environment for current and future generations.

- **Diversity:** We celebrate and appreciate diversity; our unique perspectives and abilities enrich us all and lead to innovative approaches and solutions.
- **Equity:** We champion equity, recognizing that each of us need different things to thrive.
- **Inclusion:** We intentionally create and hold space so that we all have meaningful opportunities to participate and contribute to Ecology's work.
- **Respect:** We treat each other with respect and dignity, acknowledging the inherent worth of our diverse perspectives and lived experiences, even in times of uncertainty and disagreement.

We believe that DEIR is both a goal and an action. We are on a journey, honoring our shared humanity and taking steps to demonstrate our commitment to a vision where each of us is heard, seen, and valued.