



**MANO  
PROJECT**



**FIND YOUR  
FUTURE**

# CIVILIAN CLIMATE CORP (CCC) PROGRAM

The National Wildlife Refuge System (NWRS) is developing a climate adaptation planning framework that utilizes existing plans, data on climate change and other stressors, ecological transformation, and a structured decision-making process to inform how Refuges will address climate change. The NWRS will employ a team of **Civilian Climate Corps (CCC) Fellows** with complementary skill sets to further develop and refine the climate adaptation planning framework in areas around the country.

## SPECIFIC TASKS

- Identify and review existing Comprehensive Conservation Plans (CCPs), Land Protection Plans (LPP) or similar plans for the assigned refuge or region
- Conduct literature reviews on localized climate change, adaptation, landscape scale conservation, use of spatial analyses and tools, and other pertinent publications related to climate change effects
- Engage with FWS programs and USGS for support, training, and identification of spatial datasets and tools
- Conduct analyses to better understand climate trajectories and ecological effects
- Develop projected climate change narratives and effects specific to the assigned refuge or region
- Assess climate change vulnerability and risk for resources
- Develop recommendations and inform decision making

## BASIC ELIGIBILITY

- Recent college graduates with a bachelor's degree capable of committing to a 1.5 year long fellowship
- Ability to communicate well verbally and in writing
- Familiarity with landscape ecology, climate change science, natural resource management and GIS (Geographic Information System)
- Knowledge of or strong interest in one of the following broad topic areas: Geospatial Biology/Spatial Ecology/GIS Specialist, Environmental/Civil/Structural engineering or Facilities Management, Hydrology/Water Resource Management/Water Policy or Law, Environmental Economics or Planning/Environmental Justice/Public Lands Governance, Climate Change Ecology/Landscape Conservation Design
- Proficiency with Microsoft Suite. Proficiency or knowledge of general modeling techniques/software, statistical programs (e.g., R, Python, etc.), and ArcGIS system software
- Ability to work with a team and independently
- Enthusiasm for conservation, positive attitude, self-starter and organized, mature and responsible, adaptable
- Willingness to learn

## LOCATIONS

- WILLAPA NATIONAL WILDLIFE REFUGE, WASHINGTON OR MALHUER NATIONAL WILDLIFE REFUGE, OREGON
- BOSQUE DEL APACHE NATIONAL WILDLIFE REFUGE, NEW MEXICO
- ARANSAS NATIONAL WILDLIFE REFUGE, TEXAS
- MUSCATATUCK NATIONAL WILDLIFE REFUGE, INDIANA
- SANTEE NATIONAL WILDLIFE REFUGE, SOUTH CAROLINA
- KENAI NATIONAL WILDLIFE REFUGE COMPLEX, ALASKA



**MANOPROJECT.ORG**  
THE MANO PROJECT IS AN INITIATIVE OF HISPANIC ACCESS FOUNDATION