

2025

COASTAL MANAGEMENT FELLOWSHIP

Fellow Eligibility and Selection

Eligibility

Any U.S. citizen who will complete a master's or other advanced degree at an accredited U.S. university between August 1, 2023, and July 31, 2025, is eligible to apply for the Coastal Management Fellowship. Students from a broad range of programs are encouraged to apply. A variety of degrees are applicable to the fellowship because the projects are new and different each year.

To read about the 2025 projects, visit [Coastal Management Fellowship projects](#) in early December 2024. Previous fellows have had degrees in environmental studies, natural resource management, marine affairs, marine science, geology, public affairs, communications, social sciences, and regional land management. The most important prerequisite is an interest in coastal issues. Students who are not U.S. citizens or who attend non-U.S. institutions are not eligible.

All applications must include the following items:

1. Resume or curriculum vitae (not to exceed two pages using 12 point font).
2. Statement of the applicant's goals with emphasis on what the applicant expects from and can contribute to the fellowship experience. This should also include how the fellowship can help reach goals that may be difficult to reach without the fellowship opportunity. Include any obstacles that have been overcome to reach this point in your academic career (500 words or less).
3. Two letters of recommendation, including one from the applicant's principal professor. If no principal professor exists, the faculty member who is most familiar with the applicant's academic work may be substituted.
4. Unofficial copies of all undergraduate and graduate student transcripts.

Any additional materials submitted will not be considered in the selection process. If you are selected as a finalist, an additional writing sample will be requested.

How to Apply

Application packages must be submitted to the Sea Grant program office in the state where you earned your degree by January 24, 2025. Each Sea Grant program office may select and forward up to three applications to NOAA for review. In order to increase diversity in the fellowship, Sea Grant may submit one additional application from a candidate who attended a [minority serving institution](#), for a total of four. The fourth nomination spot is reserved solely for minority serving institution candidates.

Applicants from states not served by a Sea Grant program office should contact the [fellowship coordinator](#) for more information on submitting an application.

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Fellow Eligibility and Selection

Selection of Finalists

From the nominations submitted by Sea Grant Programs, 12 finalists will be selected by a panel. Final decisions will be made by March 21, 2025, and all applicants will be notified of the decision by the end of the following week.

Finalists will be selected using the following criteria::

- Statement of the applicant's goals. How well does it emphasize what the applicant expects from and can contribute to the fellowship experience? Does it address how the fellowship can help reach goals that may be difficult to reach without the fellowship opportunity? Consider any obstacles the candidate may have overcome.
- Diversity of educational background and quality of academic performance
- Candidate experience, including life experience, internships, volunteer experience, extracurricular activities, and jobs
- Scholarships, awards, honors, and acknowledgements
- Support from two letters of recommendation, including one from the applicant's principal professor. The letters should demonstrate knowledge of the applicant and their abilities.

Placement of Fellows

The Coastal Management Fellowship matching process will take place from Monday, April 7 to Friday, April 11, 2025, and will be entirely virtual. This week includes program orientation by NOAA, host project and finalist presentations, and virtual interviews between candidates and host organizations. Sessions will be live and recorded for later viewing.

During the virtual workshop, finalists will meet with mentors from selected host organizations for interviews and discussions. Finalists can review fellowship projects on the fellowship website before the workshop. No contact should occur between hosts and finalists before the workshop. Candidates and hosts will submit their top placement choices to NOAA, which will then match fellows with hosts.

Of the finalists selected in 2025, up to six will be placed with a state coastal program. If a host does not find a suitable candidate during the matching process, the host is given the option to defer fellow placement for one year. Hosts are only allowed one deferment before they have to reapply.

For more information on the 2025 state projects, visit coast.noaa.gov/fellowship/coastalmanagement.html. Contact the fellowship coordinator with any questions at ocm.fellowships@noaa.gov.

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Fellowship Projects

- Host Agency:** Maine Coastal Program/Maine Department of Marine Resources
Location: Augusta, Maine
Project Title: Building Capacity for the Climate Change Adaptation Practitioner Network
Project Goal: Enhance the Maine Climate Change Adaptation Providers (CCAP) network's ability to share information, facilitate peer learning, foster cross-institutional collaboration, and improve support for coastal communities in understanding and addressing climate-related risks and implementing adaptation strategies.
- Host Agency:** Massachusetts Office of Coastal Zone Management
Location: Boston, Massachusetts
Project Title: MyCoast: Massachusetts - Expanding Awareness of Coastal Flooding to Increase Coastal Resilience
Project Goal: Enhance coastal resilience in Massachusetts communities vulnerable to coastal storms and sea level rise by utilizing MyCoast—a platform that enables the public to contribute crucial data on coastal storm damage, king tide flooding, and other changing coastal conditions.
- Host Agency:** New Hampshire Coastal Program and New Hampshire Sea Grant
Location: Durham, New Hampshire
Project Title: Flood Ready Neighborhoods: Enabling a Principled Approach to Resilience in Coastal New Hampshire
Project Goal: Grow New Hampshire's Flood Ready Neighborhoods (FRN) pilot into a sustainable program that provides direct support and services to neighborhoods experiencing impacts from coastal and stormwater flooding and erosion.
- Host Agency:** North Carolina Division of Coastal Management
Location: Morehead City, North Carolina
Project Title: Mapping Progress: A Public GIS Database for Enhancing Coastal Resilience in North Carolina
Project Goal: Enhance the accessibility of GIS data produced by North Carolina's communities through the Resilient Coastal Communities Program, ensuring the data is available to residents and external stakeholders in a user-friendly and visually engaging format.
- Host Agency:** Oregon Coastal Management Program
Location: Salem, Oregon
Project Title: Creating a Coastal Resilience Policy Network to Increase Cross-Jurisdictional Coordination and Accelerate Coastal Adaptation
Project Goal: Provide capacity to advance Oregon's climate adaptation policy and planning at the local government level through the creation of a peer-to-peer collaborative learning network.

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Fellowship Projects

Host Agency: U.S. Virgin Islands Coastal Zone Management Program
Location: St. Croix, U.S. Virgin Islands
Project Title: From Planning to Action for Coastal Resilience: Elevating Environmental Literacy for USVI Priority Resilience Projects
Project Goal: Enhance environmental literacy resources and knowledge about U.S. Virgin Islands coastal processes, steep slopes, and geospatial data for staff and members of diverse decision-making communities and foster and strengthen collaboration among partners of priority resilience projects.

For more information on the 2025 Coastal Management Fellowship projects, please visit the website at coast.noaa.gov/fellowship/coastalmanagement.html. Contact the fellowship coordinator at ocm.fellowships@noaa.gov with any questions.

MATCHING OUR PARTNERS WITH FUTURE COASTAL MANAGERS



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Sea Grant Office Nomination Packages

Candidates submit their application packets to the Sea Grant program in the state where they earned their most recent degree. All nomination packages must include the following items, which will be provided by the applicant:

1. Applicant's resume or curriculum vitae (not to exceed two pages using 12 point font).
2. Statement of the applicant's goals, with emphasis on what the applicant expects from and can contribute to the fellowship experience. This should include how the fellowship can help the candidate reach goals they might not be able to reach without the fellowship opportunity, and any obstacles the candidate has overcome to reach this point in their academic career (500 words or less).
3. Two letters of recommendation, including one from the applicant's principal professor. If no principal professor exists, the faculty member who is most familiar with the applicant's academic work may be substituted.
4. Unofficial copies of all the applicant's undergraduate and graduate student transcripts.

Fellowship nomination packages must include all of the above information. Please note that a letter of endorsement from the applicant's sponsoring Sea Grant director is no longer required. As you make your decision on which candidates to nominate, please consider the following criteria:

- Strong interest in coastal management
- Life experiences, internships, extracurricular activities, and/or jobs
- Interpersonal, oral, and written communication skills

Sea Grant programs can nominate up to three candidates from universities in their state. In order to increase diversity in the fellowship, Sea Grant may submit one additional application from a candidate who attended a minority serving institution, for a total of four. The fourth nomination spot is reserved solely for minority-serving institution candidates.

Application packets are due from candidates to Sea Grant programs by January 24, 2025. Nomination packages are due to the Office for Coastal Management on February 21, 2025. Please email nomination packages to ocm.fellowships@noaa.gov, with "Coastal Management Fellowship Program Applications" as the subject.

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COASTAL MANAGEMENT FELLOWSHIP

Call for Proposals

The NOAA Coastal Management Fellowship Program matches postgraduate students with state coastal resource agencies to work on specific projects for two years. The program provides fellows with professional mentoring and training, and provides fellowship hosts with technical assistance to help them manage the coast effectively.

Eligibility

For the Coastal Management Fellows, all states and U.S. jurisdictions with federally approved coastal zone management programs and Alaska may submit a project proposal to NOAA to compete for selection as a fellowship host. Multiple state agencies or organizations with partnered implementation of the state's coastal management program are also eligible. States and territories that currently host a first-year fellow are not eligible to apply for a second fellow. Up to six project proposals will be selected for the 2025 class of fellows.

Application Requirements

Applicants must submit a proposal of no more than eight pages that addresses the following, using this [template](#).

1. **Background and Introduction** – Define the problem, the need for the project, and how it will add value to the host organization. Digital Coast projects must also identify how the project will add value to the Digital Coast and the partnership.
2. **Goals and Objectives** – Provide project goals and quantifiable objectives.
3. **Milestones and Outcomes** – Highlight specific target milestones, timelines, and products or services to be completed within the two years of the fellowship.
4. **Project Description** – Detail the specifics of the project (no more than 3 of the 8 pages).
5. **Diversity, Equity, Inclusion, and Justice** – Demonstrate how the project has considered and will advance the principles of diversity, equity, inclusion, and justice.
6. **Fellow Mentoring** – Discuss how the host agency will incorporate the fellow into staff activities and encourage the fellow's professional development. Discuss how the mentor will provide day-to-day supervision and on-the-job education to the fellow. The mentor should be identified by name in the proposal.
7. **Office Environment** – Describe the current and future plans for work status in your office (staff in the office vs. teleworking), and what is intended for the fellow.
8. **Project Partners** – Provide a summary of existing efforts and how the project will integrate these efforts.
9. **Cost-Share Description** – Discuss how the host will provide the \$15,000 fellowship match.
10. **Strategic Focus Area** – Discuss how the proposed project addresses one or more of the strategic focus areas:

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Healthy Coastal Ecosystems

Healthy coastal ecosystems provide many important benefits, including valuable habitat, enhanced water quality, reduced impacts from severe storms and flooding, and economic benefits related to fisheries, recreation, and tourism.

Resilient Coastal Communities

Coastal communities are among the most densely populated in the nation and are increasingly at risk from climate change.

Vibrant and Sustainable Coastal Economies

Coastal and ocean economies are a major engine for the national economy. Included are a wide range of sectors, from energy and security to tourism and recreation. These industries co-exist within a relatively small area, and many depend on healthy coastal ecosystems.

Selection Criteria

Projects will be selected using the following criteria:

- 1. Project Value** – To what degree:
 - will the project add value to the host organization?
 - does the proposal describe clear anticipated benefits of the project to the organization?
 - [for Digital Coast projects] will the project also add value to the Digital Coast and the partnership group?
- 2. Project Approach** – To what degree:
 - is the proposed project approach feasible?
 - are goals and deliverables defined?
 - is the proposed approach well-defined and achievable within two years?
 - is the host committing resources to the successful completion of the project (software, expertise, training, and other resources)?
 - does the proposal describe how the mentor will support the fellow?
- 3. Value to Fellow** – To what degree:
 - will the project provide a professional development experience for the fellow?
 - will the host contribute to the fellow's professional development and educational experiences?
- 4. Diversity, Equity, Inclusion, and Justice (DEIJ)** – Does the proposal discuss how DEIJ was considered in the development of the project?
- 5. Strategic Focus Area** – How well does the project address one or more of the Office for Coastal Management's strategic focus areas listed in the application requirements. Digital Coast priorities will be considered when selecting Digital Coast Fellowship projects.

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Project Selection

Up to six state projects will be selected from the proposals submitted to NOAA. The selection panel will be made up of program partners, current and former fellows, and current and former mentors. In addition to the review criteria, certain program policy factors may be considered when selecting projects. An attempt will be made to disperse the state projects geographically, and technical experts may be brought in to evaluate the technical content of the proposals. The selection panel will make its recommendation to the division chief of the Learning Services Division at the NOAA Office for Coastal Management, who will make the final decision.

Cost Share

All organizations selected to host a fellow will be required to provide \$15,000 in matching funds to cover a portion of the fellow's salary (\$7,500 for each year of the fellowship). This money must be cash and cannot be in-kind support. The source of the \$15,000 cost sharing must be defined; if the source of this funding is not defined, the proposal will not be considered. In the past, these funds have had to come from a non-federal source, but that is no longer a requirement. The funds can be either federal or non-federal funds.

Coastal Management Fellows are provided up to \$8,4000 for professional development funds over the two-year fellowship. A portion of this money must be used to travel to specific meetings and conferences required by the fellowship program. These include a summer fellowship meeting, the Social Coast Forum, and the Coastal GeoTools Conference. Fellows may use the remainder of these funds at their discretion to attend conferences, workshops, or trainings (prior approval from NOAA and their host organization is required). Any travel requested by the fellowship host, such as travel required to complete the fellowship project or travel to the host organization's annual conference, must be covered by the host and should be considered when budgeting for hosting a fellow.

Placement of Fellows

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Timeline for 2025 to 2027 Fellowship Program

Friday, October 18, 2024	Proposals due from hosts
Friday, November 29, 2024	Projects selected
Friday, January 24, 2025	Applications due from candidates to their local Sea Grant
Friday, February 21, 2025	Endorsements due from Sea Grant
Friday, March 21, 2025	Finalists selected
Monday, April 7 – Friday, April 11, 2025	Matching workshop presentations and interviews — virtual
Friday, August 1, 2025	Fellowship begins

How to Apply

Please email a signed electronic copy of the proposal to ocm.fellowships@noaa.gov with “Coastal Management Fellowship Proposal - host” as the subject.

To see examples of state projects that were selected in 2024, please visit coast.noaa.gov/fellowship/coastalmanagement.html.



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2025 Coastal Management Fellowship

WHAT is it?

- ✦ A fellowship established to provide on-the-job education and training opportunities in coastal resource management and policy for postgraduate students.
- ✦ A two-year opportunity that offers a competitive salary, medical benefits, and relocation and travel expense reimbursement.
- ✦ A program that matches postgraduate students with state coastal resource agencies and nonprofit organizations to work on projects proposed by the hosts and selected by the National Oceanic and Atmospheric Administration (NOAA).

WHO is eligible?

- ✦ Any student completing a master's or other advanced degree from an accredited U.S. university between August 1, 2023, and July 31, 2025. Students must also be U.S. citizens. Students from a broad range of programs are encouraged to apply.
- ✦ Application packages are due to your local Sea Grant director by January 24, 2025.

WHERE can you get information?

- ✦ Contact the fellowship coordinator at ocm.fellowships@noaa.gov
- ✦ Visit the fellowship website at www.coast.noaa.gov/fellowship
- ✦ Contact your local Sea Grant director at www.seagrant.noaa.gov/About

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Frequently Asked Questions

Q: What degree program does someone need to complete to be eligible for the fellowship?

A: For the 2025 fellowship, applicants must complete a master's or other advanced degree between August 1, 2023, and July 31, 2025, to be eligible. We encourage candidates from a broad range of degree programs to apply for the fellowship because the projects are new and different each year. Previous fellows have had degrees in environmental studies, natural resource management, marine affairs, marine science, geology, public affairs, communications, and regional land management. The most important prerequisite is an interest in coastal issues.

Q: What criteria do the Sea Grant Programs use when choosing to nominate a candidate?

A: The Sea Grant Programs evaluate applicants based on a face-to-face or phone interview. They look for applicants who demonstrate a strong interest in coastal management, life experiences, internships, extracurricular activities, or jobs in coastal activities, and have a proven ability in interpersonal, oral, and written communication.

Q: What is the length of a fellowship project?

A: Fellowship projects are two years long. For instance, the 2025 fellowship will start in August 2025 and end in August 2027. Newly selected fellows are given the opportunity to visit their host organizations prior to the start of the fellowship to meet the staff at their host organization and to look for housing.

Q: Can the fellowship hosts nominate someone for a fellowship position?

A: Fellowship hosts cannot nominate anyone to be a fellow on their project. Hosts and fellows are selected independently of one another and then matched up through a mutual interview process. Contact between applicants and hosts is not allowed. Applicants are encouraged to read about the fellowship projects on the website or to contact current fellows and ask them questions about their position or experience.

Q: Does the place where applicants live or go to school determine what project they are eligible for?

A: Not at all. Applicants are eligible for any of the projects regardless of where they live or have studied.

Q: What is the salary for the Coastal Management Fellowship?

A: The current salary is \$42,000 per year. In the second year of the fellowship, a locality pay factor may be added to the salary, depending on the location of the fellowship.

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Q: How do fellows get paid?

A: All of the benefits, including salary, are administered by an outside contractor through a contract with NOAA.

Q: What other benefits, in addition to salary, are included as part of the fellowship?

A: Health insurance, worker's compensation, relocation stipend, and travel reimbursement.

Q: How much relocation reimbursement do fellows receive?

A: Fellows will be reimbursed up to \$1,000 to move to their fellowship location and up to \$1,000 to move at the end of the two-year fellowship. If relocation is not required or the fellowship is not completed, relocation reimbursement will not be provided.

Q: How much travel reimbursement do fellows receive?

A: Coastal Management Fellows will be reimbursed up to \$8,400 for professional development and travel over the two-year fellowship. A portion of this money must be used to travel to specific meetings and conferences required by the fellowship program. These include a summer fellowship meeting, the Social Coast Forum, and the Coastal GeoTools Conference. Fellows may use the remainder of these funds at their discretion to attend conferences, workshops, or trainings (prior approval from NOAA and their host organization is required). Any travel requested by the fellowship host, such as travel required to complete the fellowship project or travel to the host organization's annual conference, must be covered by the host and should be considered when budgeting for hosting a fellow.

Q: Do fellows have contact with each other during the fellowship?

A: The fellows see each other in person at three events throughout their fellowships—the Social Coast Forum, the Coastal GeoTools Conference, and a fellowship meeting. Fellows also connect with each other through regularly scheduled virtual gatherings, including meetings, trainings, and social happy hours. The quarterly fellowship newsletter, Fellow News, also helps fellows learn more about each other and their work.

Q: Where have previous fellows gone on to work?

A: Fifty-eight percent of fellows accepted positions with state government as their first post-fellowship job. Others accepted positions with the private sector (8 percent), the federal government (13 percent), nongovernmental organizations (8 percent), local governments (3 percent), academia (5 percent), and 5 percent went back to school.

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Q: Does the fellowship have a diversity, equity, inclusion, and justice (DEIJ) value statement?

A: Yes, the four NOAA Office for Coastal Management fellowship programs share a [DEIJ value statement](#). “Our office is committed to making coastal fellowships accessible to all interested and eligible candidates, allowing all fellows to be comfortable in their identities and participate fully in their fellowships, and removing barriers to becoming part of the next generation of coastal leaders.”

Q: How does the fellowship define diversity, equity, inclusion, and justice?

A: Diversity¹: there are many different kinds of diversity, based on race, gender, sexual orientation, class, age, country of origin, education, religion, geography, physical, or cognitive abilities. Valuing diversity means recognizing differences between people, acknowledging that these differences are a valued asset, and striving for diverse representation as a critical step towards equity.

Equity²: the consistent and systematic fair, just, and impartial treatment of all individuals, including individuals who belong to underserved communities that have been denied such treatment, such as Black, Latino, and Indigenous and Native American persons, Asian Americans and Pacific Islanders and other persons of color; members of religious minorities; lesbian, gay, bisexual, transgender, and queer (LGBTQ+) persons; persons with disabilities; persons who live in rural areas; and persons otherwise adversely affected by persistent poverty or inequality.

Inclusion¹: being included within a group or structure. More than simply diversity and quantitative representation, inclusion involves authentic and empowered participation, with a true sense of belonging and full access to opportunities.

Justice³: the fair treatment and meaningful involvement of all people regardless of race, color, national origin, or income, with respect to the development, implementation, and enforcement of environmental laws, regulations, and policies. This goal will be achieved when everyone enjoys: the same degree of protection from environmental and health hazards; and, equal access to the decision-making process to have a healthy environment in which to live, learn, and work.

1: from Race Forward: The Center for Racial Justice Innovation Race Reporting Guide

2: from Executive Order on Advancing Racial Equity and Support for Underserved Communities Through the Federal Government (EO 13985).

3: from the US EPA's definition for environmental justice