

Host organization

Puget Sound Partnership
326 East D Street
Tacoma, WA

Fellowship mentor/supervisor(s).

Nathalie Hamel
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Position description

As the Washington Sea Grant fellow, you will play a critical role in the Vital Signs Reporting team (part of the broader Science and Evaluation program at the Puget Sound Partnership) and our work to report ecosystem conditions and progress toward Puget Sound recovery using a suite of indicators known as the Puget Sound Vital Signs. Our team of two (Nathalie Hamel and Mary Ramirez) collaborates with partners from throughout the Puget Sound region to compile and analyze a wide range of environmental data; synthesizing, mapping and reporting findings in compelling and creative ways to reach our target audiences; and valuing and cultivating our relationships with our partners. We are jazzed about data, enjoy teamwork and collaboration, value diversity, equity and inclusion, and embrace ambiguity and complexity when they come around!

The Vital Signs and their indicators are the measures that the recovery community sees as most important and by which the Partnership has chosen to communicate about ecosystem conditions and assess progress towards the achieving goals for recovery. Information about the status and trends of indicators is reported 1) in our web platform Puget Sound Info and 2) in the State of the Sound report. Our reporting is possible thanks to invaluable collaborations with data providers and contributions from technical work groups coordinated through the Puget Sound Ecosystem Monitoring Program (PSEMP).

As our fellow, you will help to support the reporting and communication of the Vital Signs and their indicators in a variety of ways. We strongly encourage fellows to approach all aspects of their projects through an equity lens. We offer several project options to fellows and hope that they will chose to work on two or more projects during their tenure.

Project options for 2022-2023:

- 1. Communication: projects that help the Partnership proactively deliver information to end-users.**
 - **Update Vital Signs information summarized for each recovery goal.** Help us understand the audience for and appropriate format to communicate Vital Signs information for each recovery goal they represent. We already have story maps for each of the six recovery goals on Puget Sound Info (e.g. for the Species and Food Web goal: [Vital Signs | Thriving Species and Food Web \(wa.gov\)](#)). However, the information is somewhat obsolete. The fellow will at the minimum update or possibly even re-envision what the messaging for Vital Signs summarized for each goal level could look like and will develop the product. The products could inform the 2023 State of the Sound report.

- Collaborators: Communication team, Adaptive Systems Team, Science Team
- **Write for decision makers.** Research the policy, management and conservation implications of indicators and develop communication products that explicitly reach specific end-users such as management or policy decision-makers. Explore the use of policy briefs, fact sheets, blogs, social media, story maps, and infographics. The fellow could also coordinate briefings and give verbal presentations to key audiences. The products could also inform the 2023 State of the Sound report. Example stories could be Why are PBDEs in fish declining and are they affecting fish health? What do future scenarios tell us about the fate of Vital Signs? How can Vital Sign indicators signal environmental disparities?
 - Collaborators: Indicator reporters, PSEMP Communications Sub-Committee, Communication team, Boards team, Partnership's legislative director.

2. Mapping: projects that advance the compilation and visualization of indicator data

- **Map pocket estuaries.** Map pocket estuaries as important habitats for young salmon to feed as they travel through Puget Sound. A goal for our mapping work is to visualize the indicator patterns across the landscape. You will review the [existing protocol](#) for mapping and reporting on pocket estuaries, review and compile datasets, implement the protocol and vet the results with salmon habitat recovery organizations that operate at the local level (called Lead Entities). This work is very collaborative and you will work under the supervision of the GIS team at the Partnership while also working with the Salmon Recovery team as the liaisons to the Lead Entities.
 - Collaborators: GIS team, Salmon Recovery team.
- **Map environmental disparities of particular indicators.** Continue to build on the work we started with past fellows to examine environmental disparities and equity using one or more of the Vital Sign indicators. The fellow will develop a case study using spatial analysis tools to identify where key demographic data intersect with ecosystem conditions like air quality or clean drinking water. For example, this work could expand on the results of our [drinking water](#) indicators to identify which communities are more vulnerable to contaminated groundwater. This task will result in a stand-alone product, like a report or story map, that will bring attention to potential environmental disparities.
 - Collaborators: GIS team, Equity and Environmental Justice team

We will work with you to adapt the projects to your interests and skills. We will support you in the development of a work plan as a tool to lay out goals, expectations and milestones. Your work will result in a series of useful products during the course of the fellowship. In addition, we will ask you to prepare a final oral presentation summarizing the work you did during your fellowship, to present to our agency (scope and content are flexible and we can work together to figure that out).

If you have a flair for data and a passion for science communication, this fellowship is for you! We are looking for someone who is action-oriented, enjoys team work, and communicates effectively both in writing and speaking.

Networking, professional development, and mentorship

As an organization that works with hundreds of partners throughout the region, fellows at the Puget Sound Partnership have great networking opportunities through interactions with other teams and

participation in various technical work groups and conferences. You will be invited to participate in working groups at the Partnership such as the Human Dimensions Working Group and the Diversity, Equity and Inclusion Working Group, depending on your interests.

You will be able to take advantage of some State trainings including government-to-government and a host of other trainings that could help bolster needed skills for this fellowship. We will support your professional development by giving you first-hand experiences such as coordinating and facilitating meetings and encouraging best practices for project management.

The Partnership can help you find affinity or [resource groups](#) within the state family such as Blacks United in Leadership and Diversity.

Your primary mentor will be Nathalie Hamel, Vital Signs Reporting Program Lead. Nathalie was a Hershman fellow back in 2009. The other person you will work closely with is Mary Ramirez, our Technical Lead. Others may step in too depending on your interests and affinities. As this project will integrate information from multiple programs, we will expect you to interface with other colleagues primarily from the Science Team, Adaptive Systems team, Equity and Environmental Justice and our Communications team.