

Dear WSP Applicant,

This document provides you with a summary of each Year 29 Placement Sites for the upcoming term of service (10/2 - 8/17). Please note the sites are listed in order from Northern California to Southern California, you can reference our Placement Site Map on the WSP website. The proposed Corpsmember activities listed with each site may change slightly as they can be dependent on funding, weather, and staffing. If you have questions about a specific site, please email [wsp.recruiter@ccc.ca.gov](mailto:wsp.recruiter@ccc.ca.gov) , please do not contact the site directly!

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## CDFW Yreka

**Placement Site Address:** 1625 S. Main Street, Yreka, CA 96097

Yreka, California (CA 96097) - [City Data Information Link](#)

**Mentors:** Morgan Knechtle, Senior Environmental Scientist Specialist; Domenic Giudice, Environmental Scientist; Harrison Morrow, Environmental Scientist

**Number of CMs at Site:** 2

**Number of Years Site has Hosted WSP CMs:** 27

**Service Hours:** 8-hour days: 75%    10-hour days: 20%    >10-hour days: 5%

**Housing Offered:** No    **Work Vehicle Provided:** Yes

**CM Time Spent in Field/Office:**    In the field: 80%    In the office: 20%

### Corpsmember Activities:

Screw Trap Monitoring: 15%

Biological Sample Analysis Lab Work: 5%

Spawner/Redd Surveys: 15%

Field PIT Tagging: 5%

Weir maintenance and operation 15%

Snorkel Surveys: 5%

Data Entry: 10%

Education & Outreach: 5%

Hatchery Work: 10%

Commuting To/From Field Sites: 5%    Weir video footage review: 5%

DIDSON Installation/Monitoring: 5%

### Placement Site Objectives and Organizational Needs:

The Mission of the Department of Fish and Wildlife is to manage California's diverse fish, wildlife, and plant resources, and the habitats upon which they depend, for their ecological values and for their use and enjoyment by the public. The Klamath-Trinity Program has been monitoring area salmon runs since 1978, and the Rotary Trapping Program has been in place since 2000. Both monitoring programs are the sources of data critically important to the management of Shasta River, Scott River, and Bogus Creek Chinook and Coho populations. CMs are directly involved in the monitoring of adult and juvenile salmonid population trends in the Klamath Basin with these projects.

CMs are integrated into the field team and participate in both data collection and data processing throughout the field season, adding to CDFW's ability to collect the data necessary for long-term monitoring. On a typical workday in the fall, CMs will conduct spawning ground surveys on foot, install, maintain or remove video fish counting stations, assist with hatchery recovery and coded wire tag extraction and reading, review video footage and assist with data entry and editing. In the spring, CMs will learn to identify juvenile salmonids, sample them in rotary screw traps, calculate trap efficiency, and assist with data entry and editing.

### Mentorship Style:

At CDFW Yreka, Mentors work to develop and encourage CMs through regular monthly meetings, individual interactions, and service-related responsibilities. Mentors do their best to be available to CMs whenever they need to

talk and or discuss ideas. Mentors have an open-door policy and make every effort to respond to CMs according to their schedules. Mentors expect CMs to reach out when they need assistance. Mentors use monthly meetings to individually confirm that CMs are happy and satisfied with their experiences in Yreka. Mentors also try to help integrate the CMs into a diverse team of fisheries technicians and make sure that CMs feel part of the team. Additionally, there are three Mentors here in Yreka and each have different personalities allowing Corpsmembers to engage with a diverse team.

**Unique Characteristics of Placement Site:**

Yreka CDFW has a long history of WSP partnership and has a lot of learning opportunities to offer CMs. Located in a beautiful part of Northern California, Yreka is a small town close to a multitude of outdoor recreation opportunities. CMs at this site could experience the challenges and rewards of serving in a community where local knowledge and access to information about natural resource management is limited. CMs work with both the juvenile and adult phases of the life cycles of salmonid species and learn about the overall management cycle of salmon in the Klamath-Trinity basin. Our local watersheds are among the most productive in the basin yet offer challenging management scenarios in working with local stakeholders in an area where water is a limited and highly sought-after resource.

**Knowledge, Skills, and Abilities Desired in CM:**

- Ability to work long hours in very cold and very hot climates around noxious plants, and biting/stinging insects.
- Ability to walk or wade several miles per day over unstable terrain and through rivers.
- Ability to swim and stay afloat for extended periods of time.
- Ability to work long days in an office or lab setting while using computers and microscopes.
- Knowledge of basic map and navigation principles for traditional orienteering.
- Familiarity with basic principles of operating a 4-wheel drive vehicle. Some field sites will be accessed by uneven non-paved forest roads.



## Yurok Tribe Environmental Department Water Program

**Placement Site Address:** 15900 Hwy 101 North, Klamath, CA 95548

Klamath, California (CA 95548) - [City Data Information Link](#)

**Mentors:** Kaitlyn Woolling, Environmental Protection Specialist – Hydrology and Josh Cahill, Environmental Protection Specialist - Water Quality

**Number of CMs Site:** 2

**Number of Years Site has Hosted WSP CMs:** 14

**Service Hours:** 8-hour days: 80% 10-hour days: 10% >10-hour days: 10%

**Housing Offered:** No **Work Vehicle Provided:** Yes

**CM Time Spent in Field/Office:** In the field: 75% In the office: 25%

**Corpsmember Activities:**

H2O Monitoring: 50%

Biological Sample Analysis Lab Work: 5%

Data Entry: 7%

Sediment Surveys: 5%

Education & Outreach: 10%

Habitat Surveys: 5%

Commuting To/From Field Sites: 10%

Restoration for the establishment of traditional food systems: 5%

Potential to help Fisheries Department with spawner, snorkel, and redd surveys: 1%

Potential to help Fisheries Department with Beaver Dam Analogue maintenance and monitoring: 1%

Potential to help Fisheries Department with PIT tagging: 1%

**Placement Site Objectives and Organizational Needs:**

The Yurok Tribe Environmental Department, Water Program focuses on protecting tribal water resources through monitoring, research, and permitting. Water Program duties are split between four Specialists, three of which perform field work in a variety of aquatic habitat types pertaining to individual projects. CMs will gain training and experience with an array of industry-standard instruments used in aquatic science professions including hydrology, water quality monitoring, fisheries, and data management and analysis.

Most of the Yurok Tribe Reservation communities are remote, underserved towns, some without municipal utility services. Most households within the reservation rely on the Klamath River and its tributaries for drinking water and subsistence. By assisting Specialists to perform their fieldwork in the past, CMs have been an important component in the effort to protect the Yurok Tribe's water resources. CMs have also provided valuable education to local children regarding the importance of water quality, life pathways of aquatic species, and how these topics impact the Yurok Tribe's culture. Resuming this partnership will increase the efficiency in which the Yurok Tribe Environmental Department can protect Klamath River water resources and serve its community members. In the past, previous CMs have been highly involved in the Klamath River Cleanup, and the outreach and organization provided by WSP CMs is invaluable.

**Mentorship Style:**

Mentorship is a responsibility that both Kaitlyn Woolling and Josh Cahill consider a privilege and both Mentors will share responsibility. To provide CMs with as much communication and guidance possible, desks for both Mentors and CMs will be in the same room. Such an arrangement will exemplify the professional and supportive interpersonal behavior conducted in the Water Program. Since each Mentor is responsible for separate projects within the Yurok Tribe Environmental Department, mentorship of CMs within each project will be done by the respective Mentor. CMs will be trained and evaluated by Josh Cahill for Water Quality. CMs will be trained and evaluated by Kaitlyn Woolling for hydrology tasks. Due to the nature of the work, water quality tasks happen mainly in the summer, and hydrology tasks happen mainly in the winter. Both Mentors will guide CMs in field safety, protocols, and data collection methods. An objective the Mentors strive for is to encourage confidence through positive reinforcement so that CMs are comfortable completing some tasks independently as their term progresses.

**Unique Characteristics of Placement Site:**

Klamath River Dam Removal is a symbol for the river restoration movement, and the Yurok Tribe has provided steward leadership. The unique opportunities offered to CMs by the Yurok Tribe Environmental Department as a Placement Site include: the opportunity to contribute to the largest dam removal and river restoration project in US history, performing

environmental management work through a Yurok/tribal perspective, witnessing the social impact of that effort on the community served, exposure to Yurok tribal culture, and the ability to assist multiple Departments and Programs with diverse tasks. Kaitlyn Woolling is a former WSP CM (Years 24 and 25), as are two other staff members in the Water Program, and two others in the Yurok Tribe Fisheries Department. For many years the Yurok Tribe was the only Placement Site with an American Indian Tribe for WSP.

**Knowledge, Skills, and Abilities Desired in CM:**

- Passion to have a positive impact on an impaired watershed
- A willingness to serve an underrepresented, tribal community.
- Cooperative team member
- Experience and/or coursework involving hydrology and water quality
- Ability to wade in swift water
- Ability to swim
- Experience working or recreating in steep and uneven terrain
- Ability to lift and carry 50 pounds
- Ability to work in adverse weather conditions
- Ability to operate a 4WD vehicle off road
- Ability to evaluate risk and safety in the field



## Bureau of Land Management – Arcata Field Office

**Placement Site Address:** 1695 Heindon Rd, Arcata, CA 95521

Arcata, California (CA) - [City Data Information Link](#)

**Mentors:** Zane Ruddy, Fish Biologist and Sam Flanagan, Geologist

**Number of Years Site has hosted WSP CMs:** 6

**Number of CMs at Site:** 2

**Service Hours:** 8-hour days: 70%    10-hour days: 25%    >10-hour days: 5%

**Housing Offered:** No    **Work Vehicle Provided:** Yes

**CM Time Spent in Field/Office:**    In the field: 50%    In the office: 50%

**Corpsmember Activities:**    Sediment Surveys: 5%

Spawner/Redd Surveys: 15%

Snorkel Surveys: 15%    E-Fishing: 5%

Post-Restoration Monitoring/Maintenance: 10%    Habitat Surveys: 5%

Commuting To/From Field Sites: 10%    LWD Installation: 5%

H2O Monitoring: 5%    GIS Mapping: 5%

Data Entry: 5%

Volunteer Management: 5%

Education & Outreach: 5%

Pre-project restoration planning 5%

### **Placement Site Objectives and Organizational Needs:**

CMs will primarily focus on salmon and steelhead population monitoring, stream habitat monitoring, habitat restoration planning and implementation, and outreach activities (e.g. field trips with schools and public). Projects CMs will work on include spawner surveys in coordination with Mattole Salmon Group and CDFW, juvenile and summer adult steelhead snorkel surveys, and Salmon Creek (Headwaters Forest Reserve) stream gauge maintenance and data analysis (discharge/turbidity), as well as attending various workshops and trainings.

The BLM AFO manages approximately 200,000 acres in Northwest California, much of which is within the range of threatened Southern Oregon/Northern California Coast (SONCC) Coho Salmon, California Coastal (CC) Chinook Salmon, and Northern California (NC) Steelhead. BLM works to further the purposes of the Endangered Species Act by implementing programs for the conservation of listed species and their ecosystems. BLM responsibilities include determining the occurrence, distribution, population and habitat conditions on BLM-administered lands and monitoring and evaluating ongoing management activities. Given the remote nature of BLM parcels in the AFO, the distribution of anadromous salmonids and habitat conditions within drainages managed by BLM is not fully known. Apart from Headwaters Forest Reserve and tributaries to the Mattole River, most streams within the BLM AFO have not had salmonid habitat assessments conducted for over 30 years. CMs serving at this site help to fill this knowledge gap with updated information on fish distribution and habitat obtained through surveys.

### **Mentorship Style:**

CMs will be co-mentored by Zane Ruddy (fish biologist) and Sam Flanagan (geologist), who see CMs as an integral part of the BLM watershed team. At this site, Mentors interact daily with CMs, providing technical assistance and guidance as needed to meet the task at hand. CMs and Mentors work together directly on several projects and CMs are provided opportunities to work independently in areas that interest them most. Mentors encourage an open line of communication to ensure they are meeting each CM's expectations both as Mentors and as a Placement Site overall.

### **Unique Characteristics of Placement Site:**

CMs placed at BLM AFO will work on a wide range of projects across a highly diverse landscape, with habitat ranging from temperate coastal lagoons and estuaries to hot, dry, and rugged interior mountains. CMs will gain knowledge in vastly different watersheds and will work on both fish (e.g. population and habitat monitoring) and non-fish projects (e.g. stream gauge operation). Each day, CMs will work with two experienced BLM watershed professionals and other highly specialized multi-resource staff (e.g. botanist, forester, wildlife biologist, etc.), as well as government agencies and non-profit organizations that share the same watershed restoration and fish recovery goals. These agencies and organizations include the California Department of Fish and Wildlife, U.S. Forest Service, National Marine Fisheries Service, U.S. Fish and Wildlife Service, Mattole Salmon Group, Mattole Restoration Council, and Sanctuary Forest.

### **Knowledge, Skills, and Abilities Desired in CM:**

- Ability to work in rugged conditions (e.g. steep terrain)
- Comfortable swimming/snorkeling in rivers
- Ability to work long days



## WSP Fortuna

**Placement Site Address:** 1455 Sandy Prairie Court, Suite C,  
Fortuna, 95540 [City Data Information Link](#)

**Mentor:** Jason Lopiccio Region I Program Coordinator

**Number of CMs at Site:** 2

**Number of Years Site has Hosted WSP CMs:** 28

Service Hours: 8-hour days: 80% 10-hour days: 15% >10-hour days: 5%

**Housing Offered:** No

**Work Vehicle Provided:** Yes

**CM Time Spent in Field/Office:** In the field: 35% In the office: 65%

### Corpsmember Activities:

Office Work: 25%

Commuting: 15%

Education and Outreach: 20%

Editing/Writing: 10%

Volunteer Recruitment & Management: 20%

Field Work: 10%

### Placement Site Objectives and Organizational Needs

The Watershed Stewards Program (WSP) is dedicated to improving watershed health by actively engaging in restoration science, civic service, and community education while empowering the next generation of environmental stewards. WSP was established in 1994 as a comprehensive, community-based watershed restoration and education program. CMs serve in coastal watersheds throughout California. WSP is a program of the California Conservation Corps supported and funded by AmeriCorps and The Fisheries Grant Restoration Program (FRGP). WSP is also a professional development program, focused on training the next generation of environmental professionals.

### Position Description:

Each Team Leader supports one of WSP's four districts where 10-12 CMs serve. Team Leader duties vary throughout the year. Some duties are year-long, including CM support, tracking program data, and collaborating with staff on current projects. Other tasks include planning for WSP trainings and outreach events that occur throughout the year. An important aspect of Team Leader duties is supporting and attending CMs' Watershed Awareness Volunteer Events (WAVE), designing their own WAVE, teaching the Wonders of Watersheds (WOW!) curriculum in local schools, preparing for and serving on the WSP Advisory Committee board, identifying regional outreach and volunteer opportunities, contributing to program communications, and assisting in program development. There are also opportunities to work on alumni relations, producing a quarterly newsletter, and generating new and creative ways to improve the program.

While most Team Leader responsibilities require them to be in the office a majority of the time, there are also opportunities for field work through site sharing with various Placement Sites. Team Leaders can visit and learn from each CM in their district. Team Leaders learn how to communicate effectively with CMs within their district as well as

the program as a whole and are exposed to ample opportunities for public speaking and networking within the local community. Opportunities to receive feedback on professional written communication, organization, and logistics will take place throughout the term. Team Leaders also promote WSP to future CMs and the public through social media presence. Team Leaders also assist with uniform and equipment inventory, and with keeping their district well supplied with needed equipment.

### **Mentorship Style:**

While TLs primarily fill a role of leadership and have an accompanying level of independence, they receive a unique mentorship experience centered around leadership by having one of the WSP Program Coordinators as a Mentor. Team Leaders at the Fortuna WSP office will be given opportunities to work on a wide variety of projects throughout their term as well as the tools and mentorship to develop professionally within the natural resources field. Communication and feedback between Mentor and TLs is open and ongoing and TLs should feel free to express what their needs are from the program and from their Mentor. Mentor-TLs meetings will be held weekly and individual check-ins will be bi-weekly or as needed. Jason believes strongly in facilitating and fostering diverse, community-based solutions in mentorship; if there's a question that he doesn't know or a skill set he doesn't have, there are those in the community that do and they should be reached out to.

### **Unique Characteristics of Placement Site:**

Highlights of being a Team Leader in the Fortuna Office include being part of a dynamic team, engaging in a diversity of projects, and traveling around the state to support CMs. Team Leaders are encouraged to visit each Placement Site of the CMs in their district to gain skills and network, as well as support the CMs socially. Due to its close proximity to the California Conservation Corps campus, CMs placed at the WSP Fortuna office have the opportunity to share their skills and learn from CCC CMs. There are also numerous opportunities to network and meet natural resource professionals and educators from around the state. CMs are encouraged to seek out trainings in environmental education and natural resource topics to further their professional goals.

Team Leaders work directly in the offices of WSP and receive first-hand experience in non-profit management. They are responsible for fostering a sense of community among CMs, as well as providing support to CMs, assisting in the administration of WSP, and contributing to CM development. They are encouraged to follow their interests and given support to do independent work, if desired. Team leaders play a pivotal role in the success of WSP year after year.

### **Knowledge, Skills, and Abilities Desired in CM:**

- Experience/strong interest in serving in a leadership role
- Ability to travel overnight/work on weekends
- Ability to work independently
- Experience with Microsoft Office Suite
- Experience and interest in outreach
- Strong organizational skills



## **CDFW Arcata**

### **Placement Site Address:**

50 Ericson Ct., Arcata CA 95521



Arcata, California (CA) - [City Data Information Link](#)

**Mentor:** Colin Anderson CDFW Environmental Scientist

**Number of CMs at Site:** 2

**Number of Years Site has Hosted WSP CMs:** 21

**Service Hours:** 8-hour days: 70% 10-hour days: 30%

**Housing Offered:** No **Work Vehicle Provided:** Yes

**CM Time Spent in Field/Office:** In the field: 75% In the office: **25%**

**Corpsmember Activities:**

Data Synthesis and QAQC: 5%

Spawner/Redd Surveys: 25%

GIS Mapping: 5%

Weir Monitoring / Adult and Juvenile: 25%

Data Entry: 5%

Seining / PIT Tagging Juveniles: 10%

Education & Outreach: 5%

Snorkel Surveys: 15%

Commuting To/From Field Sites: 5%

**Placement Site Objectives and Organizational Needs:**

CDFW is charged with public resource assessment and management responsibilities for native fish and wildlife. Wildlife and their habitats provide essential ecosystem function services to communities. These services provide both economic benefit as well as social and cultural value. CMs have provided valuable resources to reach these crucial societal needs. CMs will allow the CDFW to monitor anadromous fishes across more streams to provide a better understanding of status and trends of populations.

The overall goal of this site is to conduct anadromous fisheries population research and monitoring. Most days will be spent conducting fisheries surveys in local streams or trapping fish at the Freshwater Creek weir. Occasional “office days” will be spent working at the Arcata field office, both processing and analyzing field data. The daily activities of Corpsmembers will be directed by the site Mentor. After reporting to work at 7-8 a.m., CMs will be assigned to work with a crew of one or two experienced Research Assistants and/or CDFW Environmental Scientists. Most field surveys will require an entire eight-hour day to complete. October through November we will be capturing juvenile coho with seine nets and pit tagging them for an over winter survival study. December through March, CMs will perform spawning ground surveys. While performing the surveys, CMs will hike upstream over rocks, mud, and logs in cold, swift water. The objective will be to locate salmon carcasses, salmon nests (redds), and live fish. CMs will learn multiple scientific field protocols, how to use hand-held global positioning systems (GPS) and electronic field data entry devices. December through February, CMs will assist with trapping and tagging adult salmonids at the Freshwater Creek weir. During peak migration times, the weir will be staffed 24 hours/day. Therefore, CMs should be prepared to work occasional off-hour and weekend shifts. March through June CMs will assist with trapping and PIT tagging adult and juvenile salmonids captured in the out-migrant trap installed at the Freshwater Creek weir. Mid-July through Mid-August (end of term), CMs will participate in annual juvenile population estimate snorkel surveys. Additionally, CM’s may assist with counting adult salmonids during annual snorkel surveys conducted in the Smith River, and other north coast rivers and streams. We also encourage CMs to site visit during the summer months.

**Mentorship Style:**

CMs can expect to learn state of the science technology, theory, and methods of fisheries science in a supportive and professional atmosphere. CMs will be guided by a hands-on Mentor from CDFW Arcata for all tasks for the duration of their term. CMs are treated as valued assets and team members.

**Unique Characteristics of Placement Site:**

CDFW Arcata provides the next generation of resource assessment professionals with the valuable, hands-on learning experience desired by employers and college and university advanced degrees in biological sciences. The team has been innovating and setting the standard for scientific data collection in Northern California along-side CMs for 21 years. The site Mentor is a WSP alumnus.

**Knowledge, Skills, and Abilities Desired in CM:**

- Highly motivated
- Passion for fisheries and watershed science
- Desire to work outside
- Prior fisheries/natural resources and backcountry skills experience beneficial



## California Conservation Corps Fortuna

### Eel River Watershed Improvement Group (ERWIG)

**Placement Site Address:** 1500 Alamar Way, Fortuna, CA 95540

Fortuna, California (CA 95540) - [City Data Information Link](#)

**Mentors:** Brian Starks, CCC Fish Habitat Specialist and Isaac Mikus, Executive Director -ERWIG

**Number of CMs at Site:** 1

**Number of Years Site has Hosted WSP CMs:** 27

**Service Hours:** 8-hour days: 20%    10-hour days: 75%    >10-hour days: 5%

**Housing Offered:** No    **Work Vehicle Provided:** Yes

**CM Time Spent in Field/Office:**    In the field: 70%    In the office: 30%

**Corpsmember Activities:**

LWD Installation: 30%

GIS Mapping: 5%

Education & Outreach: 25%

Volunteer Management: 5%

Native Planting: 10%

Spawner/Redd Surveys: 3%

Commuting To/From Field Sites: 10%

E-Fishing: 1%

Invasive Plant Removal: 5%

Habitat Surveys: 1%

Data Entry: 5%

**Placement Site Objectives and Organizational Needs:**

The California Conservation Corps is a service program for young people to develop work and life skills while helping conserve and restore our natural resources. Guided and supervised by CCC and partner organization staff, CCC crews implement restoration projects like installing logs and root wads in streams that serve as cover structures in pool and flat-water habitats. Restoration work is focused on streams and watersheds that have the greatest ability to maintain or increase threatened and endangered salmonid populations over the long term. The work zone of the Fortuna CCC is from northern Mendocino County to northern Del Norte County. The Eel River Watershed Improvement Group (ERWIG) is a non-profit focused on improving habitat for native salmonids. ERWIG plans, designs, and implements fish habitat

projects through funding from state & federal agencies and from private donations. ERWIG and the CCC have a long history of working together for anadromous fish, and they will continue to team up with WSP to provide a full fish restoration experience for CMs.

Over the last fifty years, salmon and steelhead populations in the north coast streams have plummeted. The CCC is dedicated to watershed restoration efforts that enhance and restore salmonid habitat. The CM at the Fortuna CCC/ERWIG site assists with the assessment, development, and implementation of watershed restoration projects. These projects protect and enhance the wildlife value on both public and private property while also supporting the local economy by providing jobs, supporting local business, and raising the awareness of community members. They also increase the quality and quantity of salmonid habitat while providing meaningful work and a natural classroom for CCC CMs. The CM at this Placement Site helps maintain and increase the CCC and ERWIG's capacity to develop and implement watershed restoration projects. Not only are more projects planned and completed, having a CM at the site increases the quality of the work. This includes the planning and proposal process, where the CM assists with developing projects, and project implementation, where they work directly with traditional CMs to ensure proper restoration techniques.

The CM at the Fortuna CCC/ERWIG site will engage in the following activities in the pursuit of developing and implementing watershed restoration projects. They will hike streams and riparian zones to evaluate for restoration opportunities, design specific project elements, evaluate projects during implementation phase, take data from sites, (photographs, GPS coordinates, physical stream data, etc.), collect post project evaluation data, and participate in project implementation. They will assist with project development by creating maps using ArcGIS software, photo point documentation, aiding in writing project descriptions for grants, researching specific stream data, and organizing information. They will work hand in hand with CCC CMs on stream restoration projects which include moving logs into place using grip hoists and hand tools, anchoring logs using power tools such as handheld wood drills and roto hammers, invasive plant removal, and planting native plants in the riparian zone and on unstable slopes. In addition to the restoration work, they will plan and implement the Creek Days Environmental Education Fair, a 3-day event visited by over 300 local elementary school students. The tasks involved include picking the site, contacting teachers and schools, organizing WSP CMs, organizing materials, coordinating logistics, and informing WSP staff of progress through regular meetings. The CM will have the opportunity to attend various trainings and conferences, potentially including but not limited to: Eel River Forum meetings, Large Wood Technical Field School, CCC chainsaw class, CDFW spawner survey training, ATV training, and CDFW habitat inventory training.

### **Mentorship Style:**

There will be a structured style of mentorship laid out from the beginning of the term, with regular monthly meetings to lay out goals and schedules. At the same time, the CM will have a significant amount of autonomy and will be expected to pursue project goals independently. The Mentors will be available for guidance, assistance, and advice with most aspects of the CM's work. The style of mentorship will vary from Corpsmember to Corpsmember, and the Mentors can adjust as needed. The CM at this site works closely with the Mentors, which promotes an environment where ideas, advice, and input flow organically as we work on individual and collaborative projects. Mentorship will largely be shared between Mentors, though it will depend on whether current projects are CCC, ERWIG, or shared projects. The CCC Mentor will take the prominent role when working on CCC projects, which are usually large wood installations, project design, and invasive plant removals. The ERWIG Mentor will take the prominent role on ERWIG projects, which are usually fish passage, native tree planting, and working with heavy equipment operators, in addition to large wood installations and project design. Creek Days is a collaborative project shared by all entities involved, so mentorship will also be collaborative.

### **Unique Characteristics of Placement Site:**



Data Entry: 5%

E-Fishing: 2.5%

Education & Outreach: 5%

H2O Monitoring: 2.5%

Field PIT Tagging: 2.5%

### **Placement Site Objectives and Organizational Needs:**

The Mission of the California Department of Fish and Wildlife (CDFW) is to manage California's diverse fish, wildlife, and plant resources, and the habitats upon which they depend, for their ecological values and for their use and enjoyment by the public. The Coastal Watershed Planning and Assessment Program (CWPAP) and Southern Humboldt and Mendocino Counties Fisheries Management (SH-M) are CDFW programs with the following primary objectives: conducting fishery-based watershed assessments and corresponding watershed/salmonid recovery planning efforts; and salmonid population monitoring in the Eel River Watershed. WSP CMs attain significant field experience in the monitoring of endangered species of salmon and steelhead and gain important first-hand knowledge of fishery management and recovery operations at a state-level agency. Utilizing Coastal California Salmonid Monitoring Plan (CMP) protocols and methods, this site conducts fall and winter spawner surveys in the South Fork Eel River to assess population size and distribution of Coho Salmon as well as collecting additional data on Chinook Salmon and steelhead. This program site also operates a DIDSON sonar camera in the fall and winter to determine the run timing and produce adult Chinook Salmon and steelhead abundance estimates for the mainstem Eel River. The data from these fall and winter monitoring efforts measure the progress toward federal and state recovery plans and escapement estimates are critically important in fisheries management planning. In addition to these fall and winter data collection efforts, this site conducts late spring and summer surveys evaluating stream habitat conditions for salmonids. These stream surveys include mask and snorkel surveys which CMs collect data on fish occupancy rates and distribution of juvenile salmonids. The data collected from these survey efforts plays a critical role informing watershed recovery planning efforts, such as the Salmonid Habitat and Restoration Priorities working group. The Mentors and Site Supervisor are steering committee members in this working group, which is a planning process involving state and federal agencies, California Native Tribes, non-profits, and private landowners to identify effective restoration within priority areas of salmon recovery. Throughout the year, CMs also participate in a variety of other field work conducted at this site that includes but is not limited to: estuarine species seining and water quality sampling, juvenile fish pit-tagging, juvenile fish minnow trapping, electro-fishing, drought monitoring, etc.

The CDFW CWPAP/SH-M Placement Site effectively engages the community in recovery of salmon and steelhead with information needed for informed decisions and community outreach and education. CMs fill a unique role in the program and the service to the public would suffer without them. Coordinating with community landowners for survey access permission is the essential first step to all work conducted through this site. Annually a new group of landowners is contacted to complete an assessment area or conduct fisheries monitoring. CMs are a tremendous asset in coordinating with landowners to complete these surveys and the level of public involvement and service could not be maintained without them. In addition, CMs at this site provide an invaluable community service through completing their WOW! curriculum in local schools as well as their WAVE project, which brings together community members to perform a watershed restoration project. This site benefits greatly by having two CMs to supplement field crews and acquire essential biological and habitat data. The WSP partnership with this site has led to hundreds of miles of stream surveys, which provides baseline habitat and biological data that goes into the planning/development process and subsequently completion of numerous watershed restoration projects throughout Northern California helping to maintain and improve populations of state and federally listed salmonid species.

### **Mentorship Style:**

Mentors work closely with Corpsmembers both in a small and interactive office setting as well as in the field. While adhering to COVID safety protections, interaction between Mentors and CMs occurs on a weekly basis, and Mentors are generally easily available to their CMs throughout their year of service. Training is provided for all field and data

management activities. CMs and new technicians are paired with experienced surveyors (includes Mentors and CDFW scientific aids, which usually includes former CMs) to ensure a strong grasp of the survey protocols and techniques, which leads to quality data collection and well-trained personnel. There is a fair amount of overlap between projects occurring at the site and Mentors interact with both CMs throughout the year. Chris Loomis oversees the SF Eel River Spawning Ground Surveys in the fall and winter, and Dave Kajtaniak oversees the DIDSON Sonar Monitoring Project on the lower Mainstem Eel River during this same time period. CMs will benefit by working on each project and with each Mentor. Spring and summer entails stream habitat and biological inventories which both Mentors are involved and work equally with the Corpsmembers. Additional monitoring occurs in estuarine environments with both Mentors, which allows CMs to diversify their species monitoring experience.

### **Unique Characteristics of Placement Site:**

The CDFW and WSP missions are compatible, and CMs benefit from their time served here. This site's CMs gain invaluable experience in a diverse array of field/biological sampling methodologies in unique, biologically significant locations that other sites are not able to provide. In addition, the CWPAP site is one of the few Placement Sites in WSP that provides the opportunity to acquire hands-on experience with DIDSON sonar cameras. This technology is providing invaluable data on the adult salmonid populations in the Eel River watershed and is being utilized in other watersheds along the entire Pacific Northwest. Moreover, with CDFW being the lead agency in the recovery of salmonid species, the on-going programs at this site work with a wide range of partners, including the following: other federal and state agencies, non-governmental organizations, non-profits, private consulting companies, municipalities, and private landowners. Therefore, Corpsmembers get valuable experience seeing collaborations and partnerships at work. The current Mentors and Site Supervisor are past CMs, and they have an intimate understanding of the importance and role they play as Mentors to their WSP CMs. Collectively, the Mentors and Site Supervisor have 30+ years' experience in the role of WSP Mentors and are dedicated to providing a supportive, inclusive, and professional learning environment. It is the site's wish to maintain this partnership for the benefit it provides the public and significant environmental resources in the region. Moreover, this site has been able to provide seasonal employment to WSP CMs following the completion of their term of service. This has been a mutually beneficial arrangement as WSP CMs could acquire state employment with a natural resource agency, and it maintains consistency and quality assurance for our program. In addition, incoming CMs gain valuable knowledge and insight by working alongside these former CMs who have an understanding of all the benefits of being in WSP and how to make the most of their WSP term of service.

### **Knowledge, Skills, and Abilities Desired in CM:**

- Ability to hike in streams/rough terrain
- Be a capable swimmer
- Comfortable with tent camping or staying in rustic field housing during certain times of the year
- Ability to work a flexible schedule when needed, such as occasional weekend work and ability to go on multi-overnight trips
- Strong interest in conducting biological and habitat monitoring
- Experience with driving 4x4 vehicles on off-pavement roads is preferred



## **North Coast Regional Water Quality Control Board**

**Placement Site Address:** 5550 Skylane Blvd, Suite A, Santa Rosa, CA 95403

Santa Rosa, California (CA) - [City Data Information Link](#)

**Mentors:** Bryan McFadin, Flow and Riparian Specialist; Lance Le, Water Resources Control Engineer; Eli Scott, Watershed Stewardship Specialist; Elizabeth Pope, Humboldt Bay Stewardship Specialist

**Number of CMs at Site:** 2

**Number of Years Site has Hosted WSP CMs:** 8

**Service Hours:** 8-hour days: 90% 10-hour days: 10%

**Housing Offered:** No **Work Vehicle Provided:** Yes

**CM Time Spent in Field/Office:** In the field: 25% In the office: 75%

**Corpsmember Activities:**

Computer Modeling (Hydrograph/Shade): 25%

H2O Monitoring: 20%

GIS Mapping: 25%

Data Entry: 10%

Education and Outreach: 15%

Commuting To/From Field Sites: 5

**Placement Site Objectives and Organizational Needs:**

The mission of the State Water Resources Control Board and its associated regional boards is *“To preserve, enhance, and restore the quality of California's water resources and drinking water for the protection of the environment, public health, and all beneficial uses, and to ensure proper water resource allocation and efficient use, for the benefit of present and future generations.”* The work of the North Coast Regional Water Quality Control Board is with the aim of achieving *“Healthy Watersheds, Effective Regulation, and Strong Partnerships.”* As a Corpsmember at the North Coast Regional Board, CMs will be mentored by staff in the Planning and Watershed Stewardship Division, with a focus on a few key activities, moderated by CMs personal interests. The core project work of CMs at the North Coast Water Board includes flow and water quality monitoring, Level 1 water quality assessment using GIS tools, and development and use of water quality modeling tools for the purpose of supporting watershed stewardship efforts. CMs learn to manage and evaluate flow data and develop rating curves to support drought response, water conservation, and emergency salmonid response actions. The North Coast Board has two dedicated Stewardship Specialists, one who works in the Scott and Shasta watersheds and the other who works in the Humboldt Bay watershed. CMs work with these two Specialists to support stewardship education and outreach efforts in high priority watersheds, including but not limited to: water conservation planning, drought response, restoration planning, interagency coordination, and partnership building. Depending on their individual interest, CMs could also provide support on CRAM assessments, sediment surveys, and post-restoration inspection and monitoring as part of the water quality monitoring duties. CMs collaborate with others and produce reports and/or presentations to share analytical results and support a broader watershed stewardship purpose.

**Mentorship Style:**

As a general matter, CMs work as a team. They meet with Mentors weekly to coordinate the week's work and discuss problems and solutions. They also meet regularly with individual project Mentors for field work, desktop work assignments, ask questions, and receive training associated with performance of the project. The CMs learn to divide tasks amongst themselves associated with a given project, establish and meet deadlines, coordinate across their individual tasks, and prepare a written and/or oral presentation of their combined findings to the CMs and/or to a larger

internal or external audience. The CMs have a single Mentor who manages their time, travel, requests for time off, training requests, and responds to program related questions or issues.

**Unique Characteristics of Placement Site:**

The North Coast Water Board is set in beautiful Sonoma County, with ready access to beaches, redwoods, oak woodlands, coastal rivers, fine food, hiking/biking trails, and paddling/surfing. It is a gateway to the beautiful natural landscapes to the north and the dynamic cultural offerings of the San Francisco Bay area to the south. The North Coast Water Board staff are uniquely friendly and outgoing and are regularly generating new ideas for engagement inside and outside the office, especially during the COVID-19 pandemic. Many staff are WSP alumni, including three of the Mentors. The North Coast Water Board has developed clear and productive partnerships with Tribal organizations throughout the region, particularly in the Klamath Basin. The Waterboards have a Training Academy through which CMs can take classes ranging broadly from basic skills with Microsoft tools, water quality policy and regulation, GIS and other analytical tools, to project management and communication, and others.

**Knowledge, Skills, and Abilities Desired in CM:**

- Interest in field work
- Interest in applying existing skills or learning new skills in GIS analysis and computer modeling
- Interested in collaborating closely with others and producing reports and/or presentations to share analytical results to support a broader watershed stewardship purpose



## Point Reyes National Seashore

**Placement Site Address:** 1 Bear Valley Road, Point Reyes Station, CA 94956

Point Reyes Station, California (CA 94956) - [City Data Information Link](#)

**Mentor:** Brentley McNeill, Fisheries Crew Lead

**Number of CMs at Site:** 2

**Number of Years Site has Hosted WSP CMs:** 10

**Service Hours:** 8-hour days: 95%    10-hour days: 5%

**Housing Offered:** Yes      **Work Vehicle Provided:** Yes

**CM Time Spent in Field/Office:**    In the field: 70%      In the office: 30%

**Corpsmember Activities:**

Screw Trap Monitoring: 15%

Data Entry: 12%

Spawner/Redd Surveys: 15%

Habitat Surveys: 10%

Commuting To/From Field Sites: 8%

Native Planting: 5%

E-Fishing: 5%

Field PIT Tagging: 5%

DIDSON Installation/Monitoring: 5%

Post-Restoration Monitoring/Maintenance: 3%



Volunteer Management: 3%

Seining: 2%

Snorkel Surveys: 3%

Biological Sample Analysis Lab Work: 1%

Education & Outreach: 2%

H2O Monitoring: 1%

Invasive Plant Removal: 2%

GIS Mapping: 1%

Gear and equipment maintenance: 2%

### **Placement Site Objectives:**

Point Reyes National Seashore (PRNS) has undertaken an ambitious, multi-decade long program to maintain and enhance endangered Coho Salmon (*Oncorhynchus kisutch*) and steelhead (*O. mykiss*) populations within the watersheds managed by the National Park Service (NPS) in the San Francisco Bay Area. The monitoring program maintains over twenty years of trend data to determine the success of restoration activities and is used as a life cycle monitoring station as described in the CDFW, Fish Bulletin 180 (CMP). The Coho and Steelhead Monitoring Program (CSMP) was first formed in 1997 by local community members and park staff. In 2001, the program received state funding to further develop the program and expanded to incorporate Golden Gate National Recreation Area. In 2004, the CSMP became part of the San Francisco Bay Area Network Inventory and Monitoring Program and received long-term NPS funding for monitoring. Based on pilot data, the NPS published a comprehensive monitoring plan and protocols for the monitoring of salmonids within the NPS San Francisco Bay Area Network (Reichmuth et al. 2010). The CSMP continues to explore new monitoring techniques using passive integrated transponder (PIT) tags and salmonid occupancy models. Since 2003, many restoration activities within the park have been completed by volunteer-based restoration groups now managed by CMs, with activities including fish passage improvement, cattle exclusion fencing near streams and riparian zones, creation of overwinter habitat, and wetland restoration. The long-term monitoring program and restoration activities are supported by over 1500 hours of volunteer labor annually and the Point Reyes National Seashore Association.

The missions of both WSP and PRNS are well-aligned which has only strengthened the partnership over the past decade. WSP provides highly motivated individuals with a passion for natural resources conservation at a reasonable cost to PRNS. In turn, PRNS provides a wealth of knowledge and experience through a diverse staff and a unique wilderness. PRNS is committed to continuing the career development of CMs throughout their service year. CMs afford the organization the opportunity to perform small-scale stream restoration projects and complete the monitoring necessary to inform vital Coho Salmon conservation strategies. The WOW! outreach component is one of the most important services provided by CMs. Prior to WSP, there was no formal educational program offered to local Title 1 schools. Through the WOW! curriculum, awareness and information are being disseminated at the local level in a manner not previously feasible by the fisheries program or PRNS. In addition, CMs can engage the community in restoration projects and teach volunteers how to become stewards of their local watersheds.

### **Mentorship Style:**

CMs placed at PRNS will be part of a collaborative team and work alongside the Site Supervisor and Mentor during field operations. Mentorship will be provided by Brentley McNeill for most field and office tasks, including PIT tag antenna construction and maintenance, data entry and quality assurance, database maintenance, reporting, and geospatial data management. Michael Reichmuth, as the Site Supervisor, will provide mentorship for park administrative needs, park-wide safety protocols, career development, field activities, and other personal development opportunities. Michael and Brentley will collectively provide mentorship for WOW! and WAVE planning, spawner surveys, smolt trapping, summer juvenile surveys, and team safety as it relates to each field activity. The Site Supervisor and Mentor will often provide additional one-on-one training for certain field tasks. The entire CSMP staff will participate in weekly meetings to discuss park updates, planned activities and events, scheduling, training, safety concerns, and other program items. It is anticipated Corpsmembers will be required to report to the office each workday unless traveling or the workplace is

deemed unsafe. In the event a Corpsmember is not allowed to commute or enter the office, CM's will follow both NPS and WSP telework policies.

### **Unique Characteristics of Placement Site:**

Point Reyes National Seashore provides a unique opportunity for CMs to work in both a designated wilderness and one of the largest urban interfaces in California. The proximity of PRNS to the city of San Francisco allows CMs to experience the challenges and rewards of working in environments at the doorstep of a large, culturally diverse population. Since the mission of the NPS is to preserve natural resources for future generations, CMs are exposed to a variety of natural resource-based monitoring and restoration projects. PRNS can provide professional staff support on a range of topics including but not limited to: education, outreach, cultural resources, wildlife biology, vegetation management, water quality, and rangeland management. CMs placed at PRNS can utilize their access to a variety of NPS resources and professionals to expand skillsets and build upon current knowledge and interests. Not only does PRNS offer a myriad of topic areas for CM to explore, but it also provides a unique opportunity to live and work on some of the most beautiful public lands in the nation. CMs will gain experience throughout the year by learning and implementing techniques for monitoring endangered and threatened aquatic species including Coho Salmon and Steelhead Trout. It is also anticipated that PRNS will continue to provide low-cost housing. Although the site is unable to officially offer housing, CMs have been able to secure NPS housing for their entire service year each of the past 10 years. Park housing consists of shared homes located within PRNS with occupants receiving one bedroom, shared or private bathroom, shared living quarters, and included utilities. Housing cost varies depending on the NPS unit but typically ranges from \$500 to \$800 per month (40-60% below market rate). Given the current stipend amount provided to WSP, the low-cost housing provided to CMs increases wellness during the service year by decreasing financial burden.

### **Knowledge, Skills, and Abilities Desired in CM:**

- Experience in fisheries monitoring techniques
- Experience in biological data collection and quality assurance
- Ability to navigate across rough terrain and through obstacles in small coastal streams while collecting data
- Ability to work as part of a team
- Experience leading small work groups will be valuable
- Moderate level of physical conditioning to avoid or minimize risk of injury.
- Follow and uphold the safety standards



## **Marin Water Fisheries Program**

**Placement Site Address:** 49 Sky Oaks Rd, Fairfax, CA 94930

Fairfax, California (CA 94930, 94960) - [City Data Information Link](#)

**Mentors:** Eric Ettlinger, Aquatic Ecologist and Suzanne Whelan, Watershed Volunteer Coordinator

**Number of CMs at Site:** 2

**Number of Years Site has Hosted WSP CMs:** 11

**Service Hours:** 8-hour days: 98% 10-hour days: 2%

**Housing Offered:** No    **Work Vehicle Provided:** Yes

**CM Time Spent in Field/Office:**    In the field: 70%                      In the office: 30%

**Corpsmember Activities:**

Spawner/Redd Surveys: 30%

Screw Trap Monitoring: 25%

Data Entry: 25%

Volunteer Management: 5%

Commuting To/From Field Sites: 5%

Post-Restoration Monitoring/Maintenance: 2%

Snorkel Surveys: 2%

Education & Outreach: 2%

Field PIT Tagging: 1%

E-Fishing: 1%

Native Planting: 1%

GIS Mapping: 1%

**Placement Site Objectives:**

The Marin Water Fisheries Program is dedicated to the conservation, protection, and recovery of native aquatic species. Marin Water’s biologists have been monitoring populations of key species, implementing habitat restoration, and engaging collaborators and the public for more than 20 years. The Fisheries Program involves monitoring all freshwater life stages of Coho Salmon and steelhead in over 22 miles of streams within Marin County. In addition, Marin Water has installed more than 80 large woody debris structures in Lagunitas Creek, treated erosion throughout the watershed, and received over \$2 million in grants for salmonid habitat restoration. The District’s Volunteer Program organizes community outreach projects geared towards watershed protection, including habitat restoration and community science monitoring of aquatic species. The Marin Water Fisheries Program consists of two fulltime biologists, working in collaboration with agencies, non-profit groups, and other Marin Water Natural Resources staff. Watershed management is at the core of Marin Water’s Mission Statement: “It is the purpose of the Marin Municipal Water District to manage our natural resources in a sustainable manner and to provide our customers with reliable high-quality water at a reasonable price.”

Lagunitas Creek is recognized as an exceptionally important stream for endangered Coho Salmon and threatened steelhead, and monitoring their populations is critical to their recovery. Walker Creek also supports coho and steelhead, but limited data are available to determine their current status there. The services provided by CMs are essential to collecting current, high-quality data on these species and helping to guide recovery of these at-risk salmonids. Since becoming a WSP Placement Site in 2011, Marin Water’s Fisheries program has benefited tremendously from the hard work of WSP CMs. Simply put, Marin Water would not be able to implement such a long-running and meaningful monitoring program without the WSP collaboration. The CMs have consistently been inquisitive, enthusiastic, and committed to conservation. The local community has benefited because of CMs’ volunteer recruitment and community science efforts. Marin Water and WSP have maintained a reputation as trustworthy collaborators in the watershed, focused on the science behind salmonid population dynamics and recovery. The WOW! curriculum provides much-needed environmental education in Marin’s local schools, building interest and support for watershed conservation among the next generation. Working with two WSP CMs has been ideal because the fieldwork that Marin Water conducts, such as spawner surveys, often requires a minimum of two personnel. While Marin Water’s staff often accompany CMs on field surveys, having two CPR-certified CMs allows them to work in one reach while Marin Water staff work in another.

**Mentorship Style:**

Marin Water's Mentors and Site Supervisor have over 60 years of combined fisheries and natural resource management experience, and have hosted CMs for more than a decade. Mentors strive to create an environment of learning and professional growth where the CMs feel safe, respected, and supported. The CMs have their own desks and computers in a shared office space with direct access to Mentors. Fisheries staff meet weekly to discuss safety, schedules, and updates on CM activities. Mentors meet individually with CMs at least monthly. Marin Water's watershed staff meet periodically as well, and CMs participate in those meetings. Additionally, CMs are invited to attend the quarterly Lagunitas Creek Technical Advisory Committee meetings to get professional development and hear a diverse group of stakeholders discuss watershed issues. Mentors accompany CMs in the field to provide training both initially and throughout the various survey seasons. Extensive training on all survey protocols is provided before giving CMs the responsibility of conducting these surveys independently. Mentors strive to make the CMs feel confident in their roles working with sensitive species and collecting high-quality scientific data. Mentors work closely with CMs on their community programs, providing equipment, funding, connections, and guidance to ensure the success of these programs. Marin Water also provides opportunities for CMs to take on individual projects, such as developing posters for the annual Salmonid Restoration Federation Conference. At the end of their terms CMs may be offered an opportunity to work as paid, seasonal staff to assist with additional fisheries monitoring work.

### **Unique Characteristics of Placement Site:**

The Marin Water Fisheries Program is a recognized leader in salmon conservation that offers CMs a scientifically rigorous, career-building experience in fisheries biology and watershed/natural resource management. This site is heavy on field work, and CMs can expect full days of spawner surveys, smolt trapping, juvenile surveys, and habitat enhancement effectiveness monitoring. The federal, state, and district park land on which CMs work have been collectively identified by the United Nations Educational, Scientific, and Cultural Organization (UNESCO) as the Golden Gate Biosphere Reserve, a designation reserved for biological hotspots like the Amazon rainforest. By working within a water supply agency, CMs are exposed to the unique challenges of managing open space for clean water, recreation, fire protection, and wildlife habitat. Institutionally, Marin Water provides CMs with a great deal of resources and support to complete their community engagement and education projects. The Sky Oaks Watershed Headquarters, which is where WSP Corpsmembers report, looks out on Mount Tamalpais and thousands of acres of forested watershed. CMs are welcomed into a community of about 40 watershed staff and 240 District staff, participating in regular meetings and other events. Marin Water has also been able to assist WSP financially to help ensure CMs can attend conferences and other trainings - an important aspect of career building. Past CMs have reviewed their Mentors as being knowledgeable, friendly, and easily accessible. The Bay Area is a fun, beautiful, diverse, but expensive place to live. Previous Corpsmembers have avoided the most expensive rents through shared housing, by living in the East Bay, or by living with family in this area.

### **Knowledge, Skills, and Abilities Desired in CM:**

- Ability to work weekends (required)
- Ability to swim (required)
- Reliable transportation (required)
- Ability to ride a bicycle (strongly preferred)
- Previous fish handling and/or identification skills (preferred)
- Previous stream wading experience (preferred)
- Experience with Microsoft Excel and ArcGIS Online (preferred)
- Experience with technical writing (preferred)



## US Fish and Wildlife Lodi

**Placement Site Address:** 850 S. Guild Avenue, #105, Lodi CA 95240

Lodi, CA - [City Data Information Link](#)

**Mentors:** Eric Huber, Supervisory Fish Biologist and Jacob Stagg, Supervisory Fish Biologist

**Number of CMs at Site:** 2

**Number of Years Site has Hosted WSP CMs:** 3

**Service Hours:** 8-hour days: 70% 10-hour days: 20% >10-hour days: 10%

**Housing Offered:** No **Work Vehicle Provided:** Yes

**Time Spent in Field/Office:** In the field: 60% In the office: 40%

### Corpsmember Activities:

Trawling: 20%

Commuting To/From Field Sites: 10%

Seining: 20%

H2O Monitoring: 5%

Data Entry: 15%

E-Fishing: 5%

CM trainings: 15%

Education & Outreach: 5%

Gear and equipment maintenance: 5%

### Placement Site Objectives & Organizational Needs:

The Lodi U.S. Fish and Wildlife Office (LFWO) is a part of the U.S. Fish and Wildlife Service's Fisheries and Aquatic Conservation Program of the California-Great Basin Region. The LFWO leads three programs involving the fish and wildlife resources of the Region, including, 1) the long-term monitoring and research of fishes (emphasis on ESA endangered and threatened species) of the Sacramento/San Joaquin Delta as part of the Interagency Ecological Program, 2) efforts to double the natural production of anadromous fish in the Central Valley of California, and 3) efforts to restore spring-run Chinook salmon to the San Joaquin River as part of the San Joaquin River Restoration Program. Additionally, the LFWO works with partners to fund habitat restoration projects and important scientific endeavors. The LFWO also recognizes the need to invest in the future of the natural resources field and recruitment of a new workforce and thus participates in outreach and educational events to further share the LFWO's work.

### Mentorship Style:

Each CM will be paired with one of the LFWO Mentors. Mentors are first and foremost responsible for ensuring the safety of CMs. They will work closely with CMs in the office and field as necessary to provide sufficient training and guidance. There will be an emphasis on teaching and providing CMs with a variety of experiences to help them grow and develop as emerging environmental professionals. Mentors will teach successful career skills, provide developmental opportunities, and introduce CMs to all levels of the Lodi U.S. Fish and Wildlife Office (LFWO) organization.

### Unique Characteristics of Placement Site:

The variety of experience gained from the fisheries sampling programs of the Lodi U.S. Fish and Wildlife Office is unique. From trawling, seining, and cutting-edge scientific studies as part of the Interagency Ecological Program, to working on salmon recovery in one of the nation’s most ambitious restoration programs on the San Joaquin River, the LFWO gives much of the basic building blocks of a fisheries biologist career. Because of the field responsibilities of the LFWO, there are many opportunities for junior biologists to enter the career field and the LFWO has a springboard to many fisheries careers. Coaching and mentoring are core to the mission of the LFWO and resume writing, and job application workshops will be offered to CMs to help them achieve their career goals.

**Knowledge, Skills, and Abilities Desired in CM:**

- Conduct significant field work on boats and by vehicle in all weather conditions
- Fish identification in the field
- Fish sorting and identification in the lab
- Daily reporting of critical fish captures
- Data entry and summarization
- Report writing
- Production of peer reviewed publications



## San Francisco Regional Water Quality Control Board

**Placement Site Address:** 1515 Clay St. #1400 Oakland CA 94612

Oakland, CA - [City Data Information Link](#)

**Mentors:** Kristina Yoshida, Environmental Scientist; Rebecca Nordenholt, Environmental Scientist; and Kevin Lunde, Senior Environmental Scientist

**Number of CMs at Site:** 2

**Number of Years Site has Hosted WSP CMs:** 10

**Other Partner Organization(s) of Placement Site:** [San Francisco Estuary Institute \( 5%\);](#) [Napa Resource Conservation District \(5 %\)](#)

**Service Hours:** 8-hour days: 95 %    10-hour days: 4%    >10-hour days: 1%

**Housing Offered:** No    **Work Vehicle Provided:** Yes

**CM Time Spent in Field/Office:**    In the field: 40%                      In the office: 60%

**Corpsmember Activities:**

- |                                       |   |
|---------------------------------------|---|
| Data analysis and report writing: 30% | Habitat Surveys: 5%                                       |
| H <sub>2</sub> O Monitoring: 25%      | Data Entry: 5%  |
| GIS Mapping: 10%                      | Commuting To/From Field Sites: 5%                         |
| Education & Outreach: 10%             | Misc. field work prep (e.g., field permission, recon): 5% |
| Sediment Surveys: 5%                  |   |

## **Placement Site Objectives & Organizational Needs:**

The San Francisco Bay Regional Water Quality Control Board (Water Board) is part of the CA Environmental Protection Agency and is responsible for protecting water resources for public health and the environment. CMs primarily serve under the Planning and Total Maximum Daily Load (TMDL) division that develops water quality plans by examining the water quality problems, identifying sources of pollutants, and specifying actions that create solutions.

CMs will spend considerable time working on station and statistical analyses on a variety of data (e.g., continuous oxygen assessment to support salmonids, wetland habitat assessment using GIS). During the fall, CMs will serve an important role of working with Water Board partners (e.g., Resource Conservation Districts) to enhance watersheds around the region, such as bank stabilization projects and spawning surveys.

Most Water Board staff perform regulatory job duties that include reviewing and updating Certifications, Waste Discharge Requirements, TMDLs, or taking enforcement action. CMs serve a valuable and unique role in the agency by providing additional support that will better inform the public about water quality and salmonid habitat issues. They also assist the non-regulatory water quality monitoring program to collect data that will help inform future water quality policy decisions. CMs play a critical role in filling water quality monitoring and stream assessment needs.

## **Mentorship Style:**

The Water Board takes a very hands-on approach to mentorship. The CMs will primarily work with Mentors but they will also work on projects managed by other Water Board staff. CMs and Mentors will meet weekly or bi-weekly to discuss project updates, overall well-being, WSP-required projects, and their future. The Mentors are also available most days for last minute check-in meetings via phone or web meetings. During COVID conditions, CMs will serve both remotely and in-person, approximately three days a week in the downtown Oakland office where they will be joined by one of the Mentors and two days from their home (until Water Board COVID guidance lifts). CMs will be trained directly by the Placement Site's Mentors and after a period of training, CMs often work more independently on office projects. For field work, one or two Mentors will accompany CMs in the field and work alongside them during most of the field season. It is also encouraged that CMs reach out to Water Board staff that specialize in topics that are related to the CMs' long-term career goals or personal interest. In the past, CMs have worked with other staff in our office on projects that pique their interest. Besides training CMs on Water Board related work, Mentors also provide professional development mentorship for post-WSP life.

## **Unique Characteristics of Placement Site:**

The Water Board provides CMs with rewarding and diverse experiences that serve to protect urban to rural watersheds, but also to contribute to their professional development. The range of job duties and professional backgrounds at this site is broad. CMs learn a wide variety of skills and work in close proximity with professionals with different backgrounds and expertise that will be valuable when they pursue future job possibilities in government, NGO, and consulting sectors. As such, many CMs have found their next job through contacts made while serving with the Water Board. CMs get hands on training and experience by collecting a wide range of field data, including qualitative and quantitative stream habitat data, nutrients, heavy metals, pathogens, and long-term deployments (e.g., temperature, dissolved oxygen). CMs get to collaborate on office projects that are aligned with their personal interests and career goals (e.g., wetland monitoring, climate change). The Water Board also strongly encourages CMs to have short collaborations with our affiliated agencies and organizations to gain additional experiences and skills (e.g., storm water monitoring, Bay water quality, and fish monitoring). A key goal of the Water Board is to provide CMs with many useful training opportunities to help develop their career plans and CMs can partake in multiple regional and statewide training courses (e.g., GIS skills, water quality policy, scientific writing, leadership skills, biological assessment methods). Lastly, a unique aspect of the Water Board is that its jurisdiction includes highly diverse watersheds (e.g., land use type, wildlife, water quality issues, cultural/economic/racial), which allows for a diverse experience and set of skills gained.

**Knowledge, Skills, and Abilities Desired in CM:**

- GIS skills
- Statistical analyses/data management skills
- Field work experience



## Grassroots Ecology

**Placement Site Address:** 3921 East Bayshore Rd Palo Alto, CA 94303

Palo Alto, CA - [City Data Information Link](#)

**Mentors:** Kristen Williams, Habitat Restoration Director; Stephanie Saffouri, Project Lead; and Tyler Feld, Project Lead

**Number of CMs at Site:** 4

**Number of Years Site has Hosted WSP CMs:** 10

**Other Partner Organization(s) of Placement Site :** [City of Palo Alto Open Space and Parks \(10%\)](#), [City of Cupertino Parks and Recreation \(20%\)](#), [Midpeninsula Regional Open Space District \(10%\)](#), [San Jose Conservation Corps + Charter School \(2.5%\)](#); [Keep Coyote Creek Beautiful \(1%\)](#); [Bioblitz.club \(1%\)](#); [Santa Clara Valley Audubon Society \(1%\)](#)**Service**

**Hours:** 8-hour days: 100%

**Housing Offered:** No

**Work Vehicle Provided:** No

**CM Time Spent in Field/Office:** In the field: 70%

In the office: 30%

**Corpsmember Activities:**

Education & Outreach: 20%

Volunteer Management: 20%

Post-Restoration Monitoring/Maintenance: 10%

Native Planting: 10%

Invasive Plant Removal: 10%

H2O Monitoring: 5%

Habitat Surveys: 5%

Water Conservation Projects: 5%

Storm Water Mitigation: 5%

Data Entry: 5%

Commuting To/From Field Sites: 5%

**Placement Site Objectives & Organizational Needs:**

Grassroots Ecology has restoration sites in the Stevens, San Francisquito and Los Gatos Creek Watersheds. CMs spend most of their time in the field, conducting hands-on restoration and stewardship of land and watersheds. CMs will also spend significant time leading volunteers in stewardship activities such as invasive plant removal, native plant revegetation, tree planting, seeding, watering, and willow staking. Time spent in the office may include tracking and



reporting on project metrics, writing, and presenting reports, and planning for educational activities. Additionally, CMs will be responsible for planning and leading a weekly volunteer and educational program for youth.

One team of CMs will work primarily along Stevens Creek at McClellan Ranch in Cupertino. This team will also spend about one day per week working on urban ecology projects, such as the installation and maintenance of pollinator gardens and green stormwater infrastructure. The other team of CMs will work at open spaces in the San Francisquito and Los Gatos Creek Watersheds. This team will also spend one day per week assisting at our Native Plant Nursery that propagates locally native plants for restoration projects.

Over the past decade, CMs at Grassroots Ecology have enabled the continuation and expansion of habitat restoration, water quality monitoring, and green stormwater infrastructure projects at both urban sites and natural areas. CMs play a critical role in engaging community members in stewardship activities during volunteer days throughout their service term.

### **Mentorship Style:**

Each team of CMs placed at Grassroots Ecology will have one primary Mentor and up to two additional staff that they will work with closely throughout their service term. CMs will spend most of their time on habitat restoration and environmental education projects, which will be supervised by the primary Mentor. The primary Mentor will onboard them to the organization, conduct regular team and individual check ins, complete job performance evaluations, and oversee the day-to-day work and responsibilities of the CMs. The additional staff will supervise the CMs in urban ecology and native plant nursery projects, which will occur regularly but less frequently than their main assignments.

### **Unique Characteristics of Placement Site:**

The Bay Area provides a truly special balance between the excitement of urban cities and the solace of abundant open spaces. Working on environmental projects here ensures CMs will have an opportunity to interact with a diverse array of people, ecosystems, and partnering organizations. Project sites span from urban creeks to city parks, to large open spaces in the Santa Cruz mountains, so there is always an opportunity to study restoration from a new perspective.

The focus on plants and people makes Grassroots Ecology unique. CMs can work with and learn from the experienced botanists, ecologists, and plant enthusiast staff members, and by the end of their term, they will be equipped with the plant identification knowledge they need to succeed in a career in vegetation management.

Moreover, as a small grassroots nonprofit, Grassroots Ecology is committed to building a culture of empathy, creativity, and collaboration. Several days are dedicated each month to gather to work on a combined project together or learn from one another in a more formal setting. Grassroots Ecology has also invested in developing Diversity, Equity and Inclusion (DEI) competency both within the organization and for its programs and community. Grassroots Ecology is in the process of implementing a [DEI plan](#) and encourages CMs to be part of this effort.

### **Knowledge, Skills, and Abilities Desired in CM:**

- Desire and ability to connect with community members from a diversity of backgrounds and experiences



**NOAA SWFSC - National Oceanic and Atmospheric Administration Southwest Fisheries Science Center, Santa Cruz**

**Placement Site Address:** 110 McAllister Way, Santa Cruz, CA 95060

Santa Cruz, CA - [City Data Information Link](#)

**Mentors:** Cynthia Kern, Associate Project Scientist and Rosealea Bond, Assistant Specialist

**Number of CMs at Site:** 2

**Number of Years Site has Hosted WSP CMs:** 8

**Other Partner Organization(s) of Placement Site:** Institute of Marine Sciences-Fisheries Collaborative Program UCSC/NOAA

**Service Hours:** 8-hour days: 95% 10-hour days: 5%

**Housing Offered:** No **Work Vehicle Provided:** Yes

**CM Time Spent in Field/Office:** In the field: 70% In the office: 30%

**Corpsmember Activities:**

Spawner/Redd Surveys: 30%	Snorkel Surveys: 5%
Field PIT Tagging: 20%	Data Entry: 5%
Biological Sample Analysis Lab Work: 5%	Gear and equipment maintenance 5%
Sediment Surveys: 5%	PIT tag antenna construction and maintenance 5%
E-Fishing: 5%	Education & Outreach: 2%
Habitat Surveys: 5%	Volunteer Management: 2%
Commuting To/From Field Sites: 5%	GIS Mapping: 1%

**Placement Site Objectives & Organizational Needs:**

NOAA Fisheries is responsible for the management, conservation, and protection of living marine resources within the United States Exclusive Economic Zone. NOAA also plays a support and advisory role in the management of living marine resources in coastal areas under state jurisdiction, provide scientific and policy leadership in the international arena, and implement internationally agreed conservation and management measures. The Southwest Fisheries Science Center (SWFSC) is one of six regional Science Centers maintained by NOAA Fisheries around the country to provide scientific information to support management and conservation of protected species. The SWFSC Santa Cruz laboratory is widely recognized for leadership and innovation on issues related to the conservation of anadromous Pacific salmon populations in California and elsewhere. The Santa Cruz laboratory is especially active in coho salmon and steelhead-bearing watersheds south of San Francisco Bay, and CMs will join a research team working to assess the status of these species in the Santa Cruz Mountains region and the efficacy of ongoing recovery actions.

SWFSC research and monitoring involve substantial field work and training, and CMs are critical to maintaining consistency in efforts throughout the entirety of the field season. Trainings CMs receive afford the opportunity for gaining substantial experience while making meaningful contributions to salmonid conservation and recovery efforts.

**Mentorship Style:**

CMs will be engaged in assisting SWFSC with biological and effectiveness monitoring of salmonids in local coastal watersheds, primarily focused on Scott Creek and San Vicente Creek in Santa Cruz County. CMs will be working together on various projects along with staff from NOAA and the University of California Santa Cruz (UCSC). Most tasks require small field crews (2-4 people) and there will be a set schedule for all field work. Ongoing projects overlap by season, so

there will be ample opportunity to experience salmonid monitoring at all life stages. SWFSC offers two Mentors to CMs to allow for clear and effective communication. The Mentors are also an integral and active part of the team; each Mentor generally participates in the same core activities and tasks as CMs. Regular team meetings help solidify priorities and scheduling and to facilitate communication.

### Unique Characteristics of Placement Site:

CMs will participate in life cycle monitoring of threatened and endangered salmonids. Collectively, CMs' activities support recovery goals and actions established for ESA-listed coho salmon and steelhead by NOAA Fisheries and CDFW. The SWFSC provides unique professional and educational experiences for CMs interested in fisheries conservation and management. Research conducted at the SWFSC employs cutting-edge technology to quantify status and trends of threatened and endangered salmonids, and the ecosystems on which they depend. In addition to receiving firsthand experience with salmonid restoration and recovery in central California, the SWFSC (as a NOAA Science Center and being located on a University of California campus) provides access and exposure to contemporary research, conservation, and management actions targeting a wide range of protected species and ecosystems.

### Knowledge, Skills, and Abilities Desired in CM:

- Basic understanding of watershed dynamics, comfortable in and around stream habitats
- Reliable, flexible, and able to work weekends
- Positive attitude under a variety of challenging conditions



## Central Coast Wetlands Group (CCWG) & Watsonville Wetlands Watch (WWW)

**Placement Site Address:** Moss Landing Marine Labs. 8272 Moss Landing Rd. Moss Landing, CA 95039

Watsonville, CA - [City Data Information Link](#)

**Mentors:** Cara Clark, WWW Restoration Program Director; Martha Arciniega, WWW Education Program Director; Jenny Balmagia, CCWG Watershed Coordinator; and Sarah Stoner-Duncan, CCWG Research Coordinator

**Number of CMs at Site:** 2

**Number of Years Site has Hosted WSP CMs:** 6

**Service Hours:** 8-hour days: 90%    10-hour days: 10%

**Housing Offered:** No    **Work Vehicle Provided:** Yes

**CM Time Spent in Field/Office:** In the field: 75%

In the office: 25%

**Corpsmember Activities:**

Habitat Surveys: 5%

Native Planting: 15%

CRAM or RipRAM: 10%

Post-Restoration Monitoring/Maintenance: 15%

Invasive Plant Removal: 10%

Education & Outreach: 10%

H2O Monitoring: 10%

GIS Mapping: 5%

Data Entry: 10%

Commuting To/From Field Sites: 5%

Volunteer Management: 5%

### **Placement Site Objectives and Organizational Needs:**

Both Central Coast Wetlands Group (CCWG) and Watsonville Wetlands Watch (WWW) have an overall mission to care for wetlands on the central coast, CMs who serve at this site will split their time evenly with each organization. CCWG has programs focused on climate change planning, habitat restoration, water quality monitoring/management, wetland assessment and regional water planning. The CMs' service with CCWG will focus on wetland habitat and water quality monitoring, habitat restoration, as well as data entry/analysis to support our wetland monitoring efforts. The monitoring data collection and assessment will aid CCWG, the Central Coast Water Board, and other entities in understanding where estuarine and watershed riparian habitat is in need of restoration, where regulatory action may be needed to restore it to health, and where it is most important to protect. CMs will participate in multiple field trainings during their time with CCWG (CRAM, Riparian RAM, and possibly bioassessment). Restoration activities with CCWG will take place in brackish and freshwater wetlands in the local watershed (Moro Cojo Slough) as well as the dune system protecting the estuary in front of the Marine Lab.

WWW works to restore and enhance the services these wetlands provide to the surrounding landscape and to the Pájaro Valley community. Members of the community are at the center of this effort and play a critical role in the development and stewardship of WWW habitat-restoration projects. Thanks to community volunteers, the WWW nursery, housed at the Patrick Fitz Wetlands Educational Resource Center, produces thousands of native plants each year for out-planting throughout the slough system and watershed. WWW education programs aim to increase environmental literacy in the Pájaro Valley and to inspire the next generation of environmental stewards.

CMs at CCWG/WWW are essential to expanding the capacity of the organizations' monitoring and habitat restoration activities. With their individual expertise and enthusiasm, CMs have the opportunity to help the organizations explore new projects. CMs will significantly increase CCWG's/WWW's reach in the Pájaro and Salinas watersheds and expand the capacity of the organizations to conduct watershed monitoring, wetland restoration, urban forestry, and related community outreach, education, and engagement. WWW has a robust education program, and CMs bring a fresh perspective and increase WWW's ability to serve students in the underserved community of Watsonville.

### **Mentorship Style:**

The mentorship will be split between staff of CCWG in Moss Landing and staff of WWW in Watsonville. In general, Mentors at these sites start off with a "prescribing style" where instructions are offered on how to handle problems, which then morphs into an "advisory style" where suggestions and alternatives are given but lets the CMs make the decision. As the year progresses this transitions into more of an "active listening style" where space is given to the mentees to develop their own path. All along, Mentors try to be as cooperative as possible, striving for a joint vision of what their time with CCWG and WWW can be, involving them in selecting preferred projects, problem solving, and giving space for their opinion.

### **Unique Characteristics of Placement Site:**

This collaborative site is in an academically stimulating environment, a beautiful location, and provides the opportunity to work with people who are passionate about protecting, restoring, and assessing the wetlands around us. The projects provide a balance of educational opportunities (including field skills, database use, and GIS applications), habitat restoration, and community outreach. Moss Landing Marine Laboratories (MLML) administers the Master of Science in marine science for California State Universities in central and northern California. The institution is perched on the edge of the Pacific Ocean in Moss Landing, California, and houses a diverse array of researchers, faculty and students studying the marine, estuarine and wetland environments of Central and Northern Coast. CCWG is an affiliate research group at

MLML, established in 2006, focused on the study, preservation and restoration of Central Coast wetlands. CCWG works closely with regional partners who have active programs spread throughout the Central Coast.

WWW is a well-established organization with over 30 years of history working in the Pájaro Valley. They have a close working relationship with many partners in the area, including the Land Trust of Santa Cruz County, the Pájaro Valley Unified School District, the City of Watsonville, the County of Santa Cruz, the California Department of Fish and Wildlife, U.S. Fish and Wildlife and many others. The communities of Watsonville, Moss Landing, and Castroville are unique as they contain one of the largest freshwater wetland and estuarine systems in coastal California, and the residents of the towns and surrounding areas are disadvantaged economically but have deep cultural roots in the agriculture sector of the area. WWW operates the Fitz Wetlands Educational Resource Center, an environmental education center, native plant and tree nursery, and community center located on a high school campus. The operations of this center allows the organization to be well integrated into local school programs, youth, and community programs in a way that enables strong integration of watershed education with community engagement.

**Knowledge, Skills, and Abilities Desired in CM:**

- An ability to communicate in Spanish
- Water quality monitoring experience
- Horticultural experience
- Tree care or urban forestry experience
- Agricultural experience
- Plant identification experience
- GIS experience
- Interest in working with youth and community members on watershed restoration projects
- Interest in broad and diverse experiences in watershed restoration within both urban and agricultural watersheds
- Comfortable working both with a team of people as well as independently and demonstrate adaptability in the workplace



## CDFW Big Sur

**Placement Site Address:**

California Department of Fish and Wildlife, Lower Ragsdale Drive, Suite 100, Monterey, CA 93940

Monterey, CA - [City Data Information Link](#)

**Mentor:** Matthew Michie, Environmental Scientist and Suzanne Deleon, Senior Environmental Scientist

**Number of CMs at Site:** 2

**Number of Years Site has Hosted WSP CMs:** 4

**Service Hours:** 8-hour days: 84% 10-hour days: 14% >10-hour days: 2%

**Housing Offered:** No **Work Vehicle Provided:** Yes

**CM Time Spent in Field/Office:** In the field: 50% In the office: 50%

### **Corpsmember Activities:**

H2O Monitoring: 8%

Snorkel Surveys: 17%

DIDSON Installation/Monitoring: 17%

GIS Mapping: 3%

Spawner/Redd Surveys: 15%

Data Entry: 15%

E-Fishing: 5%

Commuting To/From Field Sites: 5%

Habitat Surveys: 15%

### **Placement Site Objectives and Organizational Needs:**

The primary responsibility of the Department of Fish and Wildlife (Department) is to protect and enhance California's fish and wildlife, along with their habitats, for use and enjoyment. The Department accomplishes this responsibility with a combination of research, outreach, regulation development, and enforcement. The Department is staffed by scientists, educators, and regulators from diverse backgrounds and is well positioned to provide mentorship and career development opportunities for CMs. CM activities at this site focus on the California Coastal Monitoring Project (CMP), a statewide program that surveys California's salmon and steelhead populations. Project methods include utilizing statistically rigorous modeling in combination with a variety of in river sampling and survey methods to determine population size, habitat utilization, and other vital life history information. CMs are trained and gain experience in sampling methodology, GIS modeling, data analysis software and the use of a variety of sampling equipment.

While CMP was initiated statewide in 2005, work in Monterey County did not start until 2015, leaving progress towards CMP goals in this region behind many other regions across the state. CMs serving with CDFW Big Sur make valuable contributions toward monitoring salmonid-bearing streams, particularly with CMP study framework development still in early stages. To get an idea of the work we do on the Big Sur coast, take a look at this [CDFW Big Sur Placement Site recruitment video](#).

### **Mentorship Style:**

Mentorship at CDFW Big Sur focuses on education and ensuring CMs understand the rationale behind, and importance of the work being conducted. Mentors are dedicated to helping CMs understand the intricate details of complex issues from survey techniques to fisheries management issues. Mentors will work with CMs to schedule regular meetings, set realistic goals, and provide constructive feedback. Mentors engage CMs utilizing the "see one, do one, teach one" method, providing CMs the opportunity to learn, experience, and apply the knowledge and skills they have gained.

### **Unique Characteristics of Placement Site:**

This site offers a good mix of fieldwork in some of the most beautiful rivers and watersheds in California, while also providing CMs with the opportunity to work with new software programs for cutting-edge technology, like sonar cameras and hydrological survey equipment. The Big Sur coast provides CMs with quality, hands-on experience developing and initiating the framework of a long-term CMP study plan. CMs have the unique opportunity of researching in watersheds that have not been extensively monitored previously. CMs will also be working closely with a federally threatened species of fish, the Southern Steelhead Trout. The Big Sur coast is one of the most data poor areas of California regarding steelhead population estimates. Data collected by CMs will be directly used in the Department's Region Four Coastal Steelhead Monitoring report for CMP and National Marine Fisheries Service's 5-year status report of South-Central Coast steelhead populations and trends. CMs' work will have meaningful impacts and will significantly add to CDFW and NOAA status reports. CMs placed with the Department will have the opportunity to make significant contributions to the science upon which future ESA listing and regulations will be based.

### **Knowledge, Skills, and Abilities Desired in CM:**

- Work well both independently and in small groups
- Comfortable working both in an office setting working on computer analysis/data entry and in the field working on fishery and habitat surveys
- Experience wading in rivers preferred
- Experience hiking long distances on uneven surfaces (sometimes with no trail) preferred
- Experience backcountry camping preferred
- Experience driving large vehicles on Highway 1, Big Sur preferred
- Comfortable in an office setting working on computer software programs conducting data entry



## WSP San Luis Obispo

**Placement Site Address:** 1527 Madera Ave, San Luis Obispo, CA 93401

San Luis Obispo, CA - [City Data Information Link](#)

**Mentor:** Jody Weseman, Region II Program Coordinator

**Number of Team Leaders at Site:** 2

**Number of Years Site has Hosted WSP Team Leaders:** 11

**Service Hours:** 8-hour days: 85%    10-hour days: 10%    >10-hour days: 5%

**Housing Offered:** Temporary

**Work Vehicle Provided:** Yes

**CM Time Spent in Field/Office:**    In the field: 35%                      In the office: 65%

**Corpsmember Activities:**

CM Support: 25%

Field Work: 10%

Education and Outreach: 20%

Social Media: 5%

Volunteer Recruitment & Management: 20%

Editing/Writing/ Data Tracking: 10%

Commuting: 7%

Gear and Equipment Maintenance: 3%

**Placement Site Objectives & Organizational Needs:**

Team Leaders (TLs) are assigned one of WSP’s four districts and support 10-12 CMs within that district. TLs who serve in San Luis Obispo (SLO) assist the Region II Program Coordinator with program communications, event development, CM support, grant writing, data management, and analyzing program evaluations. Region II TLs will receive the same field survey trainings as SLO SI/ CDFW SLO CMs if interested. They will have the opportunity to get into the field with their district’s CMs when feasible. A major component of the TL position is to attend and support all Watershed Awareness Volunteer Events (WAVE) within their specific district. TLs assist CMs in WAVE development by reviewing, editing, and tracking all required WAVE paperwork. They also attend and provide support at each WAVE within their district and organize their own WAVE in SLO County.

Region II TLs oversee WSP’s social media and branding efforts for the entire program, and design various outreach materials (videos, posters, newsletters, etc.). TLs maintain regular communication with their district’s CMs by hosting Zoom check-ins. If interested, TLs can create and lead environmentally focuses lessons with 18–24-year-old traditional Corpsmembers at the Los Padres CCC Center and help WSP pilot new curriculum. Additionally, TLs have opportunities to help build and maintain the native plant nursery and design unique outreach events with the Region II Program Coordinator. Region II TLs have ample opportunities to hone their professional writing, public speaking, and community engagement skills sets.

**Mentorship Style:**

While TLs primarily fill a role of leadership and have an accompanying level of independence, they receive a unique mentorship experience centered around leadership by having one of the WSP Program Coordinators as a Mentor. Team Leaders in SLO are encouraged to take initiative in projects that suit their interests and career goals. At the WSP SLO office, there is an expectation for clear and continued communication. Feedback on mentorship style and TLs’ experiences and progress is encouraged and TL-Mentor check-in meetings occur regularly. Jody is available and accessible for TL support as needed and helps TLs toward reaching goals and outcomes they would like to achieve during their service term.

**Unique Characteristics of Placement Site:**

Serving as a TL in the SLO office means being part of a dynamic team, managing multiple projects simultaneously, and traveling around the state to support CMs. The WSP office is located on a California Conservation Corps campus, and TLs gain valuable leadership skills from this unique community. There are also numerous opportunities to network and meet natural resource professionals and educators from around the state.

TLs are also given a small budget to attend a training of their choice. Examples include attending the Association for Environmental and Outdoor Education (AEOE) conference, the Science Technology Art Engineering and Math (STEAM) annual conference, the Department of Fish and Wildlife Spawning Survey training, or any other trainings that align with the mission of WSP. SLO Team Leaders “learn by doing” and have a significant say in how they would like to direct their term of service.

Team Leaders spend most of their time serving directly in the Region II WSP office and receive first-hand experience in non-profit and state program management. They are responsible for fostering a sense of community among CMs, assisting in the administration of WSP, and contributing to CM development. SLO County offers great surf, food, trails, weather, and volunteer opportunities.

**Knowledge, Skills, and Abilities Desired in CM:**

- Experience/strong interest in serving in a leadership role
- Ability to travel overnight/work on weekends
- Ability to work independently – take initiative
- Experience with Microsoft Office Suite
- Experience and interest in social media development and outreach



**CDFW San Luis Obispo**

**Placement Site Address:** 3196 South Higuera St., Suite A, San Luis Obispo, CA 93401



San Luis Obispo, CA - [City Data Information Link](#)

**Mentors:** Don Baldwin, Environmental Scientist and Corey Mead, Environmental Scientist

**Number of CMs at Site:** 2

**Number of Years Site has Hosted WSP CMs:** 0

**Service Hours:** 8-hour days: 95% 10-hour days: 5%

**Housing Offered:** No **Work Vehicle Provided:** Yes

**CM Time Spent in Field/Office:** In the field: 65% In the office: 35%

**Corpsmember Activities:** Field PIT Tagging: 5%

Spawner/Redd Surveys: 15% Seining: 5%

Habitat Surveys: 15% Snorkel Surveys: 5%

H2O Monitoring: 10% Invasive Plant Removal: 5%

DIDSON Installation/Monitoring: 10% GIS Mapping: 5%

Biological Sample Analysis Lab Work: 10% Data Entry: 5%

E-Fishing: 10%

**Placement Site Objectives and Organizational Needs:**

CDFW SLO CMs will focus on collecting scientific data to support stream restoration efforts for South-Central California Coast Steelhead (steelhead) recovery and management needs. CMs will assist CDFW Environmental Scientists and Scientific Aids conducting steelhead assessments, stream habitat assessments, and drought stressor monitoring on San Luis Obispo County coastal streams. CMs will assist staff with snorkel surveys once a month when conditions allow on San Carpoforo and Arroyo de la Cruz estuaries, inventory fish barriers to update the Fish Passage Assessment Database (PAD), GIS mapping, fish rescues/relocation, landowner access agreements, data entry, data analysis, create graphs and figures, and report writing. CMs will be provided training on conducting spawning ground and snorkel surveys, habitat typing, taking stream discharge and water quality measurements, electrofishing, weighing/measuring fish, PIT tagging, reading fish scales for age, field data recording, data entry, data QA/QC, DIDSON data post processing, scientific writing, resume building, job searching, and other opportunities as needed or requested.

The coastal streams of San Luis Obispo County historically had large runs of steelhead. Today, these steelhead runs have significantly reduced in numbers and may have been extirpated in some streams. Very little to no steelhead population data exists for these coastal streams and there is no information on what the historic or current steelhead populations are. To recover steelhead populations in our coastal streams, CDFW is developing annual projects to assess the current population status. CMs at this site can serve on these projects and begin to fill the gaps where data is lacking on steelhead populations. Through collecting and analyzing data used to develop steelhead population estimates, assessing stream habitat frequencies and conditions, updating fish passage barrier inventory, and working towards the recovery of steelhead populations, CMs will have a significant impact on steelhead recovery and management in SLO County.

**Mentorship Style:**

CDFW SLO Mentors work together on projects and will mentor CMs as members of the Coastal Fisheries Team. Don Baldwin is the lead for steelhead and stream habitat assessments and Corey Mead is the lead for drought stressor monitoring. CMs will work together with both Mentors daily on projects. Once fully trained on certain tasks, CMs may conduct some field work independently of their Mentors, but always paired with each other. The goal of CDFW SLO Mentors is to provide CMs with unique and diverse experiences in fisheries and stream management to prepare them

for entering their professional careers, continuing their education, and preparing them for life. CDFW SLO Mentors will provide CMs with opportunities and tasks to fulfill their personal/professional goals and interests.

**Unique Characteristics of Placement Site:**

CDFW SLO focuses on collecting and analyzing scientific data to use for management, restoration needs, and recovery of a federally listed threatened species. CMs have the unique opportunity to be part of the preliminary stages of building long term, long overdue fish population estimates in multiple coastal streams. WSP CMs will also have the unique opportunity to assist in monitoring steelhead response to drought and participating in fish rescues and relocations due to drought effects on stream dry back. CMs will be part of the CDFW Coastal Fisheries Team lead by a WSP alumni from year one, Krissy Atkinson, Senior Environmental Scientist Supervisor. CDFW SLO is also unique for its close proximity to WSP Team Leads, other WSP Placement Sites, access to multiple WSP alumni that work in the area, and CDFW’s strong relations with local fisheries and restoration communities.

**Knowledge, Skills, and Abilities Desired in CM:**

- Background in or desire to learn scientific methodology, natural resources, fisheries biology, hydrology, geomorphology, or closely related fields
- Ability to work in inclement weather
- Ability to hike long distances over rough terrain often in streams
- Ability to carry heavy equipment (40 lbs.)
- Computer skills (email, Microsoft Office suite, research online)



## San Luis Obispo Steelhead Initiative

**Placement Site Physical Address:** 1530 Madera Ave, San Luis Obispo, CA 93401

San Luis Obispo, CA - [City Data Information Link](#)

**Mentors:** Meredith Hardy, CCC Fish Habitat Specialist; Steph Wald, Watershed Projects Manager; Freddy Otte, Biologist City of SLO; and Mackenzie O’Connor, Monitoring Coordinator

**Number of CMs at Site:** 2

**Number of Years Site has Hosted WSP CMs:** 11

**Placement Site Organizations:** Creek Lands Conservation (30%), City of San Luis Obispo (30%), California Conservation Corps (30%), Morro Bay National Estuary Program (6%)

**Other Partner Organization(s) of Placement Site:** [California Department of Fish and Wildlife](#) (4%)

**Service Hours:** 8-hour days: 95%    10-hour days: 5%

**Housing Offered:** Yes                      **Work Vehicle Provided:** Yes

**CM Time Spent in Field/Office:**                      In the field: 70%                      In the office: 30%

**Corpsmember Activities:**    Post-Restoration Monitoring/Maintenance: 13%

Education & Outreach: 13%    Water Conservation Projects: 8%

H2O Monitoring: 8%

Native Planting: 5%

Storm Water Mitigation: 8%

Data Entry: 5%

Spawner/Redd Surveys: 5%

Commuting To/From Field Sites: 5%

Habitat Surveys: 5%

Sediment Surveys: 3%

Snorkel Surveys: 5%

CRAM or RIP RAM: 3%

Fish Passage Assessments 5%

Native Plant Propagation 2%

E-Fishing: 1%

Seining: 1%

Invasive Plant Removal: 5%

### **Placement Site Objectives and Organizational Needs:**

The San Luis Obispo Steelhead Initiative (SLO SI) is focused on the recovery of South-Central California Coast Steelhead in the coastal draining streams of San Luis Obispo County and was formed to promote a regional and multi-faceted effort for the recovery of steelhead trout. Together, this Placement Site provides CMs diverse work experiences. With the City of SLO, CMs assist with field surveys, data collection, and project development related to restoration and conservation. Time spent with Creeklands Conservation (CLC) is a mix of outreach and research activities, ranging from assisting with Trout in the Classroom and field trip releases to assisting with grant funded projects, surveys, and water quality monitoring. While serving with the CCC, CMs are more field based and conduct surveys, fish passage assessment, and help with restoration activities. CMs spend most of their time with the Morro Bay National Estuary Program (MBNEP) in the field conducting monitoring surveys.

SLO SI provides excellent training and real-world work experiences to its CMs. They collect on-the-ground baseline data for grant development, which is mutually valuable for CMs' work experience and for SLO SI organizations. Hosting CMs has also improved working relationships among SLO SI partners and has allowed all of them to get more work done on the ground with the support of capable, qualified CMs. SLO SI also works closely with CDFW on their steelhead recovery goals through steelhead assessments and monitoring on SLO county coastal streams, helping to increase their capacity in SLO County. While at the CCC, WSP CMs commonly serve with Corpsmembers in the NOAA Veterans program, allowing SLO SI to broaden team unity and spread the passion and knowledge of restoring habitats!

### **Mentorship Style:**

CMs at this site have a unique opportunity to be mentored on a day-to-day basis by the restorationists that are the main drivers of the SLO Steelhead Initiative. If COVID restrictions are still in place, Mentors and CMs will meet virtually weekly from the CCC Fisheries Office for check-ins and scheduling. If COVID restrictions are reduced, Mentors and CMs will continue the weekly virtual check-ins but will also meet in-person monthly. These meetings are an opportunity to talk as a group on goals, objectives, support needs, and general well-being. CMs also have the opportunity to meet with Mentors independently, which creates space for CMs to express any concerns or issues confidentially. The style of mentorship varies with each CMs' goals and personality, but typically is through emulating a friendly yet professional standard as the relationship between the CM and Mentor develops. As Mentors begin to understand CMs' strengths, challenges, goals, and objectives, Mentors strive to develop opportunities to help CMs grow and challenge themselves through different tasks. Most CMs come to SLO SI with strengths that the Mentors benefit from as well, so Mentors work towards having a "reverse" mentoring that helps everyone through collaborative learning and mentoring.

### **Unique Characteristics of Placement Site:**

SLO SI is unique due to its collaborative nature serving several organizations with different but aligned missions. Further, SLO SI distinguishes itself through the following opportunities: the site continues its participation in the Central Coast Water Conservancy, the recipient of a WCB Stream Flow Enhancement grant for county-wide flow monitoring which we are continuing with WSP assistance. SLO SI maintains a close partnership with CDFW, presenting opportunities for CMs to help with recovery goals, receive trainings, and be exposed to CDFW’s developing Coastal Monitoring Program for steelhead. The region’s first lamprey monitoring program is underway under partnership between the City of SLO and USFWS on San Luis Obispo Creek. SLO SI is very proud of the fact that many past CMs have found employment in their chosen field, many locally. SLO SI is a very impassioned group of Mentors that continue to be excited about the collective mission of doing everything possible to restore the ecological function to local watersheds and recover local steelhead runs while developing future restorationists.

**Knowledge, Skills, and Abilities Desired in CM:**

- Ability to be flexible
- Interest in having a wide variety of day-to-day tasks (e.g., hiking or snorkeling up small creek systems, to office work and meetings)
- Excited about SLO SI partners’ individual missions and the collaborative mission
- Interested in and committed to furthering local restoration goals



## CDFW Santa Barbara Steelhead Monitoring Ojai Valley Land Conservancy

**Placement Site Address:** 1933 Cliff Dr Suite 27, Santa Barbara, CA 93109

Santa Barbara, CA - [City Data Information Link](#)

**Mentors:** Kyle Evans, Environmental Scientist; Dane St. George, Environmental Scientist; and Vivon Crawford, Restoration Program Manager

**Number of CMs at Site:** 4

**Number of Years Site has Hosted WSP CMs:** 11

**Placement Site Organizations:** CDFW Santa Barbara (90%), Ojai Valley Land Conservancy (8%)

**Other Partner Organization(s) of Placement Site:** [City of Santa Barbara Creeks Division](#) (1%), [Pacific States Marine Fisheries Commission](#) (1%), [Ventura County Public Works](#) (<1%)

**Service Hours:** 8-hour days: 12% 10-hour days: 80% >10-hour days: 8%

**Housing Offered:** No **Work Vehicle Provided:** Yes

**CM Time Spent in Field/Office:** In the field: 75% In the office: 25%

**Corpsmember Activities:** E-Fishing: 10%

Spawner/Redd Surveys: 15% Volunteer Management: 8%

Education & Outreach: 13% Snorkel Surveys: 8%

Commuting To/From Field Sites: 8%

Field PIT Tagging: 4%

DIDSON Installation/Monitoring: 6%

Habitat Surveys: 4%

Data Entry: 6%

Invasive Plant Removal: 3%

Native Planting: 5%

H2O Monitoring: 2%

Post-Restoration Monitoring/Maintenance: 5%

### **Placement Site Objectives and Organizational Needs:**

The primary objective of the CDFW Santa Barbara office is to fulfill annual monitoring requirements for federally endangered southern California steelhead trout in a manner consistent with the California Coastal Monitoring Program (CMP). The CDFW office primarily monitors streams in Santa Barbara and Ventura Counties, but occasionally performs stream and watershed assessments in Los Angeles, Orange, and San Diego Counties. CMs at this site receive a myriad of field experience and participate in data organization, analysis, and report preparation.

The Ojai Valley Land Conservancy (OVLC) strives to protect, manage, and steward open spaces, wildlife habitat, and riparian ecosystems throughout the Ventura River watershed. OVLC manages approximately 2,300 acres of open space, most of which are public access, including 4.5 miles of stream habitat along the Ventura River. With OVLC, CMs will participate in managing restored oak woodland habitats, monitoring previous restoration planting sites, coordinating volunteer events, help manage and enhance bioswales, collect and transplant cuttings, clean and process seeds, and conduct cost-benefit analyses of native planting efforts. Additional restoration and natural resource monitoring experience are available to CMs through collaboration with other partner organizations.

Southern California Steelhead are federally endangered and to facilitate their recovery, an accurate estimation of current abundance and the overall trend of the population is needed. CMs are instrumental in helping collect steelhead data and refine monitoring methods in the South Coast region. They are particularly valuable to CDFW because they bring new, fresh ecological perspectives and a broad skillset which allows them to conduct a variety of surveys as well as help with data reporting and analysis. With their diverse educational background and individual expertise, they can share knowledge with CDFW scientific aids, which further strengthens the skills of the CDFW staff. CMs also expand the ability to conduct watershed and stream assessments as they recover from recent catastrophic events (i.e., wildfire, drought, excessive water use). With the OVLC, CMs expand the organization's capacity for stronger restoration effectiveness monitoring as well as better site maintenance, which will have extensive benefits for both the health of the Ventura River watershed and the quality of experience for members of the public on open spaces.

### **Mentorship Style:**

Mentors Kyle Evans and Dane St. George will share Mentor responsibilities for CMs throughout the term. As Mentors, they strive to maintain regular communication with CMs to be able to meet their needs and assure they remain engaged for the duration of their term. CMs will receive formal training on survey methods and extensive hands-on experience for all fieldwork. Mentors will share their knowledge and experience as well as direct CMs to the variety of learning resources available through the department. For four months of the term (May-August), CMs will serve one day per week with OVLC. Vivon Crawford will oversee field protocol training and relevant safety training for activities performed while with OVLC.

### **Unique Characteristics of Placement Site:**

The primary study species, southern steelhead trout, are federally endangered and are under consideration to become a candidate species for listing on the California Endangered Species Act. CMs will acquire extensive experience surveying for steelhead trout and other threatened species, which can be beneficial for them in the future if they go on to work with sensitive species. CDFW Santa Barbara is the leading practitioner of salmonid monitoring in Southern California and employs several different field survey methods. CMs will learn how to use a sonar camera (DIDSON), operate a backpack electro-fisher, conduct PIT tagging surveys, and operate a PIT tag array - all of which are highly sought-after skills in fisheries monitoring. CMs are also given the opportunity to see through and participate in the entire life cycle of data collection, analysis, and presentation.

Through CDFW Santa Barbara's close partners, there are opportunities to participate in other monitoring outside of fisheries (e.g., native plant propagation, water quality monitoring, invasive removal, fish passage barrier assessment) so the interests of CMs can best be met. CDFW also hosts an extensive network of trainings and software licenses to allow CMs to seek additional experience in other fields. The partnership with OVLC offers new first-hand opportunities to participate in watershed restoration, native planting, and nursery management for a highly respected local non-profit. It also allows CMs to contribute to fisheries monitoring and restoration work in the same streams, and help them better understand and appreciate what it means to have a healthy watershed as well as see the diversity of potential ecological careers. Since OVLC has a large team of volunteers, CMs will also have a leadership opportunity to share their expertise with engaged community members.

**Knowledge, Skills, and Abilities Desired in CM:**

- Experience hiking through streams, handling fish, and fish identification
- Proficiency with Microsoft Office (Word & Excel especially)
- Scientific writing experience
- Experience with GIS
- Experience with data entry
- Ability to work well as part of a team
- Good communication skills
- Enthusiasm, willingness to learn new skills, and curiosity about the bigger implications of fieldwork



## Resource Conservation District of the Santa Monica Mountains

**Placement Site Physical Address:** 540 S Topanga Canyon Blvd, Topanga, CA 90290

Topanga, CA - [City Data Information Link](#)

**Mentors:** Rosi Dagit, Senior Conservation Biologist; Marilyn Brody French, Education Coordinator; Jamie King, Conservation Biologist

**Number of CMs at Site:** 1

**Number of Years Site has Hosted WSP CMs:** 8

**Service Hours:** 8-hour days: 75% 10-hour days: 15% >10-hour days: 10%

**Housing Offered:** No **Work Vehicle Provided:** Yes

**CM Time Spent in Field/Office:** In the field: 60% In the office: 40%

**Corpsmember Activities:**

Education &amp; Outreach: 30%

Snorkel Surveys: 20%

Data Entry: 10%

Commuting To/From Field Sites: 5%

Native Planting: 8%

H2O Monitoring: 5%

Habitat Surveys: 5%

Seining: 5%

Volunteer Management: 5%

Invasive Plant Removal: 1%

Post-Restoration Monitoring/Maintenance: 1%

Spawner/Redd Surveys: 3%

E-Fishing: 0.5%

Biological Sample Analysis Lab Work: 0.5%

CRAM or RIP RAM: 0.5%

GIS Mapping: 0.5%

**Placement Site Objectives and Organizational Needs:**

The RCD of the Santa Monica Mountains (RCDSMM) has a long history of research, education, outreach and implementation of watershed planning and restoration within the Santa Monica Mountains. The CM at the RCDSMM participates in a wide variety of projects, including on-going restoration of riparian, oak woodland, and wetland habitat, monthly snorkel and spawner surveys, and assisting in a variety of studies to help understand the complexity of coastal salmonid life cycles. The CM will also lead events involving invasive species removal and community-based Stream Team events, continue upper watershed tree and turtle monitoring, perform drought and storm event monitoring, and assist with community science projects. Education is a large part of the CM's term, and they will help create and lead distance learning lessons and will also participate in and lead outdoor field education programs. The RCDSMM leads a fall training program for environmental educators, which is a great experience for the CM. Once grounded in local natural history, CM is a wonderful addition to conducting education programs.

The CM at the RCDSMM increases the capacity for the RCD to provide vital restoration work to local mountains as well as additional education programming for students throughout Los Angeles and Ventura counties. The CM also serves as an inspiration and example of the career possibilities in conservation to students the RCD reaches. Serving in such a large metropolitan area, the CM reflects the diversity of the city and helps both children and adults see how possible and imperative restoration work in the area truly is. The energy and skill the CM brings are invaluable, not only to RCDSMM, but also to the city and state.

**Mentorship Style:**

The RCD of the Santa Monica Mountains has three Mentors. Marilyn Brody French is the RCD's Education Coordinator and will ensure the CM has a WOW! classroom secured early in their term, is well equipped to lead the RCD's various online distance learning and outdoor science-based education programs and will help foster and grow the CM's leadership and educational instructor skills. Marilyn will lead the CM as they participate in education and outreach programs with local schools, as well as outreach and education events.

Rosi Dagit, RCD's Senior Conservation Biologist, and Jamie King, RCD's Conservation Biologist, will be the CM's field-based Mentors, leading all biological projects. Rosi has been with the RCD for over 30 years and has mentored CMs for ten years. Marilyn and Jamie bring a supportive, encouraging, and independent attitude towards all mentees, while Rosi provides years of experience and connection to an extensive network of watershed professionals throughout southern California.

**Unique Characteristics of Placement Site:**

One unique aspect of RCDSMM is that there is only one CM at this site, allowing ample opportunity for them to grow independently as an individual. There are opportunities to publish peer-reviewed papers because of the work the CM will be involved in, which offers a great steppingstone to apply to graduate school. The jurisdiction of the Santa Monica Mountains is quite large, and there are many opportunities to attend interesting management meetings. The combination of urban and wildland areas in such close proximity helps develop an understanding of land use planning and avoiding anthropogenic impacts on wildlife.

The southern region also has a unique situation when it comes to climate, where several local creeks will dry in sections or entirely by the end of the summer. Lagoons are connected to the ocean for short periods of time, and there are few anadromous fish coming into the system. This means that it is very busy during the short rainy season, and the CM will get to experience the monitoring of several lagoons while also assisting CDFW with DIDSON camera overnight monitoring fish immigration/emigration. With a schedule that is dictated by rain, the CM here will have anything but a mundane experience. RCDSMM also offers a large education component where the CM leads online distance learning classes and student field programs in both the upper and lower watershed. Each day something new comes up, so learning to be flexible and problem solve is a great skill that is learned as a byproduct of the excitement of the RCDSMM.

**Knowledge, Skills, and Abilities Desired in CM:**

- Must have a reliable vehicle
- Must be strong, confident swimmer and hiker
- Ability/desire to work 1-3 weekends a month
- Experience working with students and knowledge of basic GIS work preferred but not required