**GrizzlyCorps Host Sites’ Project Descriptions**

*Please see below for all available projects for the 2022-2023 GrizzlyCorps service year. You can also view this content on our website at* [*grizzlycorps.org/site-partners-2022-2023*](http://grizzlycorps.org/site-partners-2022-2023)*.*

*\*\*If a host site has more than one opening, please read until the end of each host site’s description to find more information about desired/skills traits for the positions and organizational highlights.*

**TABLE OF CONTENTS**

**Shasta-Trinity and North Counties**

* [**Shasta Valley Resource Conservation District**](#bvcu7i9zfyax) **(1)**
* [**Trinity County Resource Conservation District**](#mxl834z4oi4j) **(2)**
  + [Fire Safe Trinity](#vkmgde9qi8ks)
  + [Weaverville Community Forest Steward III](#befgr8wrgfz5)
* [**Shasta Land Trust**](#ggzfnckjuidv) **(1)**
* [**Western Shasta Resource Conservation District**](#r6tx2zkxq91m) **(1)**

**Sierra Nevada**

* [**Lost Sierra Partnership**](#h8yijj7l2lb3) **(1)**
* [**Mariposa Trails**](#a88w2i90hilb) **(1)**

**North Coast**

* [**Mendocino County Resource Conservation District**](#z3dlvx2exp5k) **(2)**
  + [Climate Resilience: Sustainable Agriculture and Water Technician](#88crm7l1pn1v)
  + [Forest Ecosystem Management Education and Planning](#mfyp58nqsl97)
* [**Mendocino County Fire Safe Council and Fire Safe Sonoma**](#8t7xh7rpos6u) **(1)**
* [**UC ANR Hopland Research and Extension Center**](#sdvicdvalqn7) **(1)**

**Central Coast**

* [**Resource Conservation District of Monterey County (1)**](#dx350w72wnr4)

**Sacramento Valley**

* [**Resource Conservation District of Tehama County**](#qhdhgg810uop) **(1)**
* [**Yolo County Resource Conservation District**](#ww658vhwjyf0) **(1)**
* [**Community Alliance with Family Farmers**](#gxoh8am5kjh6) **(2)**
  + [Wildfire and Sustainable Agriculture Programs Support Fellow](#o6or0kqxhmhj)
  + [Outreach and Engagement: Messaging Sustainable Food and Farming, with a Farm to Market emphasis](#hmowfpdoyble)

**San Joaquin Valley**

* [**Sustainable Conservation**](#lxuncjgbpubl) **(1)**
* [**San Joaquin Valley Resource Conservation District**](#ll10vm1oqdao) **(1)**

**San Francisco Bay Area**

* [**Napa County Resource Conservation District**](#jexsm0f4mini) **(1)**
* [**Gold Ridge Resource Conservation District**](#we3oa699plne) **(1)**
* [**Sonoma Resource Conservation District**](#kcg318n936qp) **(1)**
* [**Farm to Pantry**](#fnohtu88rcl1) **(1)**
* [**Pepperwood Preserve**](#ca2899uenc4r) **(1)**
* [**Marin Water**](#fwgf9sulomn4) **(1)**
* [**Marin Wildfire Prevention Authority**](#h53tj28dlvg0) **(2)**
  + [Building Support and Capacity for Wildfire Mitigation](#qfs8tv4v7wy)
  + [Promote fire adaptation and resilience to residents and help local agencies plan and implement fire adaptation projects](#yj3fvmq51iie)
* [**The Forestry and Fire Recruitment Program**](#lolsg5ms05jg) **(1)**

**Greater Los Angeles**

* [**White Buffalo Land Trust**](#n99vy2ln3zr) **(1)**
* [**Resource Conservation District of the Santa Monica Mountains**](#lvrn7s47xfom) **(1)**

**San Diego Area**

* [**Resource Conservation District of Greater San Diego County**](#e09q4ylqszt0) **(2)**

**Shasta Valley Resource Conservation District**

**Openings:** 1  ***Yreka, CA***

*Website:* [*https://svrcd.org/wordpress/*](https://svrcd.org/wordpress/)

**Project Title: *Building Fire-Adapted Forests and Assessing Watershed Health***

**Project Breakdown:** *Research 0%, Planning 5%, Implementation 20%, Education & Outreach 25%, Monitoring 50%*

**General Project Areas***: Climate Mitigation & Adaptation, Ecological Forestry, Regenerative Agriculture, Watershed Management, Fire Preparedness & Management, Education & Outreach*

**Overall Needs and Goals:**

The Shasta Valley Resource Conservation District (SVRCD) is based out of Yreka, California, and serves central Siskiyou County from south of Mount Shasta to the Oregon Border. Our two departments focus on forestry, fuels, prescribed fire management and water quality, streamflow monitoring, and irrigation. The communities that we serve are certified disadvantaged areas and have been and continue to be deeply impacted by wildfires, drought, and climate change. The Forestry department focuses on landscape-level forest health and adaptive wildfire resilience. This includes managing over 3,000 acres of CalFire fuel reduction grants, working in collaboration with the United States Forest Service (USFS) on cross-boundary forest restoration projects, and helping manage the Siskiyou Prescribed Burn Association. The Water Quality department works on monitoring groundwater and water quality in the Shasta, Sacramento, Klamath, and McCloud watersheds by working with local ranchers and agencies to monitor agricultural runoff, monitoring streamflow for successful salmonid spawning, and collecting data from stream gages and groundwater wells.

The GrizzlyCorps member would share their time between the Forestry and Water Quality departments. For the forestry work, the member could expect to spend time conducting pre and post-treatment data collection and photo points, developing social media and educational outreach for forest health and prescribed burning, engaging with landowners and managers during site visits to project areas, and building capacity for the Siskiyou Prescribed Burn Association by prepping burn units, increasing community engagement and educational outreach and participating in prescribed burns. For the water quality department, the member would spend time in the field monitoring stream gages, attending water quality meetings, and compiling groundwater and water quality data to share as ongoing outreach to agencies and the local ranching community. The work that the GrizzlyCorps member would help with is essential to help underserved communities adapt to a changing climate and increase resiliency to impacts that threaten rural survivability and prosperity such as wildfire and drought.

**Capacity Building Projects:**

West Mount Shasta Forest Resiliency Project: This project includes fuel reduction and forest restoration treatments on private lands west of the town of Mount Shasta. This project is working in conjunction with a large USFS fuel reduction and restoration project adjacent to the project area. The GrizzlyCorps member would coordinate with landowners to cohesively plan and implement treatment prescriptions and contribute to the development of a Demonstration Forest on a preserve owned by the Siskiyou Land Trust.

Siskiyou Prescribed Burn Association:The SVRCD has partnered with five other local organizations, the Mid Klamath Watershed Council (MKWC), the Scott River Watershed Council (SRWC), the Quartz Valley Indian Reservation (QVIR), and Torchbearer to conduct prescribed burns on private landowners’ properties in Siskiyou County. The GrizzlyCorps member would be instrumental in assisting with community outreach and education for this partnership, help with landowner relations, planning and burn unit preparations, fire training and workshops, and implementing the prescribed burns themselves.

Cross-Boundary Good Neighbor Authority Fuel Reduction Projects: The SVRCD is partnering with industrial timber companies, CalFire, Klamath National Forest, Siskiyou County, and Oregon State University on landscape-scale cross-boundary fuel reduction and forest restoration projects west of Yreka. The GrizzlyCorps member would support this work by establishing and measuring monitoring plots to assess treatment effectiveness as well as helping conduct site visits when the contractors are working. They would also interpret results and benefits into public education and outreach materials.

Water Quality and Groundwater Data Collection and Outreach: The SVRCD conducts site visits to monitor the water quality and TMDL of the Shasta River every three weeks, collects the data, performs routine maintenance, and inputs the data into a master spreadsheet. Data is also collected on groundwater levels through CIMIS reports. However, none of this information is distributed to the local ranchers in a timely manner so that they can make decisions based on the current water level. The GrizzlyCorps member would be instrumental in compiling all this data and distributing it on a monthly basis to the local ranchers so they can be informed on current groundwater levels and water quality. This would help the SVRCD and the ranching community better adapt to climate change and drought conditions through more sustainable and informed water use. The project outcome would be a reliable and replicable way of communicating with the ranchers through a monthly pamphlet/newsletter.

**Desired Skills/Traits**

We are looking for an individual with diverse natural resource skills including forestry, prescribed fire, hydrology, and water quality with experience in data collection and management who is also self-motivated and has effective written and verbal communication skills for collaboration and outreach. Technical experience in timber cruising, layout, forest operations, and contract administration as well as knowledge of irrigation and agricultural engineering would be preferred but not required.

The member needs to be able to work both independently and in groups, conducting site visits that involve walking up to 3 miles up potentially steep slopes or down into riverbeds and meadows. Ultimately it is important to be able to be willing to learn new skills and adapt and be flexible in a highly changing and fast-paced project environment. Comfortability in living in a small town and working with rural landowners is also desired. We hope to find someone passionate about making a difference for these rural communities and the forests, meadows, rangelands, and watersheds that the community relies on.

**Organizational and Community Highlights:**

The SVRCD is a special district of the state that serves central Siskiyou County, California’s northernmost county. The SVRCD’s district includes the Klamath watershed and all its minor tributaries from the California State line near Keno to below Happy Camp, the entire portion of the Applegate River in California, the lower end of the Scott River, the entire Shasta watershed, and the Siskiyou County portions of the Sacramento watershed, McCloud watershed, and Fall River watershed. This wide range of ecosystems and communities allows the SVRCD to work on diverse projects with a variety of stakeholders. The primary industries of Siskiyou County are timber, agriculture, rangelands, and tourism. The Water Quality team works with agricultural producers and state and federal agencies on projects that monitor and manage streamflow, agricultural flow, groundwater, and fish habitat. The Forestry team works with the USFS, CalFire, private industrial timber companies, local environmental organizations, and smaller private landowners to implement landscape-scale fuels reduction, fuel breaks, forest and meadow restoration, and prescribed fire.

Working for the SVRCD will provide an opportunity to understand all the steps to manage conservation projects from acquiring the grants, completing the environmental assessments, conducting the planning and outreach, and implementing and monitoring the projects. The Grizzlycorps member will learn the process of implementing large-scale projects, how to monitor and collect relevant data, and ultimately, how to work with diverse and oftentimes conflicting stakeholders to collaborate and find the best solution for the project priorities and the communities they impact.

The SVRCD shares office space with the local National Resource Conservation Service(NRCS); however, many staff work part-time from home or are out in the field. The office space is in the town of Yreka, which is a small, rural community that has numerous services including grocery stores, thrift stores, hardware and ranch supply stores, bookstores, restaurants and coffee shops. Siskiyou County offers extensive outdoor recreation including hiking, mountain biking, fishing, hunting, whitewater rafting, kayaking, rock climbing, and skiing throughout the Marble mountains, the Trinities, the Klamath River, Mount Shasta, and the Russian wilderness, to name a few. The Pacific Crest Trail passes just west of Yreka, as well as the Miracle Mile, which has the highest diversity of conifer species in the WORLD. Yreka is halfway between the eclectic towns of Mount Shasta, California, and Ashland, Oregon, which host music events, ski resorts, shopping malls, and the annual Oregon Shakespeare Festival.

**Trinity County Resource Conservation District**

**Openings:** 2  ***Weaverville, CA***

*Website:* [*https://www.tcrcd.net/*](https://www.tcrcd.net/)

**Project 1 - Title: *Fire Safe Trinity***

**Project 1 - Breakdown:** *Research 10%, Planning 25%, Implementation 10%, Education & Outreach 50%*

**Project 1 - General Areas***: Ecological Forestry, Watershed Management, Climate Mitigation & Adaptation, Fire Preparedness & Management, Education & Outreach*

**Project 1 - Overall Needs and Goals:**

The Trinity County Resource Conservation District (the District) has a vibrant and diverse community which benefits from supporting diverse ideas and approaches in the workplace. The District supports initiatives and new ventures which benefit the local community. The GrizzlyCorps member that would be selected for this location would have the opportunity to work with each project area to incorporate what each discipline has to offer to benefit the Trinity County Fire Safe Council. Trinity County has been significantly impacted by wildfires in the last five years and the implications from the drought could only increase the intensity and severity of fire impacts. This opportunity will provide opportunities for networking with state, local, and federal agencies and local non-profits for education, outreach, and project development related to Trinity County Fire Safe Council needs. The GrizzlyCorps member will walk away with experience working on county guiding documents, networking with multiple agencies for feedback, hosting community and neighborhood workshops, developing and maintaining a sustainable social media strategy, and youth education. This project contributes to GrizzlyCorps goals to improve forest resiliency, professional development, and climate action.

**Project 1 - Capacity Building Projects:**

The District is the coordinator for the Trinity County Fire Safe Council. This Council is a collaboration between local, state, and federal agencies with members of the public to improve the cooperation and collaboration of wildfire management throughout Trinity County. The Council works to promote Firewise and fire safe education as well as community involvement and awareness to all things wildfire. The Council works to develop projects and maintain sustainable funding streams for fuel reduction, home hardening, and defensible space work throughout the County. This position will have an emphasis on outreach and forest management with exposure to technical assistance and implementation.

The GrizzlyCorps Member placed in Weaverville, CA will assist with the following tasks:

* Enroll landowners in a neighborhood ambassador program.
* Conduct a CWPP Annual review and collaborate to develop a GIS database housing data from multiple agencies
* Identify future projects.
* Partner with the Watershed Research and Training Center for education and outreach opportunities.
* Attend Council monthly meetings and coordinate community meetings, participate in workshops and fairs.
* Map and pull noxious weeds
* Assist with Weaverville Summer Day Camp and support efforts for youth education in schools.
* Complete prescribed burning with federal partners
* Other duties as assigned

**Project 2 - Title: *Weaverville Community Forest Steward III***

**Project 2 - Breakdown:** *Research 10%, Planning 25%, Implementation 10%, Education & Outreach 50%*

**Project 2 - General Areas***: Ecological Forestry, Watershed Management, Climate Mitigation & Adaptation, Fire Preparedness & Management, Education & Outreach*

**Project 2 - Overall Needs and Goals:**

This position will seek to improve the cooperation and collaboration within the Weaverville Community Forest through the implementation of the 2021-2028 Strategic Plan. This position will collaborate and lead educational workshops and tours, develop and implement new projects and/or initiatives, and showcase success stories in the Community Forest covering all natural resource topics This position will require collaboration with resource managers from the United States Forest Service, Bureau of Land Management, Trinity County Resource Conservation District, Trinity Trails Alliance, the Watershed Research and Training Center, and interested members of the public.

This project builds off the efforts of the District’s 2020 GrizzlyCorps Fellow, who developed the 2021-2028 Strategic Plan, to work on the implementation. This project moves out of the Forest Health specific management of the 2021 GrizzlyCorps Fellow to take a broader approach with education and outreach for all natural resources. This GrizzlyCorps Fellow will have more hands-on opportunities with GIS mapping and development as well as trails building and maintenance during this service year.

**Project 2 - Capacity Building Projects:**

The Trinity County Resource Conservation District (the District) is a steward of the Weaverville Community Forest (WCF) located in Trinity County, CA. This stewardship is a collaboration between the Bureau of Land Management, the United States Forest Service, and the District to manage the forests around Weaverville to benefit the local economy, maintain the viewshed, and create a resilient forest with the input of the local community. The WCF is home to many recreational trails, timber lands, historic resources, and wildlife habitat.

The GrizzlyCorps member will assist with the following tasks:

* Identify future Forest Health, Watershed, Trails, and Education Projects
* Collaborate to develop a GIS database housing data from multiple agencies
* Continue and build upon outreach and events within the WCF and highlight successes through community and stakeholder tours.
* Partner with the Trinity Trail Alliance, USFS, and others to support their trail building/maintenance days
* Attend quarterly WCF Planning Meetings, and facilitate coordination of the 2022 Annual Public Meeting.
* Map and pull noxious weeds
* Plan Weaverville Summer Day Camp field trips to the WCF
* Other duties as assigned

This opportunity has the flexibility to adapt to meet the interests of the GrizzlyCorps Member and provide a place for that member to start projects or monitoring protocols that will continue after their service is complete creating a long lasting effect for the WCF. As the climate is changing and impacting wildfire severity this position will provide opportunities to participate in or develop projects related to wildfire management.

To learn more about the Weaverville Community Forest, its mission and history visit: [www.tcrcd.net/wcf.](http://www.tcrcd.net/wcf)

**Desired Skills/Traits (for both projects):**

Primary Desired Academic Background and Knowledge:

* Coursework in Natural Resource Management.
* Diverse coursework and/or experience demonstrating a background in watershed management, forest health management, and recreation management.
* Experience coordinating volunteer events and working with youth.

Primary Desired Skills, Traits, or Physical Abilities

* Proficient in Microsoft Office Suite, experience with Excel formulas and coding is preferred.
* Able to hike on steep terrain carrying a 50lb pack, experience with fieldwork is preferred.
* Experience working in a diverse work environment

Secondary Skills

* Sense of humor, integrity, self-motivation, and a positive attitude.
* Strong communication skills with experience communicating through email, phone, in-person groups and presentations, comfortable facilitating group discussions
* Previous GIS Experience.

**Organizational and Community Highlights:**

The Trinity County Resource Conservation District is a special district of Trinity County with its headquarters nestled in Weaverville, California at the foothills of the Trinity Alps Wilderness. Weaverville, the County seat of Trinity County, is approximately sixty minutes from Redding in Shasta County and two hours from Arcata along HWY 299. Trinity County has a population of approximately 16,100 people and over 76% of the land in Trinity County is managed by the federal government. There is an abundance of outdoor recreation activities including access to the Trinity River along the HWY 299 corridor. Weaverville has a quaint historic downtown along Main St with a few art galleries, shops, and restaurants, yet is limited in indoor activity options. Trinity Lake and Lewiston Lake are just a short drive away with great fishing, hiking, swimming, and boating opportunities.

The mission of the District is to assist in protecting, managing, conserving, and restoring the natural resources of Trinity County through information, education, technical assistance, and project implementation programs. The District has a very open community with 12 full time employees and 20 seasonal employees. The District is divided into six main project areas; education and outreach, revegetation, road improvement, geographic information systems, forest health/fuel reduction, and watershed management. Each program coordinator works in tandem with one another to accomplish objectives on our multidisciplinary projects, each program area playing to their strengths to provide quality service to members of the public and our funding sponsors.

**Shasta Land Trust**

**Openings:** 1  ***Redding, CA***

*Website:* [*https://www.shastalandtrust.org/*](https://www.shastalandtrust.org/)

**Project Title: *Shasta County Lands Conservation***

**Project Breakdown:** *Research 10%, Planning 10%, Implementation 50%, Education & Outreach 30%*

**General Project Areas***: Climate Mitigation & Adaptation, Education & Outreach*

**Overall Needs and Goals:**

Originating in 1998 from a need to safeguard a family ranch threatened by development, the Shasta Land Trust (SLT) has since conserved 26,017 acres. These acres are comprised of agricultural lands, wildlife habitat, riparian corridors, and open spaces, building the foundation of the organizational mission to conserve the beauty, character, and diversity of significant lands in northern California, with plans to add 33,000 additional acres by 2023. With the help of the GrizzlyCorps fellow, SLT will be able to continue to conserve properties at our current pace and increase capacity even further, protecting vulnerable lands in our community, encouraging regenerative agricultural practices, preserving local food resources, and empowering landowners to practice proper land and forest management for fire resilience, sustainable ranching, and wildlife habitat. The fellow would also enable SLT to expand outreach to the landowners of our conserved properties, connecting them with valuable resources to sustainably manage their protected lands. The fellow will work closely with the Stewardship Director and Conservation Projects Manager, as well as with landowners and our project partners in ongoing collaborative planning efforts across the region. The fellow will also represent SLT in various public settings and participate in community engagement, stewardship, and conservation activities.

RESPONSIBILITIES:

* Assist in coordinating the completion of conservation easement projects. Working with staff to conduct project due diligence, draft and negotiate easements, and draft and review baseline documentation and land management plans for protected properties.
* Manage and track projects, including creating and maintaining records for each project.
* Draft correspondence and reports for landowners, partners, committees, Board of Directors, and follow up from site and monitoring visits.
* Assist in the development of appropriate maps and GIS data.
* Participate in communications and landowner engagement related to SLT’s mission, including the development of a landowner specific website.
* Spearhead a new specialized approach to the annual monitoring of our currently protected properties.

**Capacity Building Projects:**

The GrizzlyCorps fellow will expand the capacity of Shasta Land Trust through three capacity building projects: (1.) Climate Resiliency: Landowner Outreach, (2.) Climate Resiliency: Strategic Conservation, and (3.) Conservation Easement Monitoring. These capacity projects would allow SLT to increase our outreach towards landowners regarding climate-smart practices, directly aid our staff in the completion of strategic land conservation projects through the completion of valuable fieldwork, GIS, and conservation document preparation, and free up staff time previously spent on annual monitoring to bring more land conservation projects to completion. As our organization has continued to grow our Conservation Easement portfolio, the time commitment needed to complete our annual monitoring of protected properties has increased significantly. This has resulted in a need for a more targeted approach to annual monitoring, which the fellow would help provide. The fellow’s assistance with annual monitoring and in-progress conservation projects coupled with a climate-smart strategic conservation plan that will be completed in December 2022 would be invaluable in furthering our organization’s ability to increase the pace and scale of land conservation to meet the goal of Biden’s nationwide 30 by 30 conservation plan. This means that more at-risk lands would be able to be protected, particularly those that will be most resilient in the face of impending climate change. In addition, increasing outreach towards landowners would enable us to connect them with valuable resources to manage their properties in ecologically minded, climate-smart ways, and connect them to funding sources for essential property improvements. This will further increase our region’s resiliency to climate change, something that would be impossible without the help of the GrizzlyCorps fellow and current staff workload.

**Desired Skills/Traits:**

Desired Academic Background and Knowledge

* A bachelor's degree is preferred, in natural resources, real-estate law, land management, or other field related to conservation.
* Scientific knowledge of, and field experience with, the landscapes and natural resources of far northern California.

Primary Skills

* Excellent communication skills and the ability to work with a wide variety of individuals, including landowners, partners, staff, board members, and volunteers.
* Proficiency with understanding maps, natural resource information, and other spatial data.
* Well organized and self-directed, with attention to detail and follow-through necessary for conservation real-estate transactions.

Secondary Skills

* Curiosity for the natural world and demonstrated passion for conservation.
* Demonstrated experience in record keeping and data management.
* Demonstrated understanding of climate-smart practices and incentive programs.

**Organizational and Community Highlights:**

Shasta County is geographically diverse, spanning across miles of beautiful oak woodlands, vibrant wildflowers, mountains, lakes, wild and scenic rivers and waterfalls, and forests. Redding, the home of the Shasta Land Trust, sits nestled in the upper Sacramento Valley, just south of Shasta Lake and east of Whiskeytown National Recreation Area, and is home to the upper reaches of the Sacramento River and its tributaries. It is well known for its salmon and trout fisheries, along with hiking, mountain biking, skiing, snowboarding, camping, and other outdoor recreational activities that are just a short drive away, making Redding the perfect basecamp for the outdoor enthusiast. Shasta Land Trust’s headquarters are situated on seven acres of productive agricultural land and native gardens directly on the Sacramento River, where staff enjoy observing a multitude of waterfowl, quails, turkeys, deer, foxes, and other wildlife right outside their windows, and enjoy taking lunches out on the back deck just above the river. Staff is friendly and professional, and work as a tight knit team to accomplish strategic organizational goals, making sure that every voice is heard. Working for a small non-profit like the Shasta Land Trust will give fellows valuable team building and organization skills, as well as networking opportunities and hands-on experience both in the field monitoring and documenting properties throughout the county and behind a desk drafting and preparing conservation documents, land management plans, and GIS work.

**Western Shasta Resource Conservation District**

**Openings:** 1  ***Anderson, CA***

*Website:* [*http://www.westernshastarcd.org/*](http://www.westernshastarcd.org/)

**Project Title: *Regional Forest and Fire Capacity (RFFC) Community Outreach Liaison***

**Project Breakdown:** *Research 15%, Planning 25%, Implementation 25%, Education & Outreach 35%*

**General Project Areas***: Climate Mitigation & Adaptation, Ecological Forestry, Watershed Management, Fire Preparedness & Management, Education & Outreach*

**Overall Needs and Goals:**

The Western Shasta Resource Conservation District (WSRCD) is a special district of the State of California and is funded entirely by grants and contracts. The District encompasses approximately 1.7 million acres bounded on the east by the watershed divide between eastern and western Shasta County; the north by the Siskiyou County line; the west by the Trinity County line; and the south by the Tehama County line. The WSRCD was formed in 1957. Since then, the RCD has grown from a small volunteer organization to a highly successful conservation district that is dedicated to the restoration and preservation of western Shasta County's natural resources. The WSRCD GrizzlyCorps Fellow will work on a variety of projects related to expanding and enhancing forest health and wildfire resiliency in western Shasta County. Daily tasks can include community outreach, project planning, project implementation, training opportunities, partner networking, and general interactions with WSRCD Staff with a wide array of backgrounds in natural resource management. The Regional Forest and Fire Capacity program aims to increase regional capacity to prioritize, develop, and implement projects to improve forest health and fire resilience and increase carbon sequestration in forests throughout California. The communities in Shasta County are on the front lines of climate change and have seen an intense acceleration of the effects of climate change over the past decade through extreme wildfires and drought. Shasta County boasts both densely forested landscapes as well as a robust agricultural community due to the majority of the County being part of the headwaters of the Sacramento River Watershed. To meet the goals of the GrizzlyCorps Fellows Program, our member will work in conjunction with local, state, and federal agencies, forest and industry groups, and NGOs to expand the use of techniques to reduce fire risk and improve watershed and soil health (and increase carbon uptake with broader benefits) in western Shasta County.

**Capacity Building Projects:**

Regional Forest and Fire Capacity Program: The Regional Forest and Fire Capacity (RFFC) program aims to increase regional capacity to prioritize, develop, and implement projects to improve forest health and fire resilience and increase carbon sequestration in forests throughout California. Broad and inclusive outreach and involvement in decision-making is a priority of the program. Regional block grantees are expected to partner extensively across their region to identify priorities and develop projects. Current block grantees partner heavily with state, federal, tribal, and local governments as well as water agencies, resource conservation districts, fire-safe councils, and other nonprofits.

Beginning in late 2021, the WSRCD partnered with the RCD of Tehama County, the Glenn County RCD, and the Shasta Valley RCD to create a new RFFC region funded by the DOC RFFC Program called the Northern Sacramento Valley Coalition (NSVC). The WSRCD GrizzlyCorps Fellow will play a key role in the development of the NSVC as the Community Liaison in order to coordinate and facilitate a wide array of community education & outreach activities. Additionally, the Community Liaison will help to expand and enhance regional partnerships with local, state, federal and tribal entities in order to plan and prioritize forest health and wildfire resiliency projects.

The Community Liaison will aid other WSRCD Staff and regional partners in the development of innovative and diverse projects and planning efforts in order to increase the pace and scale of forest health and fuels management projects as part of a regional effort to address the effects of climate change. As part of the WSRCD RFFC Project Team, the GrizzlyCorps Fellow will help increase not only the WSRCD’s capacity to address wildfire and climate resiliency in Shasta County, but will also help to develop the regional capacity to strengthen and expand resiliency efforts across a broad landscape in northern California.

Community outreach efforts can include fuels mapping, social media engagement, development of website content including climate resiliency resources, partnership coordination and enhancement (such as working with the Shasta County Fire Safe Council), forest health workshops for small landowners, community chipping days, and any other activities that work towards building regional capacity to address climate change issues in northern California, specifically drought and wildfires. All of these efforts will build the capacity of the WSRCD and the NSVC through empowering communities throughout the region to engage in developing and implementing their own resiliency goals.

The Community Liaison for the RFFC Program is a new position created for the WSRCD based on the regional goals for the NSVC. Due to the scope and scale of the RFFC region, the WSRCD needed to increase capacity to engage with partners and the public. The GrizzlyCorps Fellow for 22-23 will coordinate new opportunities to communicate about the efforts of the NSVC with a wide array of stakeholders in order to advance the mission of the RFFC.

As part of this effort, the Community Liaison will aid in the development of a Regional Priority Plan (RPP) which is a requirement of the RFFC program. The RPP for the NSVC must include the following elements: an analysis of the social and biophysical geography of the region; an outline of the programs, policies, and other efforts to coordinate work in the region (governance structure); a methodology for how projects are identified and prioritized; and a mechanism to capture the state of project development, the scope, quality, and quantity of projects. The RPP will guide the activities of the NSVC for many years to come.

**Desired Skills/Traits:**

The desired academic background and knowledge that we are hoping our GrizzlyCorps member will have could include any combination of: Forestry, Fire Ecology, Biology, Botany, Fisheries, or any other related natural resource field. Primary skills we would prefer include: ArcGIS, Microsoft Office Suite, Field Experience. Secondary skills we are looking for include: WordPress, GSuite, Microsoft Teams.

**Organizational and Community Highlights:**

The Western Shasta RCD (WSRCD) is a team of natural resource professionals that work together to conserve and protect the natural resources of western Shasta County. Our staff consists of professionals with backgrounds ranging from forestry to biology to botany. WSRCD Team members have experience in planning and implementing a wide variety of projects including wildfire rehabilitation, erosion control, floodplain revegetation, fish passage, invasive species removal, and sediment reduction.

The WSRCD headquarters is located in Anderson, CA adjacent to the population center of Shasta County—the City of Redding. The Sacramento River Trail, which crosses the world-famous Sundial Bridge in the heart of Redding, and the Sacramento River Rail Trail, which extends north all the way to Shasta Dam, have both been designated as National Recreation Trails in the National Trail System and together make up the Sacramento River National Recreation Trail. The winding trail is popular with locals and visitors alike who want to take a casual stroll, a beautiful bike ride, or a long run. Parks, bathrooms, trailheads, and scenery along the trail make it a convenient and pleasant way to get some fresh air while enjoying Redding's famous river. This trail is the crown jewel of Redding's trail system, spanning more than 17.4 miles from the Sundial Bridge to Shasta Dam.

Redding is the gateway to the Shasta-Cascade Region of Northern California which is a marvel of outdoor recreation. The Shasta-Cascade Region offers an abundance of prime backpacking and hiking areas. The eight National Forests and numerous wilderness areas in the Shasta-Cascade Region all offer fantastic trails. The public’s access to state and national parks, national forests, and other public lands in America’s west is unprecedented. In the Shasta-Cascade region, vast areas of public lands are easily enjoyed and offer some of California’s greatest treasures. The region is known for its wild and scenic rivers, three major lakes offering the best house boating in the world, and thousands of miles of open space, providing great opportunities for hiking, rafting, kayaking, fishing, camping, or just getting away from the crowd. The Shasta-Cascade also boasts scenic drives through various landscapes, with access to some of the region’s most significant attractions. From the unique volcanic features of Lassen Volcanic National Park to Lava Beds National Monument, and on to magnificent Mt. Shasta, these drives showcase the public lands’ grandeur and are often just a few hours away.

**Lost Sierra Partnership**

**Openings:** 1  ***Quincy, CA***

*Websites:* [*lostsierrafoodproject.org*](https://www.lostsierrafoodproject.org/) *&* [*frrcd.org*](https://www.frrcd.org/)

**Project Title: *Feather River Forest Solutions + Lost Sierra Food Access & Security***

**Project Breakdown:** *Research 20%, Planning 20%, Implementation 30%, Education & Outreach 30%*

**General Project Areas***: Food Systems, Education & Outreach, Fire Preparedness & Management, Regenerative Agriculture, Ecological Forestry, Climate Mitigation & Adaptation, Watershed Management*

**Overall Needs and Goals:**

[Feather River Resource Conservation District](https://www.frrcd.org/) and [Lost Sierra Food Project](https://www.lostsierrafoodproject.org/) are teaming up to host a Grizzly Corps Fellow. Try your hand in solving two of the most important crises of our time by working a full season on a regenerative agriculture farm and implementing programs that restore forested lands damaged by wildfire.

*FIRST HALF OF FELLOWSHIP: FEATHER RIVER RESOURCE CONSERVATION DISTRICT (SEPTEMBER – MID-FEBRUARY)*

Our Goal: Feather River RCD is a special district headquartered in Quincy, California that provides assistance to farmers, ranchers, foresters, and other landowners with techniques to manage the natural resources on their properties, as well as up-to-date scientific and technical information.​ Our mission is to advocate resource conservation through education and collaborative efforts with willing landowners and organizations that promote economic and ecological sustainability.

Our Background: FRRCD was established in 1954 to address conservation issues pertaining primarily to agricultural production. Resource Conservation Districts exist throughout California and are geographically tied to a particular region. Our District operates a variety of programs including wetland mitigation, fuels reduction, environmental compliance, wildlife surveys, GIS services, prescribed fire, grazing, and reforestation. FRRCD became one of two RCD’s in the state to assemble and implement an “Emergency Forest Response Team” in the aftermath of the 2020/21 North Complex, Beckwourth, and Dixie fires. Our scope of work for this project includes assisting private landowners with fire recovery, which includes dead tree removal, biomass utilization, and tree planting. Our District works closely with Plumas National Forest to implement an array of projects on public lands. FRRCD is a growing organization and is currently expanding capacity to offer services to landowners and resource managers.

Our Challenge: In the last two year, over 60% of Plumas County has been burned by wildfire, with a half million acres of high severity. Without intervention, these lands will convert to snag and brush fields, creating an environment that is increasingly susceptible to larger, more intense fires in the future. These charred landscapes hold less water, increase erosion, alter habitats, and destroy homes and lives. The effects of wildfire extend beyond forests, affecting communities, agriculture production, and local economies. Our District seeks best management practices that will help restore lands and water for future generations.

Your Role: The ideal candidate would work at the intersection of fire recovery and agriculture, helping develop programs that would assist landowners with crop production, ranching, water use, and reforestation. During the winter months, this would be a mostly office based position with regular opportunities for site visits, field work, and community outreach. Office tasks would include research, communication with partners via phone, email, and virtual meetings. Familiarity with ArcGIS software is preferred, but training opportunities will be available. There is also a growing need to develop and expand programs for green waste disposal including biomass and biochar.

Our Team: FRRCD currently has six full time staff and a seasonal field team ranging from 3-8 individuals. We strive to create an inclusive and supportive work environment with a healthy work/life balance. Our projects have a lot of variety; it would not be uncommon to be on a prescribed fire, attend a community meeting, fly a drone, or run a chainsaw in the same week. FRRCD values our employees' personal preferences and attempts to schedule people towards projects that meet their own goals.

*SECOND HALF OF FELLOWSHIP: LOST SIERRA FOOD PROJECT (MID-FEBRUARY – JULY)*

Organizational Background: The Lost Sierra Food Project (LSFP) aims to increase local food access for Plumas County residents, prioritizing low income populations, provide workforce development programs, and create educational food and ecological farming opportunities. At the heart of the organization is Rugged Roots Farm, a two-acre educational and production farm where regenerative agriculture techniques are practiced and taught. When a Grizzly Corps member joins our team in February 2022, it will be our fourth season producing food for the community, running educational and job training programming.

Environmental Challenge: According to the Intergovernmental Panel on Climate Change (IPCC), agriculture accounts for 10-12% of total global anthropogenic emissions of greenhouse gasses. It is not necessary to deplete topsoil and pollute the watershed in order to produce food. We teach and practice regenerative farming practices, methods that reverse climate change by building organic matter and restoring degraded soil biodiversity. Food access, education and regenerative farming create an intersection between community action and environmental practices. On the individual level, addressing climate change can feel incredibly overwhelming, and so our work allows folks to get their foot in the door. In our rural, politically and economically diverse community, this is a non-threatening invitation to tangibly take action against climate change, at least three times a day.

Your Role: As a Grizzly Corps Fellow with Lost Sierra Food Project, you will be hands-on throughout the season on our community-based farm. You will learn the in and outs of the early to mid season tasks on a regenerative farm from starting seeds in the greenhouse, skinning a caterpillar tunnel, to making compost and compost tea, and setting up drip irrigation. Depending on the applicant, LSFP has a variety of opportunities that can be catered to your desired interests, skills and goals, such as taking a leadership role in educational programming, strategic planning, marketing and/or hosting community events.

**Capacity Building Projects:**

For LSFP, the Fellow will be involved in a few capacity building projects that are aligned with the core mission of the organization:

1) Community Workshops - The Fellow will help organize educational community workshops on our farm through the growing season. They will connect with local partners and do outreach to help spread the word, as well as necessary research to identify certain topics and facilitators.

2) Formalized Apprenticeship Program - The Fellow will help us build a more formal apprenticeship based on already existing models. The Fellow will support us in researching these other models and determining which makes the most sense for our location and organization. The Fellow will help examine needs and challenges to making this program a reality.

**Desired Skills/Traits:**

As the proverb goes, “The best time to plant a tree was twenty years ago, the second best time is today.” We are dealing with landscapes that will never look the same in our lifetimes. The tree we plant today will not become a forest until long after we leave this Earth. We look for solutions to problems that we will never witness come to fruition. Our team recognizes that small actions taken today will eventually have an impact on our world and we have an obligation to do so.

Margaret Mead said, “Never doubt that a small group of thoughtful, committed, citizens can change the world. Indeed, it is the only thing that ever has.” Lost Sierra Food Project is looking for someone who is motivated by changing the way we view food and agriculture, with a commitment to sustainability, empowerment through education, and supporting local food systems.

Areas of academic training: natural resource and environmental fields; communications, public administration, or public relations; ecology or biological sciences; sustainable agriculture and food systems; horticulture, permaculture, and biodynamics; nutrition; community development and education.

Skills, Traits, and Abilities: Writing skills; interpersonal skills and self-confidence; field skills, including the ability to hike long distances over rugged terrain, map reading and orienteering; self-reliance, and good judgment; communications skills, including social media, app development, webpage and graphic design; GIS mapping skills and GPS abilities; interest in photography and videography; grant-writing and editing; ability to withstand long days in the heat (90+ degrees F); interest in facilitation and education.

**Organizational and Community Highlights:**

The Lost Sierra is in Northern California where the Sierra Nevada and Cascades converge and the Feather Rivers flow. Plumas County’s quaint communities are surrounded by public lands managed by the Forest Service.

The Lost Sierra is home to the most diverse conifer forests on the planet and some of the highest plant richness of California with over 1,400 species. Bird (>125 species) and mammal (>55 species) richness is among the highest in the state. No need to drive to Yellowstone to see wolves: the Lost Sierra is home to California’s only wolf pack, the Lassen Pack.

The mild winters and long, dry summers of our four-season Mediterranean climate mean we get to play outside year-round. And with an average of only 6 people per square mile – compared to Los Angeles County’s 2,138 – most likely you and your friends will be the only ones around.

Quincy is small-town living at its best: small, affordable town surrounded by public lands, with plenty of mountains, canyons, rivers, and lakes. There is lots to do if you enjoy the outdoors and your destinations will never be busy or crowded. There’s Feather River Foods Co-op (a.k.a. community center), our local brewery “Quintopia”, locally-owned outdoors store “Feather River Outdoors”, and hardly any chain restaurants or businesses. Quincy has been named one of “America’s Coolest Small Towns” (2013) and a “Beautiful, Charming Small Town in Northern California” (2017).

Quincy and surrounding areas offer an abundance of recreational opportunities, including: endless hiking; majestic rivers and lakes for camping, SUP-ing, and boating; world class mountain biking; ski-shoeing, cross country and backcountry skiing; adventurous rock climbing; and more!

Quincy is the county seat, and home to Plumas District Hospital, Feather River College, the Supervisor’s Office and Mt. Hough Ranger District of Plumas National Forest. There are lots of well-educated professionals in the area, and a thriving young adult population. The UC Berkeley Forestry Camp is 8 miles west of Quincy in Meadow Valley. All your grocery shopping, hardware store stops, and cafes with internet hang-out time can happen in Quincy - it’s got all the amenities.

Your Site Supervisor at Feather River Resource Conservation District will be Michael Hall, District Manager for FRRCD. Prior to becoming the District Manager, Michael was a field technician and project coordinator (both with FRRCD) and understands the roles and responsibilities at all levels of operations. He is committed to helping grow both the District and its employees, which includes aligning people’s work with their interests and passions.

Your Site Supervisor for Lost Sierra Food Project is Jessie Mazar. Jessie is a co-director for LSFP and is committed to community development, education, and, of course, providing nourishing food to Plumas County residents. During her free time, you can find her working on odd projects or exploring her backyard on bikes, skis or whatever gear she can find.

**Mariposa Trails**

**Openings:** 1  ***Mariposa, CA***

*Website:* [*www.mariposatrails.org*](http://www.mariposatrails.org)

**Project Title: *Achieving Resiliency Through Public Trails in Mariposa County***

**Project Breakdown:** *Research 30%, Planning 10%, Implementation 40%, Education & Outreach 20%*

**General Project Areas***: Ecological Forestry, Fire Preparedness & Management, Education & Outreach, Environmental Stewardship*

**Overall Needs and Goals:**

Mariposa Trails is a nonprofit organization that restores local trails and promotes their use through education, adventure, and stewardship. Although we are a young organization and small in numbers, we have a big vision. We are driven by a strong environmental ethic, a love to be outdoors, and our belief that trail stewardship activities lead to community prosperity and resiliency. Now, we need capacity to create a larger container to hold so many aspirations and so much joy.

A day in the life of a fellow in Mariposa County is foremost being completely surrounded by beauty. Secondly, Mariposans are passionate about their community and the dreams they wish to create here. Sometimes described as a “bubble,” Mariposa is unique in being a close-knit small town while also being a gathering place for people and cultures from around the world as they trek towards Yosemite. There is magic in Mariposa County. The projects are about 30% field work; 40% work-station and 30% meeting with partner agents. The work station will be located in Mariposa CA., at the home of Beth Kellner and Bill King.

Given recent changes to the forest and tourism-based economy, the business-as-usual way of life in Mariposa County is simply not sustainable. Drought, combined with forest management practices and a changing climate was a perfect storm for the bark beetle, which killed hundreds of thousands of pine trees. Massive wildfires followed, leaving local recreational resources in shambles. After years of traffic congestion and difficulties in balancing resource protection and a quality visitor experience, Yosemite National Park has opted to limit visitor access. The economic consequences of reduced park visitation and damage to the scenic quality of Mariposa is a challenge that can be met with new approaches to recreation and environmental stewardship. Mariposa Trails offers such approaches.

The challenge Mariposa Trails is taking on is twofold: (1) recognizing that the health of the community (economically, socially and environmentally), is based on having a healthy relationship of reciprocity with the more than the human/natural world; and (2) that there is incredible natural value in Yosemite, as well as adjacent National Forest public lands proximate to our residents and tourists. Mariposa Trails exemplifies the mission of the GrizzlyCorps to create sustainable communities- economically, socially and environmentally.

**Capacity Building Projects:**

All three independent projects will serve the Sierra National Forest, Mariposa County Fire Advisory Committee, and in some cases, CalFIRE and the local prescribed burn association.

Project 1: Policy Formation - Support to Create “Shaded Trail-Fuel-Breaks”: The Fellow will be responsible for: (1) initiating discussions about shaded fuel-breaks along local trails with affected public agencies, non-profit groups, tribes, and community groups; (2) identify a trail for a pilot project, (3) working collaboratively with our partner organizations, determine how funding, workforce and permits figure into project implementation; and, (4) garner commitments to implement the project. The desired project outcomes will be establishment of a practice by partners that supports such trail design, and the laying of ground-work for the successful implementation of a shaded fuel break at some future date.

This foundational work will increase the community’s resiliency capacity in an area with severe fire threats.

Project 2: Create an Online Trail Map of the County with a Fire Resilience Theme: The Fellow will be responsible for (1) seeking guidance from local public agencies, non-profit groups, tribes, and community groups about the design and content of the map; (2) creating the online map and associated storyboards; and (3) pending availability of funds, the creation of a print version of the map. The desired project outcome will be a functional online map and possibly a printed version that would be utilized by all participating agencies and groups.

The map will increase the community’s capacity to inform local residents and tourists about local trails, along with messaging about the ecological role of fire in the environment, our responsibility to be “fire-wise,” and information about what to do in case of a fire.

Project 3: Embodying Stewardship-Based Trail Outings: The Fellow will be responsible for (1) examining successful models of “working vacations;” (2) devising a diverse set of outings; and, (3) collaborating with area partners. The desired project outcome will be the submission of a set of proposals to American Hiking Society for inclusion in their “working vacation” promotions.

It’s been said that getting out into natural spaces is the first step to loving them, and loving them is the first step to wanting to protect them. To emphasize and promote a conservation ethic, daily readings and group discussions from the book “Braiding Sweetgrass” will start each volunteer work day. The working vacations and the trail access they provide will improve economic resiliency.

**Desired Skills/Traits:**

The desired academic background and knowledge of this individual are principally from the social sciences, including but not limited to the following fields: ecology, environmental sciences, anthropology, geography, sociology, business, political science, civics or history. That said, fellows having a different educational background are welcome to apply.

We seek an individual with the following “Primary Skills:”

* communication and relationship building
* research and assessment
* project management and product development.

“Secondary Skills” include:

* Writing;
* GIS mapping;
* graphic design

**Organizational and Community Highlights:**

Mariposa Trails is a non-profit trail development organization which promotes trail use for adventure, health, stewardship, education and community prosperity. It is run and operated entirely by volunteers who have a passion for the outdoors and our mission. Known as an organization that gets things done, our energy is drawn from the belief that individuals, communities and the planet can all thrive together, and that this health is attained through relationships of reciprocity. Our work is performed in the office and outdoors, primarily on US Forest Service lands.

Working with Mariposa Trails would be a great professional development experience. Foremost, we’ve set the bar high— to attain sustainable community-level way of thinking and being. Providing access to nature through trail stewardship is a means to a greater end; our work is an opportunity to embody the ethics of reciprocity, as envisioned in the book, Braiding Sweetgrass. Hence, we strive to “live” in alignment with ideals of belonging to, relationship with, and responsible use of the more-than-human world. Secondly, the odds of meeting, collaborating with and learning about employment opportunities with field-based employers is extensive. Mariposa County is stock full of federal employees from the National Park, National Forest and the Bureau of Land Management, the offices of CalFIRE, the Sierra Nature Conservancy, the local Resource Conservation District, a locally forming Prescribed Burn Association, naturalists, local museums (history and geology), and a treasure trove of local non-profit groups, including the Sierra Foothill Conservancy, World Wildlife Federation and the Southern Miwuk Tribe. Added to a mix are academics from UC Merced and UC Berkeley

If you’d like to live at a place closer to nature, then Mariposa County is a good place to be. Its incredible outdoor setting includes Yosemite National Park, wild and scenic rivers, a desirable year-round climate, a diverse palette of flora and fauna, and terrain ranging from a few hundred feet to over 14,000 feet. There are no incorporated cities; the town of Mariposa is the county seat and a gateway to Yosemite NP. Other small communities dot the rural landscape of rangeland, oak woodlands, and forests. Additionally, although only a county of 18,000 people and not a single signalized intersection, public transit provides access to Yosemite National Park as well as the urbanized areas of the Central Valley.

**Mendocino County Resource Conservation District**

**Openings:** 2  ***Ukiah, CA***

*Website:* [*https://mcrcd.org/*](https://mcrcd.org/)

**Project 1 - Title: *Climate Resilience: Sustainable Agriculture and Water Technician***

**Project 1 - Breakdown:** *Research 10%, Planning 40%, Implementation 10%, Education & Outreach 25%, Field Work - sampling, site visits, tours, monitoring 15%*

**Project 1 - General Areas***: Regenerative Agriculture, Climate Mitigation & Adaptation, Watershed Management, Education & Outreach*

**Project 1 - Overall Needs and Goals:**

The mission of the Mendocino County Resource Conservation District (MCRCD) is to conserve, protect, and restore wild and working landscapes to enhance the health of the water, soil, and forests of Mendocino County. Mendocino County was the first in California to be declared a drought emergency by Governor Newson in April 2021, and Water Year 2022 is equally dire. The need for resources and assistance is vast, and MCRCD is at the forefront of the county’s organized efforts, striving to scale programs and build the capacity necessary to meet those needs.

The GrizzlyCorps Fellow will support MCRCD in the Sustainable Agriculture and Water Programs including:

* Expand capacity for Carbon Farm Planning and CDFA Climate Smart Agriculture programs, including promoting practices that enhance carbon sequestration and reduced carbon emissions
* Provide support for the water program, including groundwater monitoring, as well as drought and climate resilient water practices, as well as developing alternative water use workshops and demonstrations
* Provide outreach and education on climate beneficial agriculture in Mendocino County, including general outreach for the MCRCD (social media, website, newsletters, etc)

Founded in 1945, MCRCD is a non-regulatory, public agency that works with communities to conserve, protect, and restore natural resources in a landscape that supports agriculture, timberland, wild lands, and urban areas. MCRCD has active partnerships with local governments, agencies, tribes, school districts, landowners, and community organizations to meet [our mission and goals](https://mcrcd.org/about/mission-and-history).

MCRCD has well-established Sustainable Agriculture, Water, and Forestry teams. The Grizzly Corps fellow(s) will follow MCRCD’s guiding principles and work alongside the Sustainable Agriculture and Water Teams helping to deliver on the community and climate resilience goals listed in our [Five-Year Strategic Plan](https://mcrcd.org/wp-content/uploads/2022/02/MCRCD-Booklet-Strategic_Plan_2020-_final1.6.21.pdf).

MCRCD has previously hosted two GrizzlyCorps fellows who were successful in building capacity within the organization and developing themselves professionally; one is now a full-time MCRCD staff member and the other is currently in their service period with the potential for staff recruitment.

A typical work week involves a mix of office and field work that changes seasonally. Fellows can expect a majority of office work, beginning with regular check-ins with the MCRCD supervisor. Many days may be spent in communication with landowners, developing supporting materials for projects such as Carbon Farm Plans or Landowner Access Agreements, social media and newsletter materials for events, or attending webinars. A handful of days per month will be spent in the field collecting data or at landowner site visits.

**Project 1 - Capacity Building Projects:**

1. Program support for Carbon Farm Planning: CFPs evaluate all facets of management practices of a property, assess resource concerns and landowner goals, identify opportunities for improving carbon sequestration and reducing greenhouse gas emissions, then plan to make impactful changes across the landscape. The Fellow will assist in all planning aspects: surveying, mapping, writing, communications, literature review, and supporting managers with reporting materials. MCRCD currently has planning funds through Wildlife Conservation Board and an upcoming NRCS Regional Conservation Partnership.

2. CDFA Climate Smart Agriculture - Healthy Soils Program and State Water Efficiency & Enhancement Program: This project includes assisting program staff to develop CFP components and providing technical assistance directly to landowners for planning sustainable agriculture practices, improved water management, and reduced fuel emissions in Mendocino and Lake Counties. The fellow may work in a team or individually to contact, assist, and follow up with producers. Project outcomes include the following: Completed applications , species lists, site maps, long term partnerships, and successful implementation.

3. NCO Farm-to-School Program: North Coast Opportunities (NCO) will collaborate with two school districts and three regional partners to enhance farm to school production and agriculture education in Mendocino County. The Fellow will work with MCRCD to create and implement modules on soil health, climate smart agricultural practices, and California native plants and pollinators.

4. Groundwater Elevation Monitoring: The Grizzly Corp Fellow will support water resources staff in groundwater elevation monitoring data collection and management and will be trained in proper sampling procedure. Desired outcomes include data quality control, reports, or presentations on groundwater elevation data.

5. Water Use Workshops and Demonstration Projects: Project will involve working with partners (ag producers, homeowners, Tribes, local water suppliers) to plan and conduct workshops and demonstration projects for rainwater catchment and greywater reuse. The Fellow will assist with outreach with landowners and tribes, identifying sites, installations, and conducting workshops. Outcomes will include two workshops, presentation and outreach materials, and landowner access agreements.

6. Outreach and Education Services: MCRCD lacks capacity for basic outreach and education services. We rely on program staff to conduct their own outreach and create necessary materials, and struggle with a consistent online presence. A fellow will be partially devoted to social media posts, videos, and newsletter development to engage stakeholders and the public about programs and regional conditions. Desired outcomes include weekly social media posts, and assistance with quarterly newsletters and the MCRCD annual report.

Over the past few years, California has committed to a significant investment in scaling up Climate Smart Ag through additional programs and funding. MCRCD intends to meet that increased demand for Carbon Farm Plans and Climate Smart Ag Technical assistance by growing our program with increased capacity and new funding sources. We also expect to expand planning and implementation assistance for pollinator & wildlife habitat establishment through a grant with the Wildlife Conservation Board if funded. Although our current Fellow was intended to work closely with the Farm-to-School program, contract delays and staffing changes postponed the project and the next Fellow will build upon and expand that program. The Fellow will also provide additional capacity in our water resources program, providing support to water supply planning and monitoring Finally, they would have specific time dedicated to expanding our community outreach through social media, newsletters, workshops, webinars, etc. in ways previous fellows did not have the time to devote.

**Project 2 - Title: *Forest Ecosystem Management Education and Planning***

**Project 2 - Breakdown:** *Research 10%, Planning 40%, Implementation 10%, Education & Outreach 25%, Field Work - conducting site visits for forest inventories, environmental surveys, and forest treatment planning 15%*

**Project 2 - General Areas***: Ecological Forestry, Climate Mitigation & Adaptation, Fire Preparedness & Management, Education & Outreach*

**Project 2 - Overall Needs and Goals:**

Founded in 1945, MCRCD is a non-regulatory, public agency that works with communities to conserve, protect, and restore natural resources in a landscape that supports agriculture, timberland, wild lands, and urban areas. MCRCD has active partnerships with local governments, agencies, tribes, school districts, landowners, and community organizations to meet [our mission and goals](https://mcrcd.org/about/mission-and-history). Mendocino County has experienced some of the worst drought and fire impacts in California in recent years, including the 2020 August Complex and the 2017 Redwood Complex fires.

Mendocino County is largely forested with a significant number of rural communities and subdivisions embedded in wildlands. People living in remote areas with swaths of dense forests between homes increases the population's vulnerability to wildfire, drought, and pests, making it a unique challenge to ensure the county's forestlands are resilient and safe for people and wildlife. MCRCD’s Forest Health and Resiliency Program aims to assist landowners and residents in how to sustainably manage their properties while looking at landscape-level forest health, watershed function, wildfire resilience, and a variety of ecosystem services.

The GrizzlyCorps Fellow will work to address multiple natural resources concerns within forested landscapes, including vegetation management to enhance forest health and resiliency, ecosystem enhancement, hazardous fuels reduction, and carbon sequestration. Work will include assisting in the coordination of forest health workshops; creating and gathering forest management and fire resiliency educational materials; creating outreach materials; assisting in forest management planning, forest inventory data collection, analysis for fuel reduction treatments and forest management plans; and helping coordinate landowner site visits to provide on-the-ground technical assistance.

A typical work week involves a mix of office and field work that changes seasonally. Fellows can expect a majority of office work, beginning with regular check-ins with the MCRCD supervisor. Many days may be spent in communication with landowners, developing supporting materials for projects such as Forest Management Plans, posting to social media and newsletter about events, or attending webinars. A handful of days per month will be spent in the field collecting data or at landowner site visits. The GrizzlyCorps Fellow will support MCRCD's challenging and rewarding efforts to actively manage for multiple benefits with a diverse population of landowners and residents.

**Project 2 - Capacity Building Projects:**

1. Program support for Forest Management Planning: This project will include assisting forestry program staff and RPFs in the development and preparation of Forest Management Plans as part of the North Bay Forest Improvement Program. The fellow may work individually or as a team to conduct landowner interviews, collect forest inventory and other relevant data, model forestry data, prepare maps in ArcGIS, and write components of forest management plans. GrizzlyCorps Fellow assistance will help increase the number of landowners served through this program and promote land stewardship and active management of forest resources for myriad landowner goals and objectives.

2. Program support for cost-share incentives programs: This project will include assisting Forestry Program staff and staff from the Natural Resource Conservation Service (NRCS) to provide technical assistance to forest landowners around Mendocino County. Programs include three NRCS programs focused on environmental enhancement, oak woodland conservation, and forest health and fire resiliency. The GrizzlyCorps Fellow will also assist with the North Bay Forest Improvement program. Project activities will include conducting landowner site visits, collecting forest inventory data, developing maps in ArcGIS, and planning assistance. GrizzlyCorps fellow assistance will help increase the number of landowners served and increase the pace and scale of forest management activities.

3. Outreach and education services: MCRCD lacks the capacity for basic outreach and education services. We rely on program staff to conduct their own outreach and create necessary materials; we struggle with a consistent online presence. A fellow will be partially devoted to regular social media posts, videos, and newsletter development to engage stakeholders and the public about MCRCD programs and regional conditions. At the least, desired outcomes would include weekly posts to social media and a quarterly newsletter. GrizzlyCorps fellow may also have the opportunity to assist with the UC Cooperative extension Forest Stewardship Series, the Mendocino County Prescribed Burn Association, and the Mendocino County Fire Safe Council, among others.

Over the past few years, California has committed to a significant investment in promoting active forest management through additional programs and funding. MCRCD intends to meet that increased demand for Forest Management Plans and technical assistance by growing our program with increased capacity and new funding sources. We also expect to expand planning assistance to build fire resilience and community capacity among rural forest subdivisions and road associations through a grant with the CAL FIRE Forestry Assistance Program if funded. MCRCD hosted a GrizzlyCorps Fellow during the inaugural 2020-2021 term; however, due to staffing changes a fellow was not hosted in this position during the 2021-2022 term. The addition of a GrizzlyCorps Fellow for the 2022-2023 term will greatly expand the capacity of the program and its ability to serve vulnerable forest communities in Mendocino County. Finally, they would have specific time dedicated to expanding our community outreach through social media, newsletters, workshops, webinars, etc. in ways previous fellows did not have the time to devote.

**Desired Skills/Traits (for both projects);**

These positions involve lots of outreach and office work, so the members should be comfortable reaching out into the community and team members as well as working independently on focused computer tasks. Members with strong skills in planning, writing, communications and networking will do well. Other areas of education, interest, or skills that would be a plus in order of importance:

* For Project 1: education/background in soil health, sustainable agriculture, and water conservation
* For Project 2: education/background in forestry strongly preferred; education/background in resource management, ecology, environmental science a plus
  + Ability to read maps
* experience with ArcGIS, Excel and Powerpoint
* social media and outreach (Wordpress, newsletters, social media, polling/surveys, webinars, trainings, etc.)
* Spanish language skills are a plus
* presenting and reporting research and project findings

**Organizational and Community Highlights:**

MCRCD has 12 employees and a budget of about $3M a year. It is organized into five programs: Water Resources, Sustainable Agriculture, Forest Health and Resiliency, Land Stewardship, and Operations. The GrizzlyCorps member would support primarily the Sustainable Agriculture Program and Water Resources Program but will have the opportunity to collaborate with all aspects of the RCD. Work culture at MCRCD is very collaborative but does require independent work; fellows can expect to work closely with staff members in the programs they are supporting. MCRCD is on the forefront of the sustainable agriculture movement in California and partners with neighboring RCDs, Carbon Cycle Institute, CSU Chico’s Center for Regenerative Agriculture & Resilient Systems, and many other organizations. Fellows will have the opportunity to learn from veteran professionals in the field and attend many educational workshops and events.

Mendocino County is about two hours north of San Francisco, California and has the motto of “wine, waves, and wilderness”. It is 2.2 million acres with only 86,000 people, a beautiful rural community that incorporates a wide range of what nature has to offer including the northern edge of both wine and redwood county, striking valley views, expansive oak woodlands, evergreen forests, and an entire coastal community with over 90 miles of world-renowned coastline. The main industries are timber production, tourism, wine, and an agricultural mixture of vineyards, orchards, small diverse farms, and cannabis. The host site is in Ukiah, Mendocino’s largest town with a population of about 17,000. Like many Mendocino destinations, the town is small but charming. Vibrant main streets house bookshops, cafes, art stores, and restaurants. It’s a small world in Mendocino County but with plenty to explore.

**Mendocino County Fire Safe Council and Fire Safe Sonoma**

**Openings:** 1  ***Ukiah, CA***

*Website:* [*https://www.firesafesonoma.org/*](https://www.firesafesonoma.org/) *&* [*https://firesafemendocino.org/*](https://firesafemendocino.org/)

**Project Title: *Sonoma and Mendocino Fire Safe Capacity Building and Community Engagement***

**Project Breakdown:** *Research 30%, Planning 20%, Implementation 20%, Education & Outreach 30%*

**General Project Areas***: Climate Mitigation & Adaptation, Fire Preparedness & Management, Education & Outreach*

**Overall Needs and Goals:**

By working with two organizations our Fellow would have the opportunity to assist with a wide range of projects and collaborate with many stakeholders. Both Mendocino County Fire Safe Council (MCFSC) and Fire Safe Sonoma (FSS) are small but rapidly growing organizations that are passionate about becoming as effective as possible in reducing wildfire risks. In recent years, MCFSC has expanded from primarily neighborhood-level education, to playing a role in County policy formation, providing direct services like defensible space for income-qualified seniors and community chipping, managing fuel reduction road crews, implementing large scale fuel reduction projects, and managing home retrofitting grants. Over the past decade, FSS has developed a strong presence in Sonoma County and effectively enhanced community wildfire safety through projects like delivering sustainable landscaping education presentations to both the public and landscape professionals, low-income home assessments, roadside fuel reduction projects and completion of 7 local Community Wildfire Protection Plans each tailored to their unique communities. Given the complexity and urgency of the current need for action we expect the pace of expansion for both our organizations to continue. Depending on their interests, Fellows could dig into one issue or ensure that no day would be the same. Both our organizations are flexible with a great number of needs, so our Fellow would have the opportunity to develop their professional capacities in several ways:

* Research, design and implement environmentally friendly ways to increase emergency water resources,
* Research best practices for planning and executing prescribed burn events incorporating Traditional Ecological Knowledge and fire science,
* Help develop an in-house understanding of and capacity to perform CEQA analysis, an important part of staying ahead of vitally needed fuel reduction work,
* Develop geospatial and organizational methods for documenting critical wildfire risk mitigation projects to track countywide needs,
* Systematize gathering homeowner and neighborhood level priorities for assistance,
* Aid in creating better communication methods and strategies for MCFSC/FSS and our affiliated Neighborhood Fire Safe Council networks,
* Assist in setting up community forums and presentations on topical wildfire issues,
* Assist with the development of emerging wildfire safety groups,
* Assist with the development of local risk analysis,
* Provide support and expertise to local community groups.

These tasks all serve the Grizzly mission by reducing the potential for carbon emissions from massive wildfires and promoting community resilience. Our Fellow would have the opportunity to make a significant impact on these critical aspects of environmental preservation.

**Capacity Building Projects:**

Since both fire safe councils work on similar projects there is a lot of potential for crossover, as well as the opportunity to share information within the California Fire Safe Council networks. Both MCFSC and FSS are looking to expand their outreach and communications capacity as well as provide support and expertise to local community groups enhancing resilience.

Research Best Practices for Sustainability: This project would involve researching best practices for water storage, prescribed fire and CEQA compliance. The Fellow could study different methods and options for augmented emergency water storage in the Wildland Urban Interface and determine regulatory requirements. Developing fire suppression water storage is essential in drought stressed rural communities. The Fellow could also study the role of prescribed fire, cultural burning and regulatory requirements. Bringing ‘good fire’ based in Traditional Ecological Knowledge (TEK) back on to the landscape will drastically reduce the intensity of future wildfires. Our organizations are looking to integrate more TEK into our policies and work plans, our Fellow could contribute to this endeavor. Considering the important role CEQA plays in fuel management projects, the Fellow could assist with researching and developing a CEQA process for fire safe councils to follow. In order to manage fuel reduction in environmentally sensitive areas, build trust in communities and ensure future maintenance, a sound CEQA process is a must. With guidance from MCFSC and FSS, the fellow would network with communities, tribes, fire districts and regulatory bodies to augment their research and determine practicality. The desired outcome would be guidelines and recommendations for implementation of water storage, prescribed fire and/or CEQA compliance.

Organizing Communities for Preparedness: Both MCFSC and FSS are umbrella organizations for many Neighborhood Fire Safe Councils (NFSCs) and wildfire safety groups. Through outreach and coordination the number of groups is expanding and their effectiveness increasing. To continue to enhance our role as a useful resource, the Fellow could assist with developing emerging wildfire safety groups, disseminating our existing media on home hardening and defensible space, organizing workshops and public forums as well as tracking projects through geospatial methods. Desired outcomes would be community meetings, expanded neighborhood work days, event calendars and/or project maps. As countywide organizations, we take our cues from NFSCs, we believe they know their community needs best. Helping us enhance our communication and coordination with NFSCs will allow us to better serve them and assist in strengthening community resilience.

**Desired Skills/Traits**

MCFSC and FSS are requesting to bring on one Fellow to collaborate with both organizations. Fellows that have an educational background in fire ecology would be a plus, although not required. An interest in wildfire mitigation strategies, rural communities, environmental compliance and sustainability would be helpful. Primary desired skills are research, communication and networking. Fellows with a passion for developing social media or communications campaigns would find many opportunities at our organizations. Additionally, both organizations are working to expand their outreach to Spanish speaking residents. Fellows that speak Spanish would have a special impact on expanding our communication abilities. Secondary desired skills are data collection, risk analysis and familiarity with geospatial tools. As an organization, we are finding more and more needs for project mapping and data organization. Fellows with a professional goal of enhancing these skills would be able to develop them further. The most important quality we are looking for in a Fellow is eagerness to learn and desire to contribute to two fast growing organizations.

If GrizzlyCorps is able to provide training to Fellows, basic GIS mapping skills would be helpful as well as professional social media best practices.

**Organizational and Community Highlights:**

The MCFSC is a small 501 (c)(3) nonprofit providing service to a large, diverse and resource-poor county. The MCFSC consists of two full-time and two half-time staff and an array of project managers who work part time. We tackle a wide range of projects from managing fuels reduction grants, implementing community fuels-reduction projects, helping coordinate affiliated Neighborhood Fire Safe Councils, assisting in County policy development, delivering educational materials and more. Our workplace is informal, flexible and relaxed. We accomplish a lot by working with a lot of community partners, which provides a great opportunity for network building.

FSS is also a 501(c)(3) nonprofit whose mission is to increase awareness of wildfire issues in our county and help local residents and firefighting agencies achieve improved wildfire safety. FSS has been instrumental in educating residents about wildfire prevention and safety, through wildland fire safety presentations and the distribution of the publications “Living with Fire in Sonoma County” and “Ready, Set, Go!”. FSS acts as a liaison between local communities and agencies, actively seeks grant funding and manages wildfire related projects. In recent years, FSS successfully leveraged social media and evolved to create a monthly program with guest speakers on relevant current topics. FSS provides several annual safety presentations to various communities throughout the county focusing on topics such as defensible space, home hardening, resilient landscaping, local group formation, local wildfire risk analysis, personal safety, and other relevant topics. FSS also routinely engages with the public by participating in public events throughout the year, including the Sonoma County Home and Garden Show, safety fairs, farmer’s markets and old-time barbecues.

Sonoma and Mendocino County are incredible places to work and network. They are their own little worlds. Both counties are beautiful places with a wide range of what nature has to offer including wine county, chaparral and arid inland valleys, expansive oak woodlands, redwood and Douglas-fir forests, an entire coastal community with over 100 miles of amazing coastline. The population is as quirky as the landscape is diverse with a backbone of working class and agricultural workers mixing with a colorful blend of ranchers, historical back-to-the-land settlers, libertarians and others who follow their own drum beat. A significant portion of AmeriCorps Members who come to our communities end up sticking around a while.

**University of California, Agriculture and Natural Resources Hopland Research and Extension Center**

**Openings:** 1  ***Hopland, CA***

*Website:* [*http://hrec.ucanr.edu/*](http://hrec.ucanr.edu/)

**Project Title: *Fire resiliency and adaptation education: Climate change mitigation and adaptation education; Research to extension continuum: Regenerative agriculture education, management, and research***

**Project Breakdown:** *Research 10%, Planning 30%, Implementation 30%, Education & Outreach 30%*

**General Project Areas***: Climate Mitigation & Adaptation, Regenerative Agriculture, Watershed Management, Fire Preparedness & Management, Education & Outreach, Food Systems*

**Overall Needs and Goals:**

The UC Hopland Research & Extension Center is a multi-disciplinary research and education facility in Mendocino County located roughly 2 hours north of UC Berkeley. We are stewards of more than 5,300 acres of oak woodland, grassland, chaparral, and riparian environments.

Our mission is to maintain and enhance ecosystem integrity through applied research, adaptive management, and educational activities, while also supporting working landscapes, with diverse agricultural products and recognized ecosystem services derived from these landscapes. We conduct research projects and educational programs in wildlife ecology and management, animal science, entomology, plant ecology, public health, watershed management, and soil ecology.

The Member will work on various climate change and regenerative agriculture projects including; developing and coordinating educational workshops on climate change effects and adaptation, from daylong workshops to multi-day events; assisting with development and enactment of land management plans including a carbon farm plan, grazing strategies, fencing realignments, field camp development; coordinating prescribed burn activities; assisting with various outreach projects to extend UC knowledge and programs into local communities; assisting with citizen science projects.

The work will address various environmental challenges including; how north coast communities adapt to climate change effects; how to effectively use prescribed fire to meet multiple land management and ecosystem service goals; how to integrate grazing multiple species into effective regenerative agricultural land management systems; how to sequester carbon on working landscapes.

The above scope of work directly promotes GrizzlyCorps purpose and goal by getting the Member directly and actively involved in planning, coordinating, and enacting land management tools to build a climate-change resilient operation on 5,400 acres of land, by engaging in the work of extending this knowledge into local and regional communities, and by helping feedback into the UC system knowledge of what tools and education local communities need to best adapt to the challenges of climate change.

**Capacity Building Projects:**

All work will be for HREC program activities.

The Fellow will work with the Director, Community Education Specialist, and Facilities supervisor to conduct activities under general (and sometimes specific) direction. They will be supported by, and have access to, other staff including our Staff Research Assistant, Ag Technicians, and onsite IGIS specialist as well as visiting researchers.

Desired project outcomes include:

1. Support community education programs as needed including California Naturalist, Climate Stewards, youth field trips and camps focused on agriculture and sustainability.
2. Facilitate and coordinate citizen science projects such as phenology or rangeland species surveys.
3. Conduct media outreach on various media (social, radio, newspapers, blog posts) sharing lessons learned to the broader community.
4. Land management data collection: species location and spread, soil health measures. Done manually and via GIS.
5. Assist with implementation of the Carbon Farm Plan.
6. Compile and describe data sets.
7. Assist with conference and workshop logistics.
8. Assist with various agriculture and natural resource research projects including fire ecology, grazing, soil carbon sequestration.
9. Install and maintain data collection equipment like weather stations and wildlife cameras
10. Assist with habitat restoration projects in oak woodlands, riparian areas, or rangelands.
11. Assist with developing a Vegetation Treatment Plan (VTP) with CalFire.

**Desired Skills/Traits**

1. Natural resources or agriculture or ecology or environmental education
2. Curious about a diversity of subjects. Able to, and likes to, work outdoors in various environmental conditions and in rugged terrain. Able to work with kids of all ages as well as adults, good with people.
3. Able to develop and execute plans, good time management, self-starter able to work independently. Spanish would be a plus but is not required, IGIS.
4. Conducting field work safely, basic work safety training, project management, youth education, communication through various media (online, phone, email, in person, social media) with a diverse audience, spreadsheets

**Organizational and Community Highlights:**

The Hopland Research and Extension Center (HREC) is known throughout UC ANR as one of the most beautiful locations within our statewide REC system, with over 5300 acres of oak woodlands, rangelands, riparian areas, and chaparral. The core of HREC is our headquarters area nestled in a small valley surrounded by oaks and madrones. We have a conference center, dormitory, 7 houses, an office building with lab, sheep barn, warehouses, and a full set of workshops (wood, metal, mechanics) to support our working ranch. As a recent Corp member describes, “I like that this place encourages me to spend time in quiet reflection, outdoor meditation, and artistic practice, without the constant distraction of living near bustling urban events. It's not too quiet, though, as we do have groups coming in and out to take advantage of our event facilities which gives the opportunity to meet new people at the site on any given week. I also appreciate the variety of environments and cities within a 1 and 2 hour radius of HREC - there are great farmer's markets, shops, and events to be tapped into in Santa Rosa, Sebastopol, Fort Bragg. Some of the most beautiful coastlines in California are within a day's drive from the site. Some weekends I don't even feel the need to leave, though - the land here is so beautiful and untrodden, there is such biodiversity in trees, flowers, and birds that it never gets old to go hiking on site.”

Our staff of 8 are highly skilled individuals in their respective areas including research, administration, business, livestock, community education, facilities, equipment, and agriculture. At HREC, the Member will become an important part of our small team and get to know and work with everyone in group and one-on-one settings. Alongside our HREC staff we also house staff for two statewide programs, IGIS and California Naturalist, and collaborate closely with experts from multiple UC campuses, UC Cooperative Extension, and environmental consultants from government and industry. Thus, the Member will benefit from diverse mentorship opportunities and rich professional networking. HREC staff work hard to create a supportive, respectful, and collaborative office environment; the Member will be challenged to devise independent goals and learn a broad set of skills, while given the opportunity to dive deeply into the exploration of their own unique interests.

**Resource Conservation District of Monterey County**

**Openings:** 1  ***Salinas, CA***

*Website:* [*https://www.rcdmonterey.org/*](https://www.rcdmonterey.org/)

**Project Title: *Bridging Communities Through Pollinator Habitat Establishment; Helping to Develop Wildfire Resilience and Preparedness***

**Project Breakdown:** *Research 0%, Planning 15%, Implementation 45%, Education & Outreach 40%*

**General Project Areas***: Climate Mitigation & Adaptation, Fire Preparedness & Management, Education & Outreach, Pollinator and native plant habitat development in urban areas*

**Overall Needs and Goals:**

The Fellow will support multiple Resource Conservation District of Monterey County (RCDMC) programs and enjoy diverse field experiences. The primary programs are technical assistance and outreach for urban native plant habitats (a new work area for RCDMC) and the Forest and Fuel Management Program, which has existed for four years.

RCDMC has long supported the establishment of pollinator habitat on working farms throughout Monterey County and now seeks to build capacity to provide technical and logistical support for pollinator habitat in urban areas, specifically in the City of Seaside where the Member Supervisor has volunteered for four years. The Fellow’s efforts will support Seaside’s Tree City and Bee City USA program designations, extend outreach for an ongoing volunteer program that has established native pollinator gardens in nine public parks, engage more community members (particularly those who are under-represented, such as people with disabilities, BIPOC and non-English speaking individuals) and potentially provide training on best management practices for habitat maintenance or develop plans and inform policy recommendations. The Fellow will help develop a role for RCDMC among the program partners, including several non-profit organizations and commissions and departments of the City. The work will empower the partners to increase native plant habitat for imperiled invertebrates, stabilize and improve soil health (sequestering carbon and reducing water use), and increase the community’s resilience to natural and other disasters by fostering connections between neighbors across the city, fortifying a network of mutual support. Daily activities will vary substantially but may include: 1. Habitat maintenance with volunteers every Saturday; 2. Develop outreach materials about native plants/pollinators; 3. Design/implement outreach, informing residents and inviting participation; 4. Collaborate with partners and outside experts to provide engaging, relevant educational activities; 5. Attend monthly meetings of various project partners, support connections between them, and complete tasks between meetings to advance habitat initiatives.

As for the Fellow's participation in the Forest and Fuel Management Program (FFMP), a typical day may include creating educational wildfire content for residents or maps for fuels reduction projects, surveying fuelbreaks, monitoring project implementation crews or participating in a prescribed burn training. The FFMP creates understanding of how to live in a fire-resilient landscape, balancing public safety and the integrity of local ecological systems. Better disaster preparedness results from projects that engage the community to protect biodiversity, decrease emissions and sequester carbon.

**Capacity Building Projects:**

The Fellow will build capacity, through networking, for RCDMC to develop a program providing technical support related to urban habitat activities in Monterey County communities. By providing technical and logistical support to several partner organizations already working on an urban pollinator habitat program in Seaside, and connecting the RCD formally with those organizations, the Fellow’s service will promote the availability of RCDMC as a partner organization with staff and access to funding channels, as well as external natural resource professional organizations, to provide local technical expertise for urban native plant and pollinator habitat planning and development. Developing native plant habitat in communities with blighted public landscapes (as are often found in lower income and historically under-served areas) will bring beneficial ecosystem and social services to those communities. By developing technically feasible implementation plans and providing both implementation support and training for community-based organizational staff and volunteers, the Fellow and RCDMC will help to ensure that well-intended ideas and efforts result in successful long-term habitat establishment. The Fellow will make presentations to community-based organizations and volunteers about RCDMC resources, and to RCDMC staff and board members about urban habitat efforts which may benefit from RCDMC support. These presentations will mutually inform partner organizations of the resources available within the network to build a more resilient community network and improve project success.

**Desired Skills/Traits:**

It is preferable that the candidate have some educational background or experience with California native plants and with community/volunteer engagement. Much of the work will be targeted to Spanish-speaking community members and it is essential that the Fellow be comfortable communicating in Spanish as well as English.

Primary skills:

* Bilingual Spanish/English;
* Familiar with community development and social skills for engaging with diverse communities;
* Able to work full days in the field as well as at computer with basic word processing programs

Secondary skills:

* Knowledge of California biogeography and native plant establishment best management practices;
* Social media networking/promotion;
* Understanding of local governance and environmental policy development

**Organizational and Community Highlights:**

Monterey County is located on the Central Coast of California just south of the San Francisco Bay Area (about 100 miles from the City of San Francisco). The rich Salinas Valley extends through the heart of the County, making Monterey the third largest agricultural county in California. It also boasts the longest coastline of any California county and attracts more than 3 million visitors annually to destinations such as Fisherman’s Wharf, the Monterey Bay Aquarium and Big Sur. The geography is spectacular with abundant outdoor recreation opportunities, and the Fellow can expect to work in the field for a significant portion of their assignment, as well as to have opportunities to participate in multiple RCD programs, getting exposure to different parts of the county and a variety of professional networks. RCDMC is a relatively small organization and maintains a supportive, collegial environment. There are remote all-staff meetings once every two weeks to keep in touch about program progress, but most staff work within a small program unit, with more frequent contact with relevant partner organization staff and/or ‘client’ farmers and community members. All RCDMC programs are grant funded and, while certain core work areas are maintained, the nature of daily activities can vary depending on objectives associated with each funding source. There is always something interesting happening!

**Resource Conservation District of Tehama County**

**Openings:** 1  ***Red Bluff, CA***

*Website:* [*https://www.tehamacountyrcd.org/*](https://www.tehamacountyrcd.org/)

**Project Title: *Building Local and Regional Outreach & Engagement Capacity for Regenerative Agri-Food and Wildfire Resilience Projects***

**Project Breakdown:** *Research 10%, Planning 20%, Implementation 20%, Education & Outreach 50%*

**General Project Areas***: Regenerative Agriculture, Climate Mitigation & Adaptation, Fire Preparedness & Management, Education & Outreach*

**Overall Needs and Goals:**

The Resource Conservation District of Tehama County (RCDTC) is a special district assisting Tehama County citizens to manage, conserve, improve and enjoy the natural resources of the county. The RCDTC partners with other organizations and RCDs throughout the North State to provide services to larger regions. The RCDTC works on an array of projects ranging from wildfire protection, enhancing fish passage, mitigation plantings, assisting farmers and ranchers with irrigation efficiency and healthy soils projects, and a variety of natural resource education projects.

The member will serve in a dynamic work setting and must be flexible and willing to engage in a variety of office and fieldwork roles which may shift quickly.

In an office capacity, the member will assist with education and outreach initiatives, which may include:

* Community outreach to program beneficiaries and recipients
* Growing RCDTC social media engagement
* Production of multimedia promotional and educational material
* Supporting project managers in meeting grant deliverables through strategic and operational planning

The member will also assist with fieldwork as needed. These tasks may include:

* Native planting and vegetation monitoring projects
* Mobile Irrigation Lab irrigation evaluations
* Fuels reduction work (defensible space, prescribed burning)
* Outdoor education (public hikes, field trips)

These tasks address the challenge that climate change is posing to the community from increased incidence of drought which increases wildfire risk and demand on scarce water resources. Planting native species, assisting with wildfire risk reduction, and improving water conservation address symptoms of climate change. Fuels reduction work helps to sequester carbon by improving tree health and preventing catastrophic wildfires. Healthy soils practices such as improving irrigation efficiency or compost application increase drought resilience, improve crop production, increase the soil’s water holding capacity and remove carbon from the atmosphere with the goal of mitigating climate change. Education and outreach work helps the community understand and support these efforts.

By joining RCDTC, the Fellow will be a part of building the resilience of the North State community in the face of climate change. The variety of projects that the RCDTC participates in provide an opportunity to sample diverse aspects of environmental, agricultural, and forestry tasks, including both field and office work. The Fellow will join RCDTC staff and continue the legacy of previous GrizzlyCorps Fellows in finding satisfaction in the service they do as they engage with community members to accomplish critical projects.

**Capacity Building Projects:**

Project 1 - Enhance Social Media Engagement: Fellow will assist with the production of multimedia promotional and educational content (i.e., print, photo, and video media); email newsletters; and social media accounts (Facebook, Instagram, YouTube, etc.). A consistent and attractive social media presence will increase the RCDTC’s capacity to engage with and educate citizens on local conservation efforts while also informing other organizations of our project work and available climate mitigation services.

Project 2 - Community Outreach for Climate Mitigation Projects: Fellow will assist with preparing and organizing outreach materials and events regarding wildfire preparedness, regenerative agriculture opportunities, water security, and more. Face to face interaction with residents in Tehama County will help increase awareness of local conservation efforts and promote resident participation in RCDTC services, especially for those who do not use social media. Establishing a greater connection with the community is critical to climate action work and encouraging local stewardship.

Project 3 - Youth and Community Environmental Education: Fellow will support community engagement through event planning, including: the coordination of the 8th Annual Wild & Scenic Film Festival - Red Bluff and outdoor education events as well as youth field trips and public interpretive hikes with partners like The Nature Conservancy. Connecting Tehama County residents with their local natural resources and making climate science more accessible will help encourage participation in RCDTC services and inspire youth to pursue science and become environmental stewards.

Project 4 - Support Field Capacity: Fellow will participate in field projects as needed, including: native planting and vegetation monitoring (e.g., vernal pools); assisting field staff with fuels reduction work; increasing the capacity of the Mobile Irrigation Lab through irrigation evaluations; prescribed burns; and representing the RCDTC at relevant local meetings. These field activities will help improve habitat restoration and the vitality of ecosystem services that optimize carbon sequestration, reduce dangerous fuel loads that contribute to greenhouse gas emissions and threaten the safety of residents, and increase our visibility in the community while ensuring the RCDTC is up to date on local issues and projects.

Project 5 – Strategic and Operational Planning: Fellow will assist with the templatization and organization of internal and external resources. This planning will help streamline the grant application process, building RCDTC capacity to apply for and receive funding for conservation projects.

The 2022-23 Fellow would be integral in establishing much needed consistency in the production of creative multimedia promotional and educational materials while increasing internal planning capacity and organization. The Fellow’s ability to use existing and/or develop new technical skills to become software and social media savvy, in addition to their flexibility and ability to assist a variety of projects, would build the needed capacity to engage more youth and residents in our services and, via media storytelling of projects, attract funding to complete more of this critical climate mitigation work.

**Desired Skills/Traits**

Desired Academic Background and Knowledge

* Graphic Design
* Communications/ Public relations
* Outdoor Education/ Climate Communication Experience
* General background or experience in Natural or Applied Sciences
* Bi-lingual in Spanish

Primary Skills

* Strong computer skills required: Microsoft Office suite required; knowledge of or ability to quickly learn Adobe Creative Cloud Applications preferred (InDesign, Premiere Pro); GIS preferred.
* Must possess strong verbal and written communication skills
* Strong organizational and creative thinking skills

Secondary Skills

* Ability to work well with the public
* Photography/videography and editing skills
* Ability to traverse uneven terrain, work in varying weather, including heat, and lift up to 30 pounds.

**Organizational and Community Highlights:**

The RCDTC provides a relaxed and collegial work environment. Its hard-working staff of 21 is highly motivated but have fun during the workday – a sense of humor is a required job qualification! The Board of Directors is supportive of staff and avoids getting involved in day-to-day management. The RCDTC’s foundation is providing a suite of services to include site monitoring and restoration, conservation plan development, irrigation system evaluation, and educational outreach. Staff has extensive experience providing technical assistance to landowners, land managers, and tenants to implement various natural resource conservation practices and will share their knowledge gained from this experience with the Fellow.

Partnerships are the keystone to the RCDTC’s project success and staff recognize the value in establishing and maintaining working relationships with other entities to coordinate collaborative multi-disciplinary projects. The Fellow will benefit from exposure to these partnerships with private landowners, NGOs, and federal and state resource agencies. Additionally, staff has encouraged past Fellows to take advantage of external training opportunities for individual professional development and building RCD capacity. Training has included Wildland Firefighter Type II, GIS coursework, and virtual/in-person conferences.

Tehama County, California is well-known for its rural nature, a landscape reflecting the rugged beauty of the west. Locals and visitors alike value its wide vistas of diverse landscapes and access to over 100,000 acres of public land. These public lands provide ideal grounds for world-class hunting, fishing, hiking and other outdoor recreation. Red Bluff serves as an excellent launching point for exploration – a short drive will take you to Lassen Volcanic National Park, Redding, Chico, Sacramento, San Francisco, the Pacific Ocean or skiing at Mt. Shasta Ski Park.

**Yolo County Resource Conservation District**

**Openings:** 1  ***Woodland, CA***

*Website:* [*https://yolorcd.org/*](https://yolorcd.org/)

**Project Title: *Riparian and Upland Restoration: Building Resilient Landscapes and Creating Pollinator and Wildlife Habitat; Hands-on Outdoor Education with High School Students***

**Project Breakdown:** *Research 10%, Planning 15%, Implementation 60%, Education & Outreach 15%*

**Project General Areas***: Regenerative Agriculture, Climate Mitigation & Adaptation, Watershed Management, Education & Outreach*

**Overall Needs and Goals:**

The Yolo County Resource Conservation District (YCRCD) is a special district recognized under state law and serves over 650,000 acres, including diverse agricultural operations, rangeland, public open space, and developed areas and municipalities. The YCRCD has accomplished a number of successes in improving water quality, addressing water conservation issues in urban and rural areas, preserving and restoring habitat, and developing new ways of achieving conservation goals. The mission of YCRCD is to protect, improve, and sustain the natural resources of Yolo County. The YCRCD uses a model of cooperation and voluntary action instead of regulation to solve complex local, regional, and statewide issues.

The GrizzlyCorps Fellow would work with RCD staff to install and maintain restoration sites for pollinator and wildlife habitat. The work will be hands-on: about 70% in the field and 30% in the office. A typical day would likely start early: meet at the office and drive with RCD staff to a site and take care of the land. This work would be diverse and include tasks such as site preparation (mowing, disking, herbicide application), native plant installation, and maintenance of new and older sites (weed whacking, hand work, herbicide application). The YCRCD also works with partners on volunteer planting days, and an outdoor education program called The Student and Landowner Education and Watershed Stewardship (SLEWS) Program that teaches high school students hands-on restoration work. Our Fellow would be an essential part of planning and preparing for field days with students. Most importantly, the Fellow will serve as a mentor for high school students learning about on-farm climate beneficial practices such as planting native hedgerows and riparian buffers that sequester carbon and provide habitat. Office work would be managing a plant monitoring program.

The Habitat Restoration Fellow will be addressing GHG reduction through promoting and implementing on-farm practices that sequester carbon. Additional benefits of climate beneficial practices include wildlife and pollinator habitat improvements, storm water water quality improvements, groundwater recharge, soil health improvements and erosion reduction.

This work will increase resilience for California agricultural landscapes on irrigated and non-irrigated crop lands as well as private rangeland and public open space. The activities will focus on farm edges and wildlands in Yolo County and the Sacramento Valley and will help address the needs of our communities, and promote state goals for healthy soils, improved watersheds, and improving pollinator habitat.

**Capacity Building Projects:**

Project 1: Yolo County Restoration Site Inventory and Mapping- The YCRCD and our partners have been installing habitat restoration projects around the county since the late 1990s, but we do not have an inventory or a map of these projects. An inventory and map of this work would increase capacity for outreach, education and grant writing.

Project 2: Native plant monitoring/weed control tracking: The YCRCD installs and manages a variety of restoration projects and maintains established sites. Projects have a deliverable of a certain survival rate for plants, so we monitor for that. However, due to lack of capacity, we do not have a detailed plant monitoring program in place. We’d also like to better monitor and document the successes and failures of our weed control efforts to improve that essential part of restoration work.

Project 3: SLEWS Mentor: Recent college graduates are excellent mentors for the SLEWS program as they relate well to the high school students, and can share their experience as college graduates with students who may be disadvantaged and who are considering applying to college. Our Fellow will serve as a mentor who leads small groups in hands-on restoration work. The SLEWS program is always in short supply of consistent, reliable, quality mentors, and the presence of e Fellow will improve the program. It is also an excellent leadership opportunity.

Project 4: YCRCD ArcGIS Database Management-The YCRCD has an active GIS program, using a desktop computer as well as hand-held devices in the field. This information needs to be managed and organized. This is an excellent opportunity for someone who wants to learn ArcGIS.

Project 5: Optional Research project-In the fall of 2022, the YCRCD will be working on two big initiatives: installing a 25-acre riparian restoration project, and treating giant reeds along 40+ miles of creeks and sloughs. Although these projects have already been planned out, the Fellow will have the opportunity to adopt an aspect of a project to do a small research project on, depending on their interest.

**Desired Skills/Traits:**

Desired Academic Background and Knowledge:

* Interest in and understanding of:
  + Ecology, native plants, weed species, resource conservation practices, watershed concepts and vegetation management planning.
  + Understanding of basic farming and ranching practices. Interest in production agriculture, as practiced in the Central Valley of California.

Primary Desired Skills

* Work independently, be highly motivated, and be a “self-starter”.
* Adapt to change, be mentally flexible, have desire to learn
* Ability to work comfortably in the field in a variety of outdoor weather conditions.

Secondary skills

* Communicate well and be highly organized
* Work cooperatively with people with different perspectives, priorities and temperaments in a professional manner.

Bilingual in Spanish and English a plus.

**Organizational and Community Highlights:**

The YCRCD has a staff of 14 people who are passionate about our work, and a dynamic and collaborative work environment. Specific projects we are currently working on include planning and implementing habitat enhancements and conservation practices on municipal open spaces, farm and ranchland. We also do restoration implementation and management on public and private land that includes native pollinator hedgerows, riparian restoration, stormwater drainage structures and agricultural field borders. We are working on a watershed-wide project to eradicate giant reed *(arundo donax)* from our riparian areas—which is the first step to creek restoration. A Grizzly Corps Fellow will have the opportunity to learn how to plan, implement, maintain and monitor upland and riparian restoration sites in lower-elevation California.

We embrace a problem‐solving approach to resource management and enjoy working with partners and clients with different perspectives, priorities and temperaments. Field and office work is split about 70/30. The ideal candidate will have an understanding of agricultural practices and some background and interest in plant identification and habitat restoration.

Yolo County is an agricultural community and home to the University of California, Davis. Fellows can choose to live in the college town of Davis or the city of Woodland or other small towns in the area. It is helpful to have a vehicle but there is a bus service that is reliable. Being in the Sacramento Valley, the climate is mild in the winter and hot in the summer. We are only 2 hours from the mountains to the east and the ocean to the west. Sacramento is a 25 minute drive away and San Francisco is an hour and a half away. The Amtrak Capitol Corridor connects the City of Davis with both of these cities.

**Community Alliance with Family Farmers**

**Openings:** 2  ***Davis, CA***

*Website:* [*http://www.caff.org/*](http://www.caff.org/)

**Project 1 - Title: *Wildfire and Sustainable Agriculture Programs Support Fellow***

**Project 1 - Breakdown:** *Research 30%, Planning 30%, Implementation 10%, Education & Outreach 30%*

**Project 1 - General Areas***: Climate Mitigation & Adaptation, Ecological Forestry, Regenerative Agriculture, Watershed Management, Fire Preparedness & Management, Education & Outreach, Food Systems*

**Project 1 - Overall Needs and Goals:**

CAFF has been working for over 40 years to build sustainable food and farming systems that benefit family farmers, communities and ecosystems. We have programs in four main areas: Farmer Services, Farm to Market, Policy Advocacy and Ecological Farming. Our Wildfire Resilience Program is a new part of our Farmer Services Department. CAFF’s wildfire work started informally in 2017 in response to the need to support farmers in the North Bay region as they were responding to catastrophic wildfires and suffering significant losses and negative impacts. Since then, we have expanded our Emergency Fund efforts and online preparedness and recovery resources. The new full time Wildfire Resilience Specialist position will expand upon the resources available to agricultural operators through various mediums (podcasts, vidoes, factsheets), conduct in-person events such as town halls and field days where growers can learn from each other and about best practices to prepare their farm, and continue to run the Emergency Fund. A typical week for the Fellow would involve meeting with CAFF staff, partners, vendors, and contractors to help coordinate resource development, organizing field day and town hall events, attending relevant trainings (remote and/or in person), and assisting with communications to stakeholder groups. There will be a significant amount of time spent helping develop new educational and programmatic related resources, supporting literature collection and review of wildfire and agriculture related research and traditional knowledge, and identifying possible Wildfire program funding opportunities/grants and/or helping with emergency fund application review and processing.

There will also be 6+ opportunities to attend field days and town halls and interact with growers directly, as well as fieldwork supporting the Ecological Farming team on related projects across the state. There will also be opportunities to participate in CAFF Wildfire Advisory Committee meetings as well as meetings with collaborating organizations. This Grizzly Corps position will contribute towards helping farmers in California, particularly small-scale and underserved farmers, adapt, respond to and prepare for wildfires so that their farms can be as resilient in the face of disaster as possible. Farmers are part of the foundational fabric of a community, especially during disasters. Supply chains are disrupted and local farmers are able to feed people when traditional systems fail. This GrizzlyCorps position will significantly improve local community resilience by helping identify gaps, expand program access and support, and guide farmers in becoming more resilient during wildfire events.

**Project 1 - Capacity Building Projects:**

The Fellow will work primarily on Wildfire preparedness for the new program CAFF is developing. This consists of several components. Firstly, the Fellow will work with the Wildfire Specialist to identify relevant, high quality data and information/traditional knowledge as it pertains to the intersection of wildfire impacts on agriculture. A specific example of this would be working with tribal groups to gather and organize information on cultural burning practices for the purpose of increased ecosystem resilience, soil health, nutrient release/management. They would use this information to identify and share out via town halls, online webinars and field days, the implications of certain practices or methods for agricultural operations and land stewardship/natural resource goals.

Secondly, the Fellow will assist with gathering information and research as it relates to the recovery needs expressed by farmers that have experienced direct wildfire impacts. Some examples of this are helping CAFF and project partners find more effective and appropriate ways to support farmers in navigating the gaps in fire insurance coverage for high risk regions, improving advocacy efforts on behalf of small farmer needs, providing technical assistance for emergency funding access and application processes, and developing materials which guide farmers with cost-share recovery funding programs, etc. In their role supporting the Wildfire Resilience work at CAFF, the Fellow would also serve as a liaison to CAFF’s Ecological Farming program and support cross-programmatic work to serve farmers as they work to build resilience to wildfire as well as recover and regenerate after experiencing wildfire. Finally, in partnership with the Ecological Farming program, the Fellow may increase capacity around on-farm research of climate smart farming through participating in occasional soil health assessments in the field. Each of these roles will help with growing the network CAFF is building across the state, and it will improve farmer access to support and learning opportunities around Wildfire Resilience.

**Desired Skills/Traits:**

* Some background experience and/or formal education in sustainable agriculture and/or forestry and fires which may include coursework/ knowledge in ecology, soil and plant sciences, agronomy, agroecology, organic agriculture, and/or integrated pest management.
* Ability to conduct research independently (e.g. locating articles relevant to projects, organizing and analyzing data, translating main takeaways, and identifying trends, etc.).
* Ability to communicate effectively in one-on-one settings and in groups is important, as is feeling comfortable to ask questions and make suggestions.
* Additional language skills are preferred, such as the ability to read and/or write in Spanish, Vietnamese, etc.
* Other preferred skills include direct wildfire and/or disaster experience, and technical and design skills (for creating resources, mapping stakeholders, etc.).

**Project 2 - Title: *Outreach and Engagement: Messaging Sustainable Food and Farming, with a Farm to Market emphasis***

**Project 2 - Breakdown:** *Research 10%, Planning 20%, Implementation 30%, Education & Outreach 40%*

**Project 2 - General Areas***: Climate Mitigation & Adaptation, Ecological Forestry, Regenerative Agriculture, Watershed Management, Fire Preparedness & Management, Education & Outreach, Food Systems*

**Project 2 - Overall Needs and Goals:**

CAFF has been working for nearly 45 years to build sustainable food and farming systems that benefit family farmers, communities, and ecosystems. We have programs in four main areas: Farmer Services, Farm to Market, Policy Advocacy, and Ecological Farming. CAFF hosts in-person and virtual events (from on-farm field days to the annual California Small Farm Conference) where farmers and agricultural advocates can gather to share resources, trade best practices, learn, and collectively advocate for family farms and sustainable agriculture in their community.

Working with our Membership, Communications, and Farm to Market teams, the GrizzlyCorps Fellow will be involved in growing community connections to strengthen our California farming community. A typical day could include a mixture of working independently (designing outreach materials, editing a short video, creating social media graphics, etc.), working as part of a team (via meetings or other collaborative projects), and connecting with farmers (phone, email, text, or other outreach). There will also be occasional opportunities to travel and interact with growers and buyers in-person by attending field days or other on-farm and farm to school events as well as town halls.

CAFF recognizes that all farms and communities benefit from healthier and more resilient agroecosystems, particularly in the face of climate change and loss of biodiversity. This Fellow would help provide information and resources to meet farmers where they are and support them according to their unique circumstances so that they may become better, more ecologically-focused land stewards. They will contribute towards CAFF’s work in helping farmers in California, particularly small-scale and underserved farmers.

**Project 2 - Capacity Building Projects:**

The Fellow will work primarily on multimedia outreach and engagement, with the overall goal of relationship-building and increasing community connections to strengthen our California farming community. This consists of several interrelated components related to CAFF’s membership, communications, and Farm to Market programs, all of which will increase CAFF’s capacity around sharing resources and information with the farming and sustainable agriculture community.

The Fellow will work with our communications team to create and update outreach materials and resources (including CAFF’s website, blog, and the California Farm Directory) as well as be involved in generating farmer storytelling media, including photography, graphics for social media, and short videos. The position will work within all of CAFF's programming, with an emphasis on the Farm to Market program: including developing signage and educational materials for school districts to highlight their local purchasing; leading graphic design, outreach, and promotions for two statewide, school based events: Crunch Lunch and the Good Food Showcase; supporting development and dissemination of promotional communications for the CAFF school food purchasing software ([www.bidgenerator.org](http://www.bidgenerator.org/)), school food buyer and farmer guides. By working on multimedia communications, outreach, and engagement, the Fellow will work towards relationship-building and increasing community connections to strengthen California's farming community.

Each of these roles will help with growing the network CAFF is building across the state, and it will improve farmer access to support and learning opportunities. This position will be housed within CAFF’s Membership and Communications team.

**Project 2 - Desired Skills/Traits:**

Desired Academic Background and Knowledge: The Fellow would ideally have background experience and/or formal education in sustainable agriculture and/or communications, which may include coursework/knowledge in food systems. Also, this position will interact with a variety of stakeholders from many cultures, economic levels, languages, etc. so the Fellow should be comfortable connecting with different target audiences. The fellow should also demonstrate a commitment to CAFF’s core values.

Primary Skills:

* Significant multimedia experience, in at least two or more of the following areas: *videography* (and Final Cut Pro, iMovie, or similar); *photography* (and Adobe Photoshop or similar); *graphic design* (Adobe InDesign, Canva, or similar); *graphic illustration/drawing* (Adobe Illustrator or similar); writing
* Clear communication and writing skills
* Professional or lived experience working with farmers and/or buyers in sustainable agriculture or related fields preferred. However, more important than hands-in-the-dirt agricultural experience is a passion for food systems work and CAFF’s mission and values.

Secondary Skills:

* Social media platform skills (including any/all/similar to: Facebook, Twitter, Instagram, YouTube, TikTok)
* Photography and videography - experience with production (filming/recording) and post production (video and sound editing), even if only via iPhones, iMovie or video-based social media platforms
* Language skills: In addition to being able to read, write and speak in English, it would be helpful (but not required) if the Fellow has other language skills such as Spanish, Vietnamese, Hmong, etc, which can help improve the scope and quality of resource creation and delivery to underserved farmers.

**Organizational and Community Highlights:**

CAFF is a values-driven organization (CAFF values include ecological stewardship, justice & equity, practical solutions, economic fairness, centering farmers, and strong local communities); and the staff are strongly committed to the mission we are serving: “to build sustainable food and farming systems through policy advocacy and on-the-ground programs that create more resilient family farms, communities, and ecosystems”. While CAFF staff members work very hard on our various programs and projects, the culture is one of friendliness, good humor, and encourages a healthy work-life balance. People at CAFF are working on things they care about, while also finding time to connect with others. CAFF encourages creativity in problem solving, collaboration, and regular reflection on whether the work is in fact meeting the needs of the community, as such, it's a great place to work on professional development. CAFF staff work throughout the state of California, and CAFF’s main office is in Davis, located at the beautiful TS Glide Ranch, about 5 miles heading west of town. Davis is surrounded by agriculture and is also a university town (UC Davis), which makes for an engaging community, especially for folks interested in agriculture. Davis is also very close (about 14 miles) to Sacramento, which is America's Farm to Fork capital.

**Sustainable Conservation**

**Openings:** 1  ***Modesto, CA***

*Website:* [*http://www.suscon.org/*](http://www.suscon.org/)

**Project Title: *Assessing implementation of proposed projects under SGMA and CV-SALTS to drive better outcomes for water quantity and quality***

**Project Breakdown:** *Research 50%, Planning 10%, Implementation 10%, Education & Outreach 10%, Analyses and recommendations 20%*

**General Project Areas***: Regenerative Agriculture, Watershed Management*

**Overall Needs and Goals:**

Sustainable Conservation helps California thrive by uniting people to solve our toughest challenges facing our land, air, and water. Our Water for the Future and Waste Not programs are investing in the health of our future groundwater aquifers by working now to develop and scale solutions for farmers to help ensure our groundwater aquifers will be healthier for future generations. We also engage with game-changing water policy efforts by working with diverse stakeholders to 1) build and share our understanding of underlying scientific frameworks and 2) support implementation projects that advance the goals of the Sustainable Groundwater Management Act (SGMA).

As a GrizzlyCorps fellow at Sustainable Conservation, you will have a unique and exciting opportunity to identify potential for improved and more equitable regional-scale climate and water outcomes by getting involved at the intersection of two ground-breaking water policy efforts: SGMA and the Salt and Nitrate Control Programs arising from the Central Valley Salinity Alternatives for Long-Term Sustainability (CV-SALTS) program. These two efforts address challenges associated with groundwater overdraft and nitrate and salt contamination of aquifers. After years in the making, people are ready to make the vision of these policy efforts a reality. However, it is unclear how data and regulatory frameworks will function to minimize groundwater overdraft under SGMA and how proposed groundwater recharge projects by the Groundwater Sustainability Agencies (GSAs) will integrate both water quantity and quality.

To better understand how proposed actions and projects under SGMA and CV-SALTS will come to life and potentially be integrated with each other, the fellow will engage in daily activities such as:

* Attending calls and/or in-person meetings for Groundwater Sustainability Agencies (GSAs) and Nitrate Management Zones (NMZs) in four sub basins in the Central Valley
* Reading and analyzing documents prepared by the individual GSAs and NMZs, such as Groundwater Sustainability Plans, final management zone proposals and preliminary NMZ implementation plans
* Engaging in continuous learning and reading throughout the service year
* Identifying trends across the different GSAs and NMZs, including commonalities and differences in approaches, stakeholders, monitoring and measurement, action plans, etc
* Tapping into the GrizzlyCorps network to understand how other Fellows’ work and their placement site organizations are, or could be, impacted by the GSAs and NMZs
* Engaging with local stakeholders and reviewing data resources to develop a better understanding of groundwater allocations frameworks and other GSP implementation projects and policies
* Identifying and assessing recharge projects at the intersection of water quality and quantity
* Bringing findings back to Sustainable Conservation’s program teams and co-developing ideas for deeper engagement to advance our agricultural solutions and/or influence coordination between/among GSAs and NMZs

**Capacity Building Projects:**

The implementation of the Sustainable Groundwater Management Act (SGMA) and the Central Valley Salinity Alternatives for Long-Term Sustainability (CV-SALTS) initiative will have long-lasting effects on the future of the environment, agriculture, and community drinking water in California's Central Valley. With these two efforts being implemented simultaneously, it is important to understand what projects Groundwater Sustainability Agencies (GSAs) are implementing in support of these two policy efforts and if/how they will address overdraft and contamination of aquifers. Additionally, it is important to understand the underlying scientific frameworks that are being proposed to minimize groundwater overdraft and how existing and new data resources will influence decisions. In this fast-evolving space, the GrizzlyCorps fellow will work to build capacity for Sustainable Conservation in four sub basins to 1) develop a better understanding of the data resources that will play a role in determining groundwater allocations and 2) assess GSP-proposed aquifer recharge projects that have potential to address water quantity AND quality. This work will build on the 2021-22 GrizzlyCorps fellow’s work to identify opportunities and barriers when integrating water quality and quantity management efforts.

The fellow will provide regular updates to Sustainable Conservation program staff about projects and opportunities that our work may be able to influence. Additionally, the fellow will develop a final report summarizing the findings from their research and create a list of recommendations for relevant GSP implementation projects. Providing a big-picture overview of how these efforts are working together in practice – and what improvements to data availability and implementation projects could be made – would provide value to the many stakeholders who are trying to navigate an evolving landscape of regulatory programs and water scarcity.

**Desired Skills/Traits**

Sustainable Conservation is looking for one GrizzlyCorps fellow with the following skills and interests:

Primary Desired Academic Background and Knowledge

* water quality
* data analysis
* surface water/groundwater hydrology
* community engagement
* environmental justice
* agronomics
* legislation/policy (natural resources, drinking water, ecosystems)

Primary Desired Skills, Traits, or Physical Abilities

* Communicator: able to engage with diverse stakeholders; willing and able to attend lots of meetings; Spanish a plus
* Organized: able to read long, sometimes technical reports; glean patterns & key information; convey learnings to others
* Good writing and analysis: able to take good notes and synthesize complex information into clear conclusions and recommendations
* Inquisitive: asks questions and takes initiative
* Committed to the environment, environmental justice, and sustainable agriculture
* Self-directed but likes working collaboratively, both internally and externally
* Second language is a plus, including but not limited to Spanish
* IMPORTANT: As Covid restrictions ease, more in-person meetings will occur. The GrizzlyCorps fellow must be willing and able to drive a personal vehicle to various meetings in the Central Valley. Mileage will be reimbursed according to a fixed rate.

**Organizational and Community Highlights:**

Sustainable Conservation works with California's agricultural sector to help continue and grow the legacy of stewardship of people and lands. Our culture supports a commitment to collaboration, encourages continuous learning, and welcomes diverse perspectives. The team has a variety of professional backgrounds, from government and policy to private business to research science. GrizzlyCorps Members will be working under the mentorship of staff who have many years of experience in the conservation and sustainability space. Working here will help the GrizzlyCorps member develop a better understanding of water, sustainable agriculture, and the operations of a non-profit organization.

The GrizzlyCorps fellow will be based out of our field office in Modesto, CA, with opportunities to work in the main San Francisco office and the policy-focused Sacramento office as well. Modesto is in the heart of the Central Valley and the county seat of Stanislaus County, one of the top five agricultural counties in the state. Located just 1.5 hours west of Yosemite, east of the Bay Area, and south of the state capital, Modesto is a great landing place to explore the state. And don't forget the local gems, like the popular indoor rock climbing gym and the Gallo Center for the Arts, a regular venue for national and international shows.

COVID-19: Due to the pandemic, most staff are currently working from their respective residences. However, our offices in Modesto, San Francisco, and Sacramento are open to those who feel comfortable working in indoor spaces.

**San Joaquin Valley Resource Conservation District Collective**

**Openings:** 1  ***Modesto, CA***

*Website:* [*https://eaststanrcd.org/*](https://eaststanrcd.org/)

**Project Title: *Groundwater Sustainability in California's San Joaquin Valley***

**Project Breakdown:** *Research 15%, Planning 25%, Implementation 10%, Education & Outreach 25%, Representation - attending regional and local Groundwater Sustainability meetings - 25%*

**General Project Areas***: Watershed Management, Climate Mitigation & Adaptation, Regenerative Agriculture*

**Overall Needs and Goals:**

The San Joaquin Valley is the epicenter of the groundwater crisis in California that prompted the Sustainable Groundwater Management Act. Twenty Critically Overdraft Basins and several High Priority Basins are located in the valley. The GrizzlyCorps Fellow will work with 8 groundwater basins in Madera, Merced and Stanislaus Counties to bring on-farm water conservation messaging to partners, communities and most importantly the farmers and ranchers that rely on water to grow our food. Groundwater Conservation Plans will be created at the field level to include climate smart conservation practices that will increase carbon sequestration, reduce emissions and conserve water. The Fellow will be an integral part of coordinating with existing research, outreach to farmers and ranchers through field days, demonstrations and workshops as well as the assessment and planning steps to creating the Groundwater Conservation Plans with individual farmers and ranchers. Our hope is that the capacity at each RCD located within the service area will be built and that the partnerships built with other organizations, GSAs and local governments will bring the role of agriculture in climate mitigation.

**Capacity Building Projects:**

East Stanislaus RCD will be the lead agency working with East Merced RCD and Madera-Chowchilla RCD. These organizations already have MOUs and shared employees on specific projects which will aid the Fellow in the large service area. The Fellow will have two main roles in bringing together the San Joaquin River Hydrologic Region Watershed 1) representation of the RCDs are regional meetings, GSA meetings and other governmental regions that address water use and conservation; and 2) assisting farmers and ranchers with conservation planning to prepare them for the reduction in groundwater allotments and exploring practices that will increase the potential for recharge.

RCDs have been historically understaffed and funded in the Central Valley and therefore has not been viewed as a potential partner in watershed level projects. The goal of this project will be to bring the visibility of the RCD with watershed partners and establish the RCD as a technical assistance and implementation partner for future projects. Measurables will include: 9 presentations to partners on the intersection of RCD services, conservation planning and the needs of groundwater sustainability; 3 partnership proposals submitted for continued work on groundwater conservation and recharge; and 10 Groundwater Conservation Plans with individual farmers and ranchers.

The RCDs could become a resource for others through innovative solutions to the complex resource concerns related to groundwater and plans that will demonstrate the important role that climate smart agriculture could play in addressing those resource concerns. All too often, agriculture is viewed as an end user that further strains the ever-growing delicate watershed, but it is a vital part of the world food system. In addition, agriculture is a keystone industry for the economics of the San Joaquin Valley. As land is fallowed to balance water budgets, the remaining agricultural lands will need to be economically viable to ensure the economy of an area that is already populated by many Disadvantaged Communities.

The three RCDs have been building capacity in conservation planning over the past two years. East Stanislaus RCD has been building its Watershed Programs with the most recent GrizzlyCorps Fellow. This project focuses on a specific resource concern that will build a bridge between those two existing programs. RCDs have programs that address Water Conservation, Soil Conservation, Community Education and many more. However, groundwater was only recently recognized by USDA NRCS as a resource concern related to conservation planning and has released new conservation practices to address recharge. RCDs need to develop the messaging and technical assistance that will assist our food growers when regulatory changes and reduced water allotments begin under SGMA.

**Organizational and Community Highlights:**

The Resource Conservation Districts in Stanislaus, Merced and Madera counties have been building their collaboration over the last few years. Initially, under Carbon Cycle Institute funding a Carbon Farm Hub was created that has grown to include all climate smart agriculture programs related to conservation planning. East Stanislaus RCD (ESRCD) serves as one of the leads due to their staffing capacity but also the projects we are implementing. UC Merced is a research partner currently collection data on Soil Health Systems on Orchards under USDA with ESRCD. Madera County is home to a pilot groundwater recharge funding program with Sustainable Conservation, Madera Irrigation District and USDA Natural Resource Conservation Services with Madera-Chowchilla working on creating Groundwater Conservation Plans for farmers and ranchers to prepare to apply to that funding. All three RCDs (ESRCD, MCRCD and East Merced RCD) are part of an American Farmland Trust project to help farmers and ranchers implement conservation practices through NRCS' Regional Conservation Partnership Program. The workplace will provide mentorship with the assistance of experienced planners located in the East Stanislaus RCD office and our partners as well as ground-up experience in helping bring that knowledge to other RCDs and partners to build technical assistance access for farmers and ranchers.

**Napa County Resource Conservation District**

**Openings:** 1  ***Napa, CA***

*Website:* [*https://naparcd.org/*](https://naparcd.org/)

**Project Title: *Supporting Forest Health and Wildfire Resilience in Napa County***

**Project Breakdown:** *Research 40%, Planning 30%, Implementation 0%, Education & Outreach 30%*

**General Project Areas***: Ecological Forestry, Fire Preparedness & Management, Education & Outreach*

**Overall Needs and Goals:**

The Fellow will contribute to exciting and critical growth in the Napa County Resource Conservation District’s (Napa RCD’s) forestry programming, which focuses on improving forest health and wildfire resiliency. Napa RCD’s work in this space began following the 2017 Wine Country wildfires and has grown significantly due to unprecedented community need as well as the critical role that forest health plays in mitigating the effects of climate change and supporting a healthy community. Improving the long-term health of Napa County’s forests is key to not only promoting fire resiliency, but also sequestering carbon, cleaning the air we breathe, catching and cleaning the water we drink and use for agriculture, protecting wildlife, and improving the health and well-being of our community.

The Fellow will play a key role in growing the Napa RCD’s capacity to help the community improve forest health and fire resiliency by developing new resources and spearheading education and outreach efforts. Specifically, the Fellow will support three projects in their tenure with the Napa RCD that will fill critical gaps in our services, including: (1) developing a Forestry Technical Assistance Process Guide which will be adopted by Napa RCD staff and our partners to provide one-on-one technical assistance more efficiently to forest landowners, (2) developing a Napa County Forest Stewardship Guidebook which will educate land managers about the role they can play in caring for their forested land and help them navigate the various assistance programs available to them, and (3) building awareness of forest health practices in the community by contributing to the development of new education and outreach activities (e.g. community events that promote the Napa County Forest Stewardship Guidebook, supporting education and volunteer activities for local high school and college students).

The Fellow’s day-to-day will include a wide variety of activities, ranging from desk-research, engaging with partner organizations and stakeholders involved in forest health and fire resiliency across the county and region, shadowing staff conducting forestry technical assistance, translating forestry best practices and resources into user-friendly guides, developing and facilitating community events and volunteer activities, and more. The Fellow will work regularly with the three Napa RCD staff who currently comprise the Forestry team, as well as the four staff who comprise the Community Engagement and Education team. Additionally, the Fellow will have opportunities to take part in other dynamic Napa RCD programs, including regenerative agriculture and stream restoration and monitoring.

**Capacity Building Projects:**

The Fellow will play a key role in growing the Napa RCD’s capacity to help the community improve forest health and fire resiliency by developing new resources and spearheading education and outreach efforts. Specifically, the Fellow will support three projects that will fill critical gaps in Napa RCD’s services:

Project 1 - Forestry Technical Assistance Process Guide: The Fellow will lead the development of a guide delineating the step-by-step process for providing one-on-one technical assistance to forest landowners, from customer intake to the development of Forest Management Plans (FMPs) to oversight of implementation projects. This will enhance Napa RCD’s capacity to efficiently serve as many landowners as possible because it would provide a framework for standardizing our customer intake and communication, distributing tasks among staff, tracking task status. As inputs into the guide development, the Fellow will conduct desk-based research on technical assistance steps and components of FMPs, lead interviews with foresters, and shadow staff conducting forestry technical assistance. The guide will be used by Napa RCD staff and shared with RCDs and organizations across the region.

Project 2 - Napa County Forest Stewardship Guidebook: The Fellow will lead the development of a guidebook for forest landowners that educates them about the role they can play in caring for their forested land and helps them navigate the available assistance programs. While many landowners approach Napa RCD and our local Fire Safe Councils with questions, we do not have a user-friendly resource to guide landowners through this process. This resource will explain the basics of forest stewardship and help us more quickly connect landowners to appropriate next steps. The Fellow will develop the guidebook content with support from Napa RCD and Napa Communities Firewise Foundation staff, as well as input from the Napa Pre-Fire Coordinating Group, and aid in disseminating the guidebook.

Project 3 - Education and Outreach: The Fellow will also build awareness of forest health practices in the community by contributing to the development of new education and outreach activities. This could include facilitating community events that promote the Napa County Forest Stewardship Guidebook that the Fellow developed, engaging community members in “Forest Walks”, and supporting our robust education and volunteer programs for local high school and college students. Importantly, as a recent graduate, the Fellow will be uniquely suited to serve as a role model for those in high school and college and help foster interest in careers in conservation and forestry.

**Desired Skills/Traits**

We are seeking a Fellow with an educational background in either Forestry, Ecology, Biology, or Environmental Science who is interested in contributing to a growing county-wide program focused on improving forest health and fire resiliency through technical assistance and education.

Desired knowledge and skills include: (1) an understanding of forest management best practices, (2) ability to independently conduct secondary research and synthesize findings into reports/presentations, (3) experience with or interest in public outreach, community engagement, or community organizing, (4) ability to communicate clearly and succinctly, and (5) ability to keep projects and tasks clearly organized. We understand that applicants will have varied skill sets and prior experiences, and encourage all those who are interested to consider applying regardless of whether all desired qualifications are met.

Primary Skills:

* Conducting secondary research
* Organizational and communication skills
* Experience with or interest in public outreach or community engagement

Secondary Skills:

* Familiarity with Forest Management Plans (FMP);
* Familiarity with trends and practices related to forest-based climate solutions;
* Familiarity with GIS software

**Organizational and Community Highlights:**

Napa RCD was established in 1945 as a special district to help Napa County’s farmers and ranchers tackle erosion and other problems. Today, we help our community achieve conservation goals by providing technical and financial assistance, educational programs, and monitoring programs on forest health, fisheries, soil management, water conservation, and more. Our team includes thirteen conservation scientists, outreach, and administrative professionals skilled at developing, implementing, and monitoring many types of projects.

The Fellow will join us at an exciting time in our forestry program development, which launched in response to the 2017 Wine Country wildfires and has grown significantly since. The Fellow will help grow our capacity to improve forest health and fire resiliency in Napa County. The Fellow will also learn from non-forestry conservation staff and engage with our partners across the region. Thus, the Fellow will have numerous opportunities to develop their professional skillset and build meaningful relationships that they can carry forward in their career.

Napa County’s location provides the Fellow with an interesting opportunity to support forest health. Napa County has an unusually diverse array of habitats due to its diverse topographic and geologic landscape. It has California’s eastern-most populations of coastal redwoods, including trees which began growing around 1200 AD and valley oak woodlands with some of the highest plant and animal diversity in the state. The Napa River watershed retains a largely intact native fish community, so forest management in the upper watershed has important implications for preserving downstream habitats. Most forest lands are owned by private entities include vineyard and ranch enterprises, the Land Trust of Napa County and Pacific Union College, and rural homeowners. Public lands include California State and Napa Open Space District parks, and California Department of Fish and Wildlife and U.S. Bureau of Land Management holdings. As a result, the Fellow will work with a variety of stakeholders.

Living in Napa County comes with many perks. First and foremost, it is a beautiful place to reside, with access to a variety of incredible outdoor spaces, recreational activities, and cultural activities. As a smaller city, the community in Napa is welcoming and easy to integrate into. The Napa RCD office is easily accessible by bike, car, or bus from anywhere within town. Given the proximity to the San Francisco Bay Area and Sacramento, the Fellow will also have access to amenities larger cities offer.

**Gold Ridge Resource Conservation District**

**Openings:** 1  ***Sebastopol, CA***

*Website:* [*http://www.goldridgercd.org/*](http://www.goldridgercd.org/)

**Project Title: *Healthy Soils & Carbon Farm Plan Assistant***

**Project Breakdown:** *Research 20%, Planning 30%, Implementation 20%, Education & Outreach 30%*

**General Project Areas***: Climate Mitigation & Adaptation, Ecological Forestry, Regenerative Agriculture, Watershed Management, Education & Outreach, Food Systems*

**Overall Needs and Goals:**

The Climate Resilience Assistant will serve communities and individuals in the Gold Ridge Resource Conservation District (RCD) district to adapt to and steward resources in the face of increased wildfire risk, water scarcity, floods, species decline and soil degradation. This position will help engage and organize farmers and ranchers to be more resilient to adverse effects exacerbated through our changing climate. This project will build upon and execute an outreach and coordination plan around for the numerous natural resource improvement programs our district provides. This position will perform one on one communication with the community, as well as the staff and board of Gold Ridge RCD. Fellow’s will work both at their desk and in the field by assisting Gold Ridge RCD in promoting regenerative agri-food systems and fire and forest resilience through education, engagement and outreach tasks.

**Capacity Building Projects:**

Fellow will assist our Conservation Planner in outreach and completion of Carbon Farm Plans and other conservation planning activities on forested properties. The Fellow will assist with mapping and drafting plans in partnership with land managers and RCD staff. The Fellow will also help land managers learn and access funding opportunities to help implement practices identified in their plans. The Fellow will contribute to outreach and coordination of the RCDs LandSmart Grazing Program as well as a connection to local fire safe councils. The Fellow may also help with outreach and engagement for Monarch butterfly habitat creation on working lands. These services will greatly increase the RCDs ability to provide timely effective outreach.

**Desired Skills/Traits:**

A Degree in Natural Resource Management, Forestry, Public Engagement or equivalent is desired. Ability to use GIS is a must.

Interest in engaging individuals and communities in agricultural beneficial management practices, climate and fire resiliency. Experience with outreach is great.

We hope to find someone who enjoys working with diverse people and organizations, has interest in learning or experience in social media and website maintenance, has an interest in improving and protecting natural resources, is organized, prompt, respectful and responsive, motivated and self-directed once given a task, has strong written and verbal communication skills. Spanish fluency a plus.

**Organizational and Community Highlights:**

Gold Ridge RCD was established in the 1941 to promote soil conservation and has continued as a local leader in environmental conservation for climate adaptation, water quality improvement, wildlife habitat enhancement and agricultural sustainability. We work voluntarily with our community to empower good stewardship of natural resources.

The Gold Ridge RCD is located outside of the small towns of Sebastopol and Graton. We have 10 experienced, kind, and thoughtful staff. Our office is in an old farmhouse situated on an orchard and vineyard property down a gravel road. There is not regular public transportation to our office, but many staff enjoy biking to work. A Fellow placed with us will have a great opportunity to network with not only dozens of different community organizations but many professional individuals and community members as well. Fellow will have access to our knowledgeable staff and work on varying projects throughout their service. Sonoma County is beautiful with a great need to improve engagement with underserved populations and innovative land managers.

**Sonoma Resource Conservation District**

**Openings:** 1  ***Santa Rosa, CA***

*Website:* [*https://sonomarcd.org/*](https://sonomarcd.org/)

**Project Title: *Promoting a shared culture of conservation in our community***

**Project Breakdown:** *Research 20%, Planning 20%, Implementation 5%, Education & Outreach 55%*

**General Project Areas***: Regenerative Agriculture, Education & Outreach*

**Overall Needs and Goals:**

The Sonoma Resource Conservation District (RCD) is a local government agency dedicated to bridging the needs of the community and natural resources by empowering people to strengthen the resilience of Sonoma County. In existence since 1946, we have built a strong reputation among land managers and partner organizations, which enable us to bridge disparate interests and make good work happen on the ground. Our county has been hit hard by the impacts of climate change, in the form of wildfires, floods, and drought, driving our organization to be more adaptive than ever to serve the needs of people and natural resources. The RCD works with a varied network of partners to harness this opportunity through outreach, planning, and implementation to engage, educate, and empower our community through technical assistance strategies. Our Strategic Plan 2021-2024 illustrates the RCD’s vision and mission to engage with all community members in equitable ways, create programming that advances solutions to address our most pressing natural resource concerns and climate resiliency, to promote a shared culture of conservation among our diverse community, to enhance our ability to adapt effectively to meet our community’s needs, while also supporting transparency and a healthy work culture among our dedicated board and staff.

The Grizzly Corps Member will help build the RCD’s capacity to meet these community needs in several key ways: (1) supporting the execution of the RCD’s Strategic Plan and External Engagement and JEDI Committees’ work to track plan goals and make recommendations on implementation; (2) conducting community research to learn more about under-resourced communities and nontraditional RCD partners which reflect the demographic composition of the county to inform RCD programming and outreach; (3) creatively engage our diverse communities around our mission of conservation by leveraging digital collateral and social platforms while exploring new approaches to reach community members; (4) supporting the RCD’s sustainable agriculture youth education programs and working with staff to coordinate and implement in-field programming. The Member’s service will inform and expand RCD communications strategies and promote a shared culture of conservation that focuses on the interdependence of the community and the land. With the bulk of the RCD’s work and messaging focused on resilience and carbon sequestration, the Member’s efforts will have a lasting impact on these assets in our community. The Member will work one-on-one with the RCD’s Education and Communications Manager and engage with other staff on an as needed basis.

**Capacity Building Projects:**

Project 1: Communications Planning for Inclusive Community Engagement: The Member will work with the RCD and team to support the execution of the RCD’s Strategic Plan and External Engagement and JEDI Committees’ work to track plan goals and make recommendations on implementation. They will conduct community research complementing the RCD’s existing efforts to learn more about under-resourced communities and nontraditional RCD partners which reflect the demographic composition of the county to inform RCD programming and outreach. Working from our new Regional Regenerative Agricultural Communications Plan, the Member will assist in developing an RCD-wide conservation communications plan. Lastly, the Member will support with creatively engaging Sonoma County’s diverse communities around our mission of conservation by leveraging an array of digital collateral and social platforms. Building the RCD’s communications capacity and community reach will empower Sonoma County residents’ ability to be resilient against the impacts of climate change and be part of the sequestration solution.

Project 2: Inspiring Youth and Community Conservation Connections: The Member will work with the RCD team to support the planning, coordinating, and delivery of our long-standing agriculture and conservation youth programming for the academic year 2022-2023 and assist in the development of two new on-farm events for community members. Our programs for elementary and high school youth have been expanding and adapting to support students of Sonoma County for over 25 years. These well-established programs support social emotional learning, provide hands-on experiences at local farms and ranches, allow students to explore their local food systems and connections with climate resilience, support career pathway exploration, and foster an equitable and fun learning environment. Our Ag Heritage Series events will focus on bringing our community to connect with local sustainable agriculture and nature through engaging and accessible activities. The Member will work alongside the Education and Communications Manager to implement all aspects of these programs from curriculum development to leading activities on the land with students. Desired project outcomes are: (1) support youth program implementation and efforts to support program expansion; (2) create a formalized tracking system for our high school students and alumni; (3) explore funding approaches to support Forest Education pilot program; (4) develop two on-farm events for the community to experience and engage with working lands of Sonoma County. The member will increase the RCD’s capacity to grow our service niche and provide more youth and community members with existing and new programming opportunities.

In 2020, our last Member helped build local capacity to combat climate change through management of ag and forest lands. This Member focused on improving community resilience to climate change and increased carbon sequestration by helping the RCD with the development of Forest Management Plans, Carbon Farm Plans, and Farm Plans; helping with initial development of forestry education offerings; researching and assessing the feasibility of the RCD participating in efforts to improve Monarch Butterfly habitat; and coordinating with community organizations to track local efforts around fire resiliency and forest health, in order to support the development of larger scale programming addressing these issues. The Member we are currently seeking will focus on increasing the communications and education capacity of the RCD with an emphasis on understanding under-resourced communities. We are in the first year of implementing our Strategic Plan which outlines a breadth of goals and strategies to engage our community and partners equitably and leverage well established existing relationships.

**Desired Skills/Traits**

Bachelors degree in a field related to communications, education, or natural resources including physical or biological sciences, environmental studies, agriculture, or forestry.

Primary Skills:

* Comfortable public speaking and working with youth ages K-12,
* Strong written and verbal communication skills, and organizational skills,
* Familiarity with agricultural and/or forestry conservation practices,
* Strong computer skills and understanding of social media platforms.
* Spanish fluency is preferred, but not required.
* Ability to frequently remain in a stationary position; operate a computer and other standard office equipment; visual capacity to review and edit documents; converse by telephone and in person.
* Frequent bending, lifting up to 30 lbs., and grasping.
* Ability to work on rugged or uneven terrain in all weather conditions.

Secondary skills:

* Highly motivated, enjoys working in a team environment, strong attention to detail, flexible to changing task priorities, and an ability to execute assignments efficiently and in a timely manner.
* Interested in helping both people and natural resources, and respectful of private property ownership and management.
* Passion for engaging youth in conservation action.

**Organizational and Community Highlights:**

The RCD team is a close-knit group of 15 who value service to our community, conservation of natural resources, and teamwork to accomplish these goals. Our workplace is casual and flexible. We work hard and look for ways to have fun together. Serving with the RCD presents an excellent professional development opportunity in that the Member will work closely with and learn from a multidisciplinary team which includes two Professional Engineers, a Registered Professional Forester, a Certified Professional in Erosion and Sediment Control, and other professional staff with a diversity of natural resources experience. As a team, we value helping one another learn and succeed. We pitch in to help teammates during busy times, and we support cross-training through teamwork and field shadowing. A hallmark of our organization’s success is our trusting relationship with rural and agricultural landowners. The Member will have the opportunity to grow professionally by interacting with key partners and landowners that have a breadth of land management experiences. We work with land uses such as forest, vineyard, and dairy; with landowners who have owned and farmed their properties for generations, and with others who are new to farming; with those whose views on conservation and management are more traditional, and those who are seeking to try new and innovative practices.

The RCD’s office is located in Santa Rosa, the county seat of Sonoma County. While Sonoma County is a relatively rural county, the Santa Rosa metropolitan area is the largest on California’s North Coast. Our county is home to bountiful hiking trails, a variety of ocean beaches, and the Russian River which has been a popular recreational destination for locals and tourists for over 100 years. Our local food scene is burgeoning, including organic produce, artisan cheese, fresh roasted coffee, food trucks and pop-ups, and restaurants ranging from casual to fine dining. We are a craft beer mecca, a wine region that was named 2019 region of the year by Wine Enthusiast magazine, and home to an increasing number of craft distilleries. Our country roads offer spectacular vistas, as our local governments have been thoughtful about maintaining community separators and protecting land with scenic and cultural value. It doesn’t take long for a visitor to understand why Forbes listed Sonoma County as one of its top 20 destinations for 2020, and in the same year Frommer’s readers voted it the best destination in the world.

**Farm to Pantry**

**Openings:** 1  ***Healdsburg, CA***

*Website:* [*https://www.farmtopantry.org/*](https://www.farmtopantry.org/)

**Project Title: *Gleaning and Grow-a-Row Lead***

**Project Breakdown:** *Research 10%, Planning 10%, Implementation 60%, Education & Outreach 20%*

**General Project Areas***: Regenerative Agriculture, Education & Outreach, Climate Mitigation & Adaptation, Food Systems*

**Overall Needs and Goals:**

Gleaning is rescuing food that would otherwise go wasted to share with families facing food insecurity. Food waste is responsible for 10% of greenhouse gas emissions. Our GrizzlyCorps Fellow will lead gleans with volunteers to harvest food and distribute it to our community partners. They will assist in planting our community gardens and other food justice work. Last year the emissions saved by our gleaning of over 350,000 pounds of produce was equivalent to taking 74 cars off the road for a year (and 1.4 million servings of fruits and vegetables at the same time). A fourth of the total was led by one Americorp position, which means that this one Americorps-led volunteer team was able to rescue 87,500 pounds of good food, or 350,000 servings, while saving the emissions of 18 cars over a year!

Our GrizzlyCorps fellow is also helping us give land access to families to gain food sovereignty over the food they eat through community garden efforts. Our GrizzlyCorps Fellow will combat climate change and increase Farm to Pantry's impact (number of gleans we can do in a week and pounds gleaned). At least 4 days a week, they will be leading volunteers in harvesting for the first half of the day and then assisting in delivery and data tracking for the second half of the day.

**Capacity Building Projects:**

* Glean Lead: Build number of gleans/week and increase the pounds of produce rescued. We aim to get to 20/gleans per week. Our fellow will track pounds gleaned at each site and where the food lands. (100 partners - Corazon, Burbank Housing, Redwood Empire Food Bank, La Familia Sana, Fish, Bayer Farm, etc.)
* Grow-a-Row: Rather than just adding a row, our GrizzlyCorps fellow will build capacity through community garden spaces giving land access to all. We would seek to add 10 acres into food production with this position.
* The pandemic combined with the wildfires, threw our community into a desperate economic swivet. Farm to Pantry assures good food access for all people. Food justice is about community resilience.

**Desired Skills/Traits**

* Farming knowledge a plus, but not required;
* Initiative and drive a must. Enjoys physical labor outside;
* Computer skills, familiarity with Google suite and Excel;
* Spanish a bonus, not required.

**Organizational and Community Highlights:**

Sonoma County has suffered immense impacts of climate change with repeated wildfires. It is a rural area producing much of Northern California's incredible food & wine. The community is incredibly connected after the wildfires, with people really caring to help each other. Food wise, there is no greater place, everything grows here. Farm to Pantry gets to harvest on over 400 properties, farm with over 300 volunteers, and share with over 100 community partners. We are a tiny team of 2 full- time people and 3 part-time people with one GrizzlyCorps member and one Americorps member. Our GrizzlyCorps fellow gets to make a huge impact in this team and their contribution is heard and considered.There is a lot of independent work, so our GC fellow must have initiative and good work ethic.

**Pepperwood Preserve**

**Openings:** 1  ***Santa Rosa, CA***

*Website:* [*https://www.pepperwoodpreserve.org/*](https://www.pepperwoodpreserve.org/)

**Project Title: *Restoring Native Grasslands (and forests) to Promote Soil Health and Carbon Sequestration***

**Project Breakdown:** *Research 10%, Planning 10%, Implementation 65%, Education & Outreach 15%*

**Project General Areas***: Regenerative Agriculture, Ecological Forestry, Watershed Management, Fire Preparedness & Management, Education & Outreach, Climate Mitigation & Adaptation*

**Project Overall Needs and Goals:**

Pepperwood is a leader in forging solutions to advance the health of Northern California’s land, water, and wildlife. Pepperwood’s Dwight Center for Conservation Science and Pepperwood Preserve encompass 3,200 acres northeast of Santa Rosa in the Southern Mayacamas Mountains (Sonoma County). Coordinating regional collaborations and providing vital data for the region, Pepperwood serves as a Sentinel Site: a long-term monitoring framework designed to track changes in climate, water, vegetation, and wildlife. Our network of sensors, cameras, instruments, and research plots takes the pulse of nature and provides real time situational awareness. Land management activities are planned, implemented, and monitored in multiple habitats and include regenerative grazing practices, vegetation thinning for optimum forest health, prescribed fire, grassland restoration, and invasive species management.

Work and Tasks: Pepperwood seeks a GrizzlyCorp fellow who will work closely with the Research and Preserve Management team as a Field Technician to assist in the rebuild of our grazing infrastructure–which was heavily impacted by recent wildfires–and in the management of our grazing operations. The Field Technician will advance our strategic initiative called “Restoring Native Grasslands.” Our conservation grazing approach will provide an opportunity to learn grazing strategies that promote soil health, grassland biodiversity, and wildlife health. Field work will also include promoting native grasslands by propagating and planting native grasses in cooperation with our greenhouse manager and an active volunteer base. Invasive species management will teach basic plant identification, control techniques (including the active use of prescribed fire), and data collection and processing. Our collaboration with environmental organizations, public agencies, university researchers, and land and water managers offers exposure to diverse approaches to land stewardship, research, and monitoring techniques.

Environmental Challenge: New research in climate mitigation has identified healthy native grasslands as having a large carbon sequestration capacity deep in the soil where it won’t be released in wildfires. Pepperwood’s work in grassland research and management provides essential insights into a rare and understudied habitat type. Developing and demonstrating techniques to promote native grasslands is critical in today’s climate crisis. Our grazing infrastructure was severely damaged in the 2017 Tubbs fire. As we rebuild this program, our GrizzlyCorps fellow will expand our capacity to promote native grasslands, enhance the health of ecosystems, and help Pepperwood reach a broad audience with actionable and tested restoration techniques.

Supporting GrizzlyCorps’ Goals: This project will support GrizzlyCorps’ goals of contributing solutions to the climate crisis by promoting regenerative agriculture that pairs the local agricultural industry with habitat resilience efforts. Further, this program will promote California State goals for healthy soils, improved watersheds, and wildfire resilience.

**Project Capacity Building Projects:**

Grazing Management: The Fellow will assist the Preserve Manager in oversight of the grazing infrastructure rebuild including water source and distribution development, fencing, and corral construction. The Fellow will learn basic cattle management techniques including electric fence installation and grazing strategies and herd movements in cooperation with preserve staff and the herd owners. The Fellow will learn basic grassland ecology and plant identification.

Prescribed Fire: The Fellow will expand our capacity to utilize prescribed fire to control invasive plants in grasslands and improve the health of oak woodlands. There will be an opportunity to collaborate with our Native Advisory Council and learn basic Traditional Ecological Knowledge applications, fire ecology, fireline construction and the challenges and benefits of implementing broadcast burning. We anticipate one forest burn and one grassland burn will be implemented in 2022-23.

Grassland Restoration: The Fellow will expand our capacity to collect seed, propagate and plant native grasses in restoration projects in cooperation with our greenhouse manager and active volunteer base. The fellow will learn native grass propagation techniques and basic volunteer management.

Invasive Species Management: The Fellow will be an active member of our invasive species management team to control priority invasive weeds. Control methods involve hand pulling, mowing and the use of prescribed broadcast burning.

Forest Management: The Fellow will occasionally participate in forest stewardship projects under the supervision of the Assistant Preserve Manager and will include forest thinning, pile burning, fire line construction and post fire restoration tasks.

As with most of our land management activities we will be collecting monitoring data as part of our adaptive management approach to land stewardship. Lessons learned are captured in technical reports and shared in field classes and in-house publications. Healthy native grasslands have a large carbon sequestration capacity, improve water infiltration and promote healthy pollinator populations. Pepperwood’s work in grassland research and management provides essential insights into Mediterranean ecosystems. Developing and demonstrating techniques to promote native grasslands is critical in today’s climate crisis.

**Desired Skills/Traits:**

1. Pepperwood seeks an applicant with a Bachelor's degree in a field such as Biology, Rangeland Management, Earth Sciences, Environmental Sciences, Geosciences, Ecology, Botany, or Social Sciences with experience in biology or natural resource management. Basic understanding of data collection and management, geospatial information systems (GIS), and navigation (GPS) is desirable, but not required. Basic familiarity of, or a willingness to learn, regional botany, plant identification, wildlife identification and management issues are desirable.
2. We seek a highly collaborative candidate with keen attention to detail and a strong work ethic. We require computer skills including Microsoft Word, Excel, and Google Suite. Field work can be physically demanding, including hiking in diverse terrain and working in hot, cold, or rainy conditions. A California driver’s license and a good driver’s record are required. Current CPR and First Aid certification desired.
3. CPR and Wilderness First Aid

**Organizational and Community Highlights:**

Surrounded by world-class vineyards, our area is also a recognized biological diversity hotspot that features rolling hills, oak woodlands, expansive grasslands, and more. However, with increasing human development, Sonoma County faces pressing challenges associated with habitat loss and fragmentation, climate change impacts, and wildfire risk. At the center of climate-driven environmental changes, working at Pepperwood provides a rare opportunity to experience dynamic changes to scientific thinking and land management responses

In the last ten years, our region has experienced a historic drought, catastrophic and repeated wildfires, and wide-spread flooding, causing Pepperwood to emerge as a leader in predicting, preparing, and adapting to wildfire. While this has been exceptionally challenging, our organization and community have demonstrated remarkable strength, cohesiveness, and a willingness to work together to not just recover, but to build long-term social and ecological resilience.

Pepperwood’s mission is to inspire conservation through science. We believe that our well-being depends on the health of our natural world. Every day our team studies California’s land, water, and wildlife so we can educate decision makers, our community and the next generation. Given the increase in wildfires, it is critical that we all work together to address risks and build community resilience. As a regional hub, we advance collaborations across disciplines and between scientists, educators, and land managers. We are a conduit of science-based knowledge, tools, and policy solutions. Pepperwood creates and tests strategies that make watersheds and communities more resilient to changing climate and fire regimes.

In addition, Pepperwood Preserve sits within the traditional homeland of the Wappo people. We respect and honor past, present, and future generations of Wappo and their continued connection to this land. We are grateful for the opportunity to gather in this beautiful place and give our respect for its first inhabitants, while actively collaborating with local Indigenous leaders in land management and outreach efforts.

Pepperwood’s staff of 24 are passionate about turning science into action. As an integrated team of researchers, resource managers, educators, and program staff, we value collaboration, co-creation, and inclusion. Our field station is a dynamic, bustling environment. On any given day, staff will be collecting data, hosting convenings, leading visitors on hikes, and participating in community events. With a broad portfolio of applied science projects and a deep network of collaborators, Pepperwood provides a rich and supportive learning environment. We aim to train, recruit, and retain staff, board members, volunteers, and members that reflect the diversity of the greater regional community. We seek to communicate the value, processes, and products of science in ways that reach the broadest possible audience. Pepperwood is a part of the community and we aim to listen to the broader regional community and reach people where they are.

**Marin Water**

**Openings:** 1  ***Fairfax, CA***

*Website:* [*www.marinwater.org*](http://www.marinwater.org)

**Project Title: *Climate resiliency through community engagement and stewardship on Mt. Tamalpais***

**Project Breakdown:** *Research 10%, Planning 20%, Implementation 0%, Education & Outreach 70%*

**General Project Areas:***Fire Preparedness & Management, Education & Outreach, Watershed Management, Climate Mitigation & Adaptation, Ecological Forestry, Drought Resilience*

**Overall Needs and Goals:**

Marin Water has been managing thousands of acres on Mt. Tamalpais for over 100 years, delivering high quality drinking water to local communities while responsibly managing the watershed for biodiversity and public access. The Marin Water volunteer program strives to connect people to nature and their water source by offering educational and stewardship activities on the Mt Tamalpais Watershed. Through these programs we are able to demonstrate how public agencies use ecological principles to manage and conserve natural spaces.

Several of our programs offer volunteers the chance to directly mitigate the effects of climate change. Others create a platform for public discussion around these mitigations. A “day in the life” could be a day spent hosting a broom pull for a high school group or having the students learn why and how to encourage biodiversity and reduce fire hazards. Other days will be spent creating educational materials and activities to engage community members around resiliency to drought and fire. There is a full spectrum of duties.

**Capacity Building Projects:**

The GrizzlyCorps fellows would serve Marin Water and work on the Mt. Tamalpais Watershed. Marin Water is a founding member of One Tam which leverages the skills and resources of public agencies, nonprofits, and individuals to support the health of Mt. Tam. The Fellow working with the Volunteer Program would increase community engagement around climate change through public outreach and hands-on volunteer activities.

We would like to enhance our stakeholder networks by working with local high school and college students who are studying ecology and natural history. Fellows will help create lessons that build on the principles of ecology and explain how these principles are used in management and stewardship of natural spaces. Students can learn about the ecology of our local watershed and forests, as well as drought and fire regimes, while learning practical field skills and contributing to meaningful scientific research.

Another primary goal of our Fellow would be to enhance the public’s understanding of fire, drought, and proactive forest management. Community engagement takes place through our hands-on volunteer projects; conversations are also fostered through our Watershed Ambassador program. Staff and volunteer Ambassadors are stationed with the One Tam mobile visitor center – aka the Tam Van - at various locations on and off the mountain. They are a great presence and resource, serving and engaging our community on timely topics such as drought, conservation of local species, and sea-level rise. Watershed Ambassadors receive public outreach training which includes communication strategies, developing outreach goals, and resources on timely topics. Two current GrizzlyCorps members have been trained as Ambassadors. We need a Fellow to develop climate change messaging and engage with community members around resiliency to drought and fire.

By engaging volunteers and students, we increase our capacity to restore habitat, protect threatened wildlife, educate visitors, and monitor both the rare and invasive species across the landscape. An involved constituency can learn about the complexities of this landscape and the processes that we manage to keep the watershed a healthy place for plants, animals, visitors, and everyone who relies on this open space.

**Desired Skills/Traits:**

* Some experience with civic engagement, public outreach, teaching, or media creation ;
* Effective oral communication skills for discussions and presentations to watershed visitors, volunteers, and school groups;
* Courteous interactions with curious and opinionated visitors;
* Able to clearly communicate observations, ask questions when assignments are unclear, and identify when they need help
* Bi-lingual/cultural skills; safe driving on unpaved roads; able to physically hike around steep uneven ground;

**Organizational and Community Highlights:**

Marin Water’s watershed team is a group of about 20 permanent staff and up to 10 early career folks (interns, seasonals, AmeriCorps fellows) dedicated to protection and management of watershed lands. Our staff include fisheries ecologists, vegetation ecologists, rangers, educators, heavy equipment operators and watershed maintenance, all working together to ensure a healthy watershed. Fellows will have a chance to see how this work is done and be a part of the team doing the work. Marin County is part of the San Francisco Bay area which includes diverse celebrated urban centers and extensive protected natural areas. The Fellows will be mentored by seasoned dedicated professionals with years of experience mentoring early career folks.

**Marin Wildfire Prevention Authority**

**Openings:** 2  ***Sausalito, CA***

*Website:* [*https://www.marinwildfire.org/*](https://www.marinwildfire.org/)

**Project 1 - Title: *Building Support and Capacity for Wildfire Mitigation in 6 key areas of Marin County and adjacent Communities***

**Project 1 - Breakdown:** *Research 10%, Planning 20%, Implementation 10%, Education & Outreach 40%, Report and Presentation Writing 20%*

**Project 1 - General Areas***: Fire Preparedness & Management*

**Project 1 - Overall Needs and Goals:**

The Marin County Community Wildfire Prevention Plan and the California Vegetation Treatment Program outline recommendations for mitigation measures. Through qualitative research methods such as surveys, interviews and/or focus groups, the Fellow will form an understanding of the main concerns, challenges and desires of stakeholders and community members within each of the 6 identified areas. Concern from the community is expected to include the environmental impacts of vegetation management measures. This concern will be at the heart of the tension between land management, environmental preservation, and fire prevention. MWPA will provide the Fellow with contacts for key stakeholders in all 6 areas and provide introductions. The main stakeholders identified to date include: National Park Service, Marin Municipal Water District, North Marin Water District, Marin County Parks and Open Space, California State Parks, large private landowners, OneTam, Marin RCD, Marin Conservation League, Fire Environment Resiliency Networks, Ecologically Sound Practices Partnership, Audubon Society, FireWise communities, Fire Safe Marin and local leaders and community members.

**Project 1 - Capacity Building Projects:**

The Fellow will identify needs for community education and recommend a path forward for each of the 6 areas that will achieve community support and create greater wildfire resiliency on the ground. The GrizzlyCorps Fellow will help MWPA build a partnership with communities within and adjacent to the 6 areas, and begin the process of building capacity at the local community level for achieving meaningful wildfire prevention and resiliency. Ideally, upon completion of the outreach and assessment, several of the identified areas will be ready for implementation of key wildfire mitigation projects with broad community support. These initial areas will serve as “success stories” to be used in areas where community support is not at the level for landscape-level wildfire mitigation projects (greater than 3,000 acres). The main deliverable is a report and presentation to be delivered to the MWPA Board and Operations Committee including data gathered through the outreach process, education needs assessment and recommendations for the 6 areas. The fellow will partner with our grants specialist to work to provide wildfire resiliency grants to our community members.

**Project 2 - Title: *Promote fire adaptation and resilience to residents and help local agencies plan and implement fire adaptation projects***

**Project 2 - Breakdown:** *Research 10%, Planning 20%, Implementation 20%, Education & Outreach 40%, Writing and Reporting 10%*

**Project 2 - General Areas***: Ecological Forestry, Watershed Management, Climate Mitigation & Adaptation, Fire Preparedness & Management, Education & Outreach*

**Project 2 - Overall Needs and Goals:**

Residents of the County of Marin passed Measure C in March of 2020 to create and fund a Joint Powers Authority to help adapt the communities and landscapes of Marin County to a future with more severe wildfire. This organization is known as the Marin Wildfire Prevention Authority (MWPA).

The Fellow will help the MWPA carry out its mission to lead the development of fire adapted communities using sound scientific, financial, programmatic, ecological practices, vegetation management, community education, evacuation, and warning systems with the support of its member and partner agencies.

This work will include working with partner organizations around public messaging for the promotion of practices that create fire adapted communities (such as fire wise landscaping and home hardening) as well as support for direct assistance programs to help vulnerable residents to do this work. Additionally, the Fellow will also support smaller member agencies (fire districts) in the planning, environmental compliance, and implementation of on-the-ground fuel reduction projects.

This position dives right into the challenges of taking big ideas to adapt our communities to a changing climate and a future with more fire and finding ways to actually implement them on the ground.

**Project 2 - Capacity Building Projects:**

MWPA was formed in 2020 to implement comprehensive wildfire prevention, mitigation and emergency preparedness activities, in coordination with its 17 local member agencies. This Fellow would work on two complimentary projects: (1) Communication around adapting communities to wildfire and associated coordination with partners such as Fire Safe Marin and UC Cooperative Extension and (2) coordination with smaller member agencies to support projects in their jurisdictions.

Project 1: While Marin residents and businesses have become somewhat familiar with defensible space and vegetation management, these concepts often lead to images of barren land and desert-like landscapes, which in turn contribute to resistance from homeowners and businesses that prefer and have become accustomed to Marin’s natural environment. The Fellow will work with multiple partner organizations to assist in promoting a greater understanding of what living in a fire-adapted community looks like, including what residents and businesses need to understand to play their parts. To assist in this process, this project would include the following:

* Help communicate technical and scientific information collected by MWPA and its partners, to the public in a compelling way.
* Work with partners such as Fire Safe Marin and Marin Master Gardeners to pursue opportunities to demonstrate fire wise landscapes.
* Research resources and partners that can help residents implement fire-adapted home landscaping. One partnership is in development with Marin Master Gardeners to create demonstration homes.
* Occasionally serve as a representative for MWPA at community events- responsible for the planning and creation of engaging content for said events.

The final deliverable will be a report summarizing related research, lessons learned, future needs, and opportunities for public communication around these issues and presentation to the MWPA’s Board and Operations Committee.

Project 2: The second and equally important project that will be the responsibility of the Fellow is to work on project-related planning, including environmental compliance, and implementation. This will include working directly with MWPA’s smaller, resource-constrained fire agencies in planning, developing and implementing wildfire mitigation projects specific to their areas. The fire agencies of Muir Beach, Stinson Beach, Bolinas and Inverness do not have the staffing or resources to implement local mitigation projects, and thus rely heavily on volunteers for wildfire planning and prevention work. For this project, the Fellow would work with MWPA staff and these agencies to identify, plan and implement wildfire mitigation projects. This work could include time in the field supporting crews. This work could also include assisting MWPA staff and contracted crews in coordination of direct assistance for vulnerable residents, particularly low-income and/or older residents, who need defensible space work done around their homes.

**Desired Skills/Traits (for both projects):**

* Education or interest in in environmental sciences, fire ecology, marketing, communications
* Strong technical writing skills, interpersonal communications skills, and able to function well in a team environment
* Ability to work with diverse stakeholders
* Flexible, adaptable, and desire to contribute to community based initiatives

**Organizational and Community Highlights:**

Marin County's wildlands, natural vegetation, and climate make our neighborhoods beautiful and desirable places to live but also leave residents and visitors vulnerable to wildfire. Marin has significant portions of the County included in moderate, high and very high wildfire severity zones as outlined in CAL FIRE’s fire hazard severity maps. The County learned important lessons starting in 2017 with the North Bay Fires, and the creation of MWPA approved by the voters in March 2020 is the direct result of the devastating fire seasons residents have witnessed and experienced first-hand.

At the same time, Marin has a strong tradition of land and environmental preservation. The Fellow can expect to gain significant professional development experience navigating the space between land preservation, fire prevention and ecological practices.

As a new agency (formed in 2020) dedicated to advancing fire prevention through the most advanced technological and environmental practices, MWPA includes 2 full-time staff (the Executive Director and a Planning and Program Manager who will supervise the Fellow) in constant contact with its 17 member agencies (list available on website). MWPA is built upon the existing strong partnerships and solid relationships between fire agencies, local governments, land management agencies and State and Federal partners, and the Fellow can expect a lot of exposure and opportunities to interact with MWPA’s network of stakeholders.

The workplace is located within the headquarters of Southern Marin Fire District in Sausalito, a few steps from the Bay. The Fellow’s desk is in an open floorplan, in a casual but respectful atmosphere. The Fellow can be provided a vehicle for work related travel and is expected to work independently, spending time outside the office as necessary, interacting with the relevant project stakeholders and getting to know the land and the community.

**The Forestry and Fire Recruitment Program**

**Openings:** 1  ***Oakland, CA (tentatively confirmed)***

*Website:* [*https://www.forestryfirerp.org/*](https://www.forestryfirerp.org/)

**Project Title: *Developing a Field Training & Project Management System***

**Project Breakdown:** *Research 0%, Planning 50%, Implementation 50%, Education & Outreach 0%*

**General Project Areas***: Fire Preparedness & Management*

**Overall Needs and Goals:**

The Forestry and Fire Recruitment Program (FFRP) is expanding to the Bay Area from our Southern California headquarters this Fall. Our mission is to increase the diversity of California’s forestry and wildland sector by creating clearer career pathways for those that have been traditionally excluded from this sector. FFRP engages in this work through the operation of our Wildland Firefighter Career Training Program (CTP). Our workforce development program is offered to former Fire Camp residents, others that identify as formerly incarcerated, those considered at risk of incarceration, or other interested community members, to help them in their transition to gainful, family-winning careers.

Our work sits at the intersection of criminal justice and the ongoing environmental crisis. California has an established reliance on incarcerated firefighters with almost ⅓ of all active wildland firefighters deployed from Fire Camps (pre-COVID). As our State grapples with the ethical and practical challenges of its Camps, two things are clear: there is an urgent need for more wildland firefighters and forestry technicians to address the environmental crisis, and tremendous opportunity to fill positions with interested individuals who may have been previously disregarded because of their criminal record.

Our program operates for 5-months (November-March), split between in-field projects and in-class work. Our participants receive paid on-the-job training for up to 40 hours/week. We perform wildfire prevention work (fuels reduction, defensible space projects, vegetation clearing, etc.) in the field, then spend time completing trainings and certifications aligned with the National Wildfire Coordinating Group (NWCG) that are supplemented by career readiness workshops and case management support.

Our GrizzlyCorps Fellow will report to our Bay Area Program Director and work closely with the Program Manager to develop a Field Training & Project Management System that supports the Bay Area expansion and program goals. Our Fellow will have an opportunity to become familiar with fire & forestry resilience projects for the cohort to engage in as part of their training and help manage and coordinate communication and scheduling related to keeping projects on track. This is a planning and implementation role, providing an opportunity to identify, plan and manage wildfire mitigation projects with established partners and prospective ones like local Resource Conservation Districts and Fire Safe Councils, in ways that create meaningful training experiences for FFRP participants and meet the goals of the partner organization. Our Fellow will help to increase FFRP’s impact on fire and forestry resilience in local communities.

**Capacity Building Projects:**

Our GrizzlyCorps Fellow will work with FFRP’s Bay Area Director and program staff in collaboration with our project partners (i.e. Berkeley Forests) to ensure that we have multiple projects within our pipeline that provide meaningful training opportunities, while meeting the fire and forestry resilience goals of our project partners. The dual bottom-line of these projects is important for a number of reasons: (1) successful completion of FFRP’s project commitments is crucial to building our organization’s reputation as we expand our programming; (2) having multiple projects in the pipeline allows us to pivot from one project to another to keep training and project goals on track when there are sudden shifts in weather or other factors that require a scheduling change; and (3) building capacity around project management allows us to develop a fee-for-service model to sustain our programs in the future. We anticipate our GrizzlyCorps Fellow to assist us in developing a range of tools to support this work:

* Field Training Tracking Tools, including tracking of related materials and tools used to support field training activities and learning by FFRP participants.
* Project Management Tools, including scope of work planning and agreement, communication and other information-sharing tools to track resources required to complete projects.
* Data Collection and Evaluation tools to help capture information and assess our impact on preparation of our participants for forestry and fire careers as well as our impact on forestry and fire resilience goals. This could include building the capacity of staff and participants to help collect, track and evaluate this data, including the development of related tools and trainings.
* Creation of a fee for service booklet/pamphlet for outreach to prospective project partners, with range of rates and types of projects, and resumes for FFRP staff overseeing the work. The booklet would include example projects completed, including 2-3 before/after photos, info on the duration and # of people involved, and contact info for someone willing to serve as a reference for FFRP’s work on the project.

As part of their involvement with FFRP, we will give our Fellow opportunities to engage alongside participants as part of these field training activities and wildfire mitigation projects. This will give an opportunity to observe where changes may need to be made with regards to tools or systems that they are developing to support staff, participants, and project partners with these activities and projects in the future.

**Desired Skills/Traits**

Desired Academic Background and Knowledge:

* Environmental Science or Resource Management degree, with interest in fire and forestry resilience

Primary Skills:

* Project Management
* Data Analysis & Evaluation
* Interpersonal and Written Communication Skills

Secondary Skills:

* Self-starter, able to work effectively in a start-up environment
* Team player, working as part of a lean, close-knit team
* Open-minded and curious, excited to learn and help new tools that support learning and project management within the organization

Fellow would need to be able to participate with (at times) physically challenging in-field forestry activities and wildfire mitigation projects.

**Organizational and Community Highlights:**

While our participants and program activities will all be based out of our office in Oakland, our field training area will likely extend beyond the Bay Area to include other Northern California forest locations within 2-3 hours of the Bay Area such as Grouse Ridge in Nevada City. Our Fellow should expect to split time between a traditional office setting and supporting the Program Team with communications and project management related to the fire and forestry resilience projects that are included as part of the training activities for the cohort. Our Fellow will have an opportunity to learn a variety of nonprofit management and administration skills in a start-up environment, while also having a direct opportunity to contribute to local fire and forestry resilience projects and create meaningful training opportunities for participants to learn crucial wildfire and forestry technician skills. This includes an opportunity for exposure to a wide range of forestry and fire employment opportunities, as well as related training and credentialing opportunities.

Our Fellow will be a part of a lean, close-knit team that will be deeply invested in their professional development and advancement over the course of their 11-month term. As a relatively young and small nonprofit organization, our Fellow will have the opportunity to create meaningful and measurable systems and tools that support the Bay Area expansion and the organization overall as we scale our capacity. With FFRP, you will be given the opportunity to tailor your fellowship to your own interests within the scope of planning and implementation to develop a Field Training & Project Management System for the Bay Area expansion. Our Fellow can expect to be well supported, and also given the opportunity and freedom to problem-solve independently and create new tools and systems to be adopted at an early stage in the organization’s growth.

**White Buffalo Land Trust**

**Openings:** 1  ***Lompoc, CA***

*Website:* [*https://www.whitebuffalolandtrust.org/*](https://www.whitebuffalolandtrust.org/)

**Project Title: *Biodiversity Monitoring on Regeneratively Farmed Land***

**Project Breakdown:** *Research 20%, Planning 25%, Implementation 45%, Education & Outreach 10%*

**General Project Areas***: Regenerative Agriculture*

**Overall Needs and Goals:**

White Buffalo Land Trust (WBLT) practices, promotes, and develops systems of Regenerative Agriculture (RA) for local, regional, and global impact. Through land stewardship, education, research, and product development, we focus on the restoration of healthy soils, watersheds, biodiversity, carbon sequestration, and the increased nutrition and resilience of plant and animal production. Our goal is to inspire the rapid adoption of RA locally, regionally, and globally. We accomplish this by modeling these principles and practices on our own lands, facilitating programs focused on developing the next generation of land stewards, producing verifiable outcomes through field research, and by developing regeneratively-produced products that change the marketplace.

The Fellow will be responsible for developing and implementing a monitoring protocol to quantify baseline biodiversity and track changes in biodiversity at Jalama Canyon Ranch (JCR). The project's initial stage will involve a review of literature, existing methodologies, and interviews with leading researchers to identify the best metrics, methodology, and equipment for biodiversity monitoring at working lands such as JCR. The Fellow will develop and lead a community science program to assist with monitoring and attracting people to JCR. They (and WBLT team) will utilize the methodology and equipment identified in the initial project phase to quantify baseline biodiversity at the ranch.

Declining biodiversity has been linked to reduced ecosystem functioning (e.g., productivity, nutrient cycling) essential for sustaining the health of natural and human systems. We believe that by integrating natural processes in the production of food, RA can provide habitat for increased species diversity and richness, which in turn can increase resilience in agro-ecosystems. The Fellow will help develop a biodiversity monitoring plan for JCR with clear research, education and applied outcomes. This plan will help inform monitoring not only at JCR, but will also be used to demonstrate the impacts of RA to other land stewards looking to transition to RA.

Our project aligns with the GrizzlyCorps’ goal of promoting regenerative food systems to improve the health and adaptability of farms, ecosystems and communities. We are practicing, promoting, and demonstrating RA to show that it is a viable means of growing food and teaching and encouraging other land stewards to adopt these practices; this work aligns with the GrizzlyCorps’ goal of incorporating RA practices, which can build resilience through improving biodiversity, soil, and watershed health. Our organization will document and share with other Fellows best practices on biodiversity monitoring and evaluation.

**Capacity Building Projects:**

Declining biodiversity has been linked to a decrease in ecosystem functions such as nutrient cycling, productivity, and resilience to pests and disease. Regenerative agriculture is a system of farming principles and practices that increases biodiversity, enriches soils, improves watersheds, and enhances ecosystem services, while providing support and resilience for farmer livelihoods. The Fellow will implement a project in service of White Buffalo Land Trust’s mission of restoring our ecosystem through regenerative agriculture, specifically as it pertains to improving biodiversity. The objective of the project is to develop a biodiversity monitoring protocol with clear research, education, and applied outcomes. This will be achieved through three phases of the project:

1. Research and Development: The Fellow will research existing protocols and literature, as well as interview leading researchers and organizations to identify the most relevant methodology, metrics, tools and equipment to monitor the impacts of regenerative agriculture on biodiversity. This will include exploring collaborations with [Wild Farm Alliance](https://www.wildfarmalliance.org/) and/or [Natural Resources Conservation Service](https://www.nrcs.usda.gov/wps/portal/nrcs/detailfull/national/technical/nra/ceap/pub/?cid=nrcs143_014157) to determine best practices for setting up biodiversity monitoring.This information will be used to develop a biodiversity monitoring methodology for JCR. The Fellow will also identify platforms and programs (iNaturalist, ArcGIS surveys etc.) to engage with the community in our biodiversity monitoring efforts.

2. Protocol Implementation: The Fellow will implement the protocol identified in phase 1 to determine baseline biodiversity at Jalama Canyon Ranch. This will be achieved through field research in conjunction with the WBLT team, as well as through community science projects developed by the Fellow.

3. Synthesis: The final phase of the project will include the creation of an internal document (“Biodiversity Monitoring Module”) that details the methodology used for biodiversity monitoring and the results from baseline monitoring. The Fellow will additionally create public facing communications documents (quarterly short blogs, and an ArcGIS Story Map) that will communicate the importance of biodiversity monitoring, the Fellow’s work (methodology development, community science program), and the baseline results.

Large-scale adoption of regenerative agriculture is a central aspect of our mission. The Fellow’s focus on quantifying the impact of regenerative agriculture on biodiversity will inform WBLT's management decisions, as well as tangibly demonstrate the ecological and economic benefits of regenerative agriculture.

**Desired Skills/Traits:**

Desired Background: Environmental Science and Ecology, Conservation Bioacoustics, Avian Population Studies, Community (Citizen) Science, Conservation Science, Communication, Education, Evolutionary Biology, Biodiversity, Automation, Agriculture

Primary Skills:

* Research and Field Work,
* Data Collection and Analysis,
* Program Development,
* Volunteer leadership and coordination

Secondary Skills:

* Communication/storytelling,
* Leadership Skills,
* Strong organizational skills

**Organizational and Community Highlights:**

The Fellow will benefit from the large network of partners and contributors White Buffalo Land Trust has cultivated. We are committed to our regional work while also being part of a global network of changemakers shifting resources towards projects, people, and processes that value and benefit the ecosystem services that we all rely upon. We have been inspired by many and work closely with a select few to curate the collaborative network that will allow us the opportunity to do our best work and support others in theirs. These are some of the organizations that we are excited to be working with: The Nature Conservancy, Kiss the Ground, Community Environmental Council, The Land Trust for Santa Barbara County, Terra Genesis International, UC Santa Barbara, Caltech, CSU, Chico Center for Regenerative Agriculture, Savory Network, REGRARIANS, Santa Barbara Foundation, Santa Barbara Botanic Gardens, Point Blue Conservation Science, Cachuma Resources Conservation District, Open TEAM, and Regen Network.

The Fellow will have access to a variety of training opportunities WBLT offers, including but not limited to the following:

* Savory Institute Hub - Holistic Management Intensive Training Course
* Savory Institute Hub - Ecological Outcome Verification Course

As the Fellow enacts upon the project purpose of developing a monitoring protocol for exploring the linkage between regenerative agriculture and biodiversity, they will have the opportunity to interact with researchers, organizations, and farmers/ranchers/growers within our local and regional community, who have spearheaded biodiversity initiatives on working lands. The Fellow will lead community science projects and develop communication materials to share with others interested in tracking the biodiversity impacts of regenerative agriculture.

The Fellow will be placed within the Research and Education team at White Buffalo Land Trust, and will have the opportunity to mold a hybrid work experience with remote work developing the monitoring protocol and training materials, and in-person field research and monitoring. The Fellow will interact and learn from different arms of our team–a diverse, passionate, committed group of individuals, including the Directors of the Land Stewardship and Communications and Marketing teams, to develop a more holistic understanding of the process of developing regeneratively grown products. This includes grapes from our 5-acre vineyard, and livestock regeneratively grazed on 400-acres of grasslands. JCR is an inclusive, welcoming environment, and is an inspirational “living laboratory” for all those who observe and respect all the land has to offer.

**Resource Conservation District of the Santa Monica Mountains**

**Openings:** 1  ***Soquel, CA***

*Website:* [*https://www.rcdsmm.org/*](https://www.rcdsmm.org/)

**Project Title: *Wildfire Preparedness and Community Engagement***

**Project Breakdown:** *Research 15%, Planning 15%, Implementation 20%, Education & Outreach 50%*

**General Project Areas***: Ecological Forestry, Fire Preparedness & Management, Education & Outreach, Climate Mitigation & Adaptation*

**Overall Needs and Goals:**

The RCD of the Santa Monica Mountains encompasses the Santa Monica Mountains from Point Mugu to Topanga State Park and includes the Simi Hills, Santa Catalina Island, Pierce College, Sepulveda Basin Wildlife Area and Chatsworth Reservoir. Our mission is to promote land stewardship and resource conservation through ecological research, conservation planning and design, habitat restoration and environmental education, while adhering to the highest standards of transparency and accountability as a public agency. Created in 2020, the Community Resilience department of the RCDSMM has quickly become one of the key regional stakeholders in wildfire mitigation and preparedness, and the lead agency in innovative projects such as the defensiblespace.org website. The Southern California region, including Santa Monica Mountains National Recreation Area, is one of the most fire-prone environments in the world and has more homes and area burned per decade than any other region of the US. The Member will be working on a project funded by the California Fire Safe Council to promote sustainable defensible space principles and wildfire preparedness programs. The project focuses on under-resourced communities (e.g., low-income, language isolation, priority investment population...).

The Member will work under the supervision of the Community Resilience Coordinator on tasks ranging from community outreach and engagement to on-site home ignition zone and defensible space evaluations. Since 2019, the RCDSMM has been on the forefront of the concept of sustainable defensible space by creating the website defensiblespace.org to promote wildfire mitigation and preparedness actions that can support native ecosystems of Southern California. The challenge of this project it to reach populations located in or near the wildland-urban interface that are not usually reached by our programs. The Member will directly work with communities to build local hubs for wildfire resilience supported by the RCDSMM, and contribute actively to increasing wildfire resilience in Los Angeles County.

**Capacity Building Projects:**

Project 1: Community Engagement. Outreach to communities and presentations of available programs to local community organizations. This includes presentations to Neighborhood Council Board Meetings, Municipal Fire Departments and City Emergency Managers, Homeowner Associations, local Fire Safe Councils etc. The Fellow will be representing the RCDSMM and build relationships with community leaders to scale up programs within the recently increased district boundary.

Project 2: Wildfire Home Evaluation Program Coordination. The Fellow will be coordinating trained volunteers to perform Wildfire Home Evaluations in the region and analyze data from evaluation reports to create a profile of the most common vulnerabilities to wildfire for each community. The Fellow will also be working on the technological transition of these programs.

Project 3: Wildfire Education Curriculum. In collaboration with the Education Department of the RCDSMM, the Fellow will continue developing the Wildfire Resilience curriculum for youth and adult education.

Project 4: GIS Mapping. The Fellow will develop maps and other GIS resources to support Community Resilience Programs. GIS products may include high fire severity zones and wildland-urban interface maps, home evaluation locations, socially-vulnerable communities etc.

Project 5: Fire Safe Councils Coordination. The Fellow will coordinate regular workshops with local Fire Safe Councils in the region to identify needs and coordinate programs to improve community awareness and resilience.

Project 6: Implementation of Community Scale Defensible Space Project at the Sepulveda Basin. The Fellow will be part of the team working on implementing recommendation from the UCLA practicum and their landscape management recommendations.

Our previous GrizzlyCorps Fellow created several guides and step-by-step documentation to allow for a smooth transition and continued growth of our programs. Our goal for this year is to not only to continue scaling up these programs but to work on the implementation of a Community Scale Defensible Space Project at the Sepulveda Basin. The research portion of the project will be completed in June 2022 by a UCLA student team.

**Desired Skills/Traits**

1. BS in Environmental Science, Environmental Policy, Forestry, Landscape Architecture or related field.
2. ESRI ArcGIS and Survey 123; Experience or knowledge of wildland urban interface issues; Experience or knowledge of community engagement and oral presentations.
3. Wildfire Ecology; Conservation Biology and Restoration; Data management.

**Organizational and Community Highlights:**

Proudly serving the local community for over 57 years, the RCDSMM offers programs and services focused on watershed management, restoration, wildfire resilience, research, and education throughout the Santa Monica Mountains and surrounding areas. The RCDSMM staff is a small group of passionate educators, researchers and biologists working to promote land stewardship and resource conservation in one of the most biodiverse regions in the continental US. The landscape is a complex intermix of protected wildlands including National Park Service (NPS), state parks (SP), state conservancy (MRCA), local parks, private land trusts and development under multiple city and county jurisdictions, including Los Angeles County, the most populated county in the US. The County’s landscapes and ecosystems are under pressure from its 10 million residents (plus far more visitors), many of whom recreate in its protected open spaces on a regular basis.

Working with the RCDSMM is a great introduction to the landscape of local, regional and state organizations working in environmental conservation. The successful candidate will gain a deep understanding of the roles and responsibilities of each agency, and gain knowledge from projects led by our senior staff members. The mix of landscapes and communities in the RCDSMM service area and Los Angeles County is one of the most diverse in the country. The Community Resilience Department being the newest addition to the services provided by the RCDSMM makes it a truly dynamic work environment requiring solid organizational skills. The department currently manages 3 grants related to wildfire resilience and sustainable land use. The Community Resilience Coordinator is managing his time between on-site assessments, program development, and community outreach. The member will support the Coordinator in all those aspects, learning and developing skills in all three areas.

Living in Los Angeles or Ventura County and serving the local communities will provide the successful candidate with deep insights of the population diversity of Southern California, and help them develop the skills required for creating community programs designed to be self-sustaining in the long-term to make a lasting impact on resource conservation and wildfire resilience.

**Resource Conservation District of Greater San Diego County**

**Openings:** 2  ***Lakeside, CA***

*Website:* [*https://rcdsandiego.org/*](https://rcdsandiego.org/)

**Project Title: *Forest Health and Fire Prevention Planning & Outreach***

**Project Breakdown:** *Research 20%, Planning 30%, Implementation 20%, Education & Outreach 30%*

**General Project Areas***: Education & Outreach, Fire Preparedness & Management, Climate Mitigation & Adaptation, Ecological Forestry*

**Overall Needs and Goals:**

The RCD of Greater San Diego County seeks two Fellows to assist in our Regional Forest and Fire Capacity (RFFC) program. The RFFC program is funded by the California Natural Resources Agency/DOC, and aims to increase regional capacity to prioritize, develop, and implement projects to improve forest health and fire resilience and increase carbon sequestration in forests throughout California.

Fellows will gain experience at the San Diego regional level with local project partners such as: local Tribes, USFS, BLM, CAL FIRE, State Parks, SDSU, SD Canyon Lands, Fire Safe Councils. Tasks may include: tracking demonstration project progress, visiting demonstration project sites, planning and conducting meetings, collecting and organizing data, developing outreach materials and conducting outreach, promoting the project, updating our website, assisting with compilation of a regional priority plan and project list, and assisting partners with project development. Fellows also have the opportunity to work with the other 9 regional entities state-wide that are also using block grants to conduct regional planning, develop projects, conduct outreach, and implement landscape-level forest health projects consistent with the California Forest Carbon Plan and Executive Order B-52-18.

Broad and inclusive outreach and involvement in decision-making is a priority of the program. Regional block grantees are expected to partner extensively across their region to identify priorities and develop projects. Current block grantees partner heavily with state, federal, tribal, and local governments as well as water agencies, resource conservation districts, fire safe councils, and other nonprofits.

The program funds local partner capacity development to ensure equitable participation and representation in planning and project development.

**Capacity Building Projects:**

San Diego County Regional Priority Plan: As part of our CNRA Regional Forest and Fire Capacity (RFFC) Program grant , we are working to develop a Regional Priority Plan (RPP) for San Diego County, promoting healthy forest practices through demonstration projects, developing a coordinated effort to reduce the Gold Spotted Oak Borer threat, providing fire management resources to local communities and partners, and developing a Community Wildfire Protection (CWPP) training course.

The role of the Fellows in this project will be: assist with outreach and stakeholder meetings, data collection and organization for demonstration projects, assist with development of the RPP story map and project lists in collaboration with partners, attending outreach events, traveling throughout the County to meet with partners at treatment sites, develop outreach materials, organize progress report data. Potentially update our website with current program information, map projects, and provide TA and support to partners for project development.

Upon conclusion of the term, we hope to have a RPP completed, and published so that we can use this tool to secure funds for our region to implement forest and fire resiliency projects.

**Desired Skills/Traits:**

Desired Academic Background: Sustainability, Ecology, Forestry

Primary Skills:

* Strong communication and ability to establish and maintain working relationships,
* plan and prepare for group meetings,
* analyze and track progress to meet deadlines,
* develop educational and outreach material,
* assist with organizing data for and developing story map.

Secondary Skills:

* GIS mapping,
* familiarity with updating website (WP)

**Organizational and Community Highlights:**

The RCD of Greater San Diego County office is located in Lakeside, CA, a suburb of San Diego. Working with our organization, you will have the opportunity to work with numerous partners throughout the County including Tribes, State and Federal agencies, private organizations, non-profits, and community members. Work will primarily take place at the main office in Lakeside, however, fieldwork and site visits will be necessary.

The RCD main office encompasses 11 team members who work on an array of program areas such as: pollinator habitat, school gardens, watershed education, regenerative farming, soil health, forest health, and fire prevention. We also manage three other sites: a regenerative educational farm, and two community gardens. Fellows will interact with each of these team members, and also gain familiarity with special districts, grants, budgets, and administrative functions, as desired.