



Short-Term Assignment Greenland Sustainable Tourism Trail System Development

Greenland

[Summer 2022]

Opportunity

The Department of the Interior's International Technical Assistance Program (DOI-ITAP) is seeking to recruit 1-2 technical experts with demonstrated experience in trail design, development/management for a 7-10-day detail opportunity with officials from the Qeqqata Municipality of Greenland. The selected candidate(s) will help to initiate a systematic trail design and management program for the Qeqqata region, which hosts the Arctic Circle Trail and several associated trail networks. This opportunity is a part of the broader engagement on sustainable tourism policy development with the Government of Greenland's national and municipal tourism development and natural/cultural resource preservation officials.

- Trail design and trail maintenance;
- Conservation and management of sensitive/protected natural, historical, or cultural resources in close proximity to visitor/hiker use;
- Interpretive design;
- Visitor/hiker use planning and management, including collecting visitor/hiker use data, experience, and impact.

The selected candidate(s) will work in collaboration with DOI-ITAP project managers, as well as the quasi-governmental entity, Destination Arctic Circle (DAC). DAC is managed by the municipality of Qeqqata, and the selected candidate(s) will primarily be working at the DAC headquarters in Sisimiut, the capital of Qeqqata. This effort will be the first trip in a series to support an ongoing technical assistance program with DAC and the Greenlandic government. Trail system development is the first area of technical expertise identified as a priority and will involve intensive collaboration between the selected candidate(s), DAC, and other cooperating partners as identified.

BACKGROUND

DOI-ITAP provides technical assistance to developing countries on subjects of Departmental expertise on a reimbursable basis. The program has operated in over 40 countries with support from organizations such as the U.S. State Department and the U.S. Agency for International Development (USAID). DOI-ITAP work in Greenland is funded by the State Department.

Greenland is prioritizing its natural and cultural heritage in an effort to boost the growth of its nature-based tourism sector and hopes increased tourism will become a driver of economic development. Greenland, home to three UNESCO World Heritage Sites, has publicly declared itself a “new frontier for adventure tourism.” This DOI-ITAP program strives to expand U.S. Government engagement and partnerships with Greenland and Greenlandic entities via government-to-government interactions and technical assistance engagements aimed at helping Greenland in building a sustainable, well-planned, properly resourced heritage and adventure-focused tourism industry. The overall program will also focus on assisting Greenland’s national and municipal government tourism authorities to develop policies and practices that provide sustainable economic opportunities for the communities near the country’s most-visited areas. This opportunity, in Qeqatta municipality, is focused on local officials’ desire to highlight the west-central region of Greenland as a hiking and camping destination for both domestic and international visitors.

Rural areas in Greenland frequently lack long-term employment opportunities, but are rich in cultural and natural heritage, appealing to international travelers seeking undiscovered areas and adventure not easily found elsewhere. Greenland is looking to build its outdoor/natural tourism sector as a pathway to boost revenue, looking to its neighbor Iceland as both a model for attracting tourists and cautionary tale about the importance of building sustainability into systems from the earliest stages of policy development. Greenlandic authorities are strongly interested in ensuring future growth in the tourism sector is planned properly and managed responsibly. For example, Greenland is currently upgrading two major airports to support larger jet aircraft and thus increase visitor capacity. However, Greenland lacks a national tourism plan and associated, well-coordinated municipal plans to capably ensure that it can accommodate increased visitor numbers to its natural areas while maintaining and managing the very features that make Greenland a unique destination.

Likewise, internal infrastructure is poor or nearly nonexistent in many areas; aircraft or watercraft are frequently the only means of transportation. Protected areas, such as Greenland’s three UNESCO World Heritage Sites and its sole national park, are extremely lightly staffed and often inexperienced in protected area management best practices, both on-site and in their national government headquarters. In addition, many decisions regarding natural and cultural resource management are made at the local (municipal) level, leading to an occasionally disjointed approach to land, resource, and visitor management.

A long-term U.S. program to provide technical assistance through exposure to DOI expert advisors will help build Greenlandic capacity in key target areas, develop an overarching strategy, and provide it with the necessary advice and tools to responsibly develop and grow its tourism industry in a sustainable manner. It would also reinforce that the United States is a responsible and long-term partner of choice.

This recruitment is for a short-term assignment to offer technical expertise in *trail system development*. The selected candidate(s) will provide technical expertise in trail system design and development, as well as trail maintenance, interpretation, collecting visitor use data, marketing, and branding. This focused work will be accomplished throughout Summer 2022 (and potentially into early September) through

concentrated mentorship and collaboration with DAC and other partners to be identified between the time of candidate selection and eventual departure for Greenland.

ASSIGNMENT

- **Following candidate selection, the assignment will initially begin with virtual discussions to determine full scope, breadth, and specifics of deliverables, followed by a 7–10-day trip to Qeqqata Municipality in Greenland to collaborate with DAC, etc. Discussions will include DOI-ITAP project managers and Greenlandic officials. Candidates should expect to engage in at least 2-3 pre-trip virtual meetings with DOI-ITAP and Greenlandic partners, as well as continuous communication with DOI-ITAP project managers and travel management staff regarding itinerary planning and any potential deliverables.**

One or two (1-2) subject matter experts will be selected to work in close cooperation with, and under the technical guidance of, the DOI-ITAP Senior Project Manager and the Assistant Project Manager for Greenland to offer dedicated and collaborative support to DAC and other Greenlandic governmental entities as identified. The selected candidate(s) will initially meet virtually with DOI-ITAP, Greenlandic partners as identified by DOI-ITAP (to include DAC), and other relevant partners, to better understand the needs of the corresponding agencies and to further delineate topics and specific areas of work to be completed once in country. This assignment is expected to be the first in a series of ongoing trail design/management engagements with DAC, Qeqqata officials, and other regional- and national-level Greenlandic partners.

*Greenlandic counterparts have requested the following expertise:

- Developing trail systems
 - Marking trails, routes, and determining connectivity
 - Making note of technical/challenging features
 - Identifying route-arounds, or adequate warnings
- Influencing visitor/hiker behavior
 - Best practices for sharing information with visitors about safe hiking practices, especially as they pertain to wildlife safety
 - Encouraging Leave No Trace principles
 - Methods for encouraging foot traffic to stay on-trail
 - Cultivating a culture of hiking-community engagement
 - Creating a comprehensive hiking website for Qeqqata Kommunia (Qeqqata Municipality)
 - Utilizing social media to foster and facilitate connections
- Improving and maintaining trails
 - Mitigating overall environmental impact
 - Rehabilitating fragile arctic environments
 - Best practices for revamping trailside huts
 - Developing strategies for troubleshooting accessibility, waste disposal, and heating issues
- Designing interpretive signage
 - Guidance on creating clear, informative interpretive elements
 - Establishing a template for trailhead signs
 - Printing and installing signage on first three trails identified by DAC
 - Guidance on photographing and writing trail descriptions

- Advice on constructing durable signage that withstands the harsh climate
- Implementing elements of evaluation
 - Collecting visitor/hiker use data
 - Applying data to inform future decisions

*Please note that the precise program may be adjusted/negotiated with ITAP/DAC to fit the length of the scheduled trip, and depending on prioritization, some topics may be postponed for future trips.

Required pre-trip coordination, assignments, and check-ins will be made via a variety of virtual means, including but not limited to, emails, conference calls, and Microsoft Teams or similar internet-based technology. Once traveling to Greenland, the selected candidate(s) will be asked to travel to meet with relevant parties to listen, learn, and work together to create an implementation plan for trail system development (and associated subjects) in western Greenland. Candidates will be given workspace at DAC offices but will stay at local hotel(s) in Sisimiut (or nearby cities/villages, should overnight travel outside Sisimiut be required).

Precise content delivery format (e.g., small workshops, field-based guidance, 1-1 training) will be established between candidate recruitment and date of departure through meetings with DOI-ITAP and Greenlandic counterparts. Successful candidate(s) will have several opportunities – close in cooperation with DOI-ITAP and Greenlandic partners – to more narrowly define the scope and proposed outcomes of the trip following selection and initial consultations with Greenlandic partners.

Any written work products and/or post-trip deliverables (e.g., a trip report) will be determined prior to departure, as mentioned above, although the majority of technical assistance delivery will consist of in-country collaboration with, and coaching of, Greenlandic partners.

SCHEDULE

Applications will be accepted immediately upon the posting of this announcement and will be reviewed on a rolling basis, although interviews will not be conducted, and final candidate selection(s) will not be determined until after the close of the application period at 11:59 p.m. EDT on April 24. The DOI-ITAP Project Management Team will begin reviewing and contacting qualified candidates for Microsoft Teams interview during the following two weeks. **No applications that are submitted after 11:59 p.m. EDT on April 24, 2022 will be reviewed**, as the potential travel date windows are approaching, and sufficient time for passport applications, Bureau travel approvals, etc., will be required for successful candidates. Applicants selected to move forward through the interview process will be contacted no later than the first week of May.

Travel to Greenland will include a seven to ten-day (7-10) trip positioned around one of the target date sets listed below. The following dates reflect the first choices in availability of DAC staff to host DOI technical experts. All applicants should please choose the date(s) that best reflect availability. (Note – precise departure/arrival dates will be determined after selection, however these are the weeks of greatest availability for Greenlandic partners. Travel to and within Greenland can involve significant logistical challenges, therefore preference will be given to candidates who indicate they are comfortable with flexibility on travel arrangements/specific travel dates).

- 18-28 July
- 25 July – 3 August
- 1-10 August

Applicants will not be in Greenland for all sets of date ranges listed above, but will be working collaboratively in Greenland for seven to ten (7-10) days within, or closely aligned with one of the date ranges listed above. Please indicate which of the date range(s) above you are available to travel to Greenland. If more than one, please indicate your preferences in ranked order.

Selected candidate(s) should expect travel domestically within the municipality of Qeqqata for site visits, meeting with collaborators, and offering other support within realm of subject matter identified. Travel will be conducted via air, water, and/or car/ATV.

COSTS/LOGISTICS

DOI-ITAP will cover all travel-related costs associated with this assignment (e.g., airfare, lodging, per diem, immunizations, and medical evacuation insurance, as well as any licenses for virtual conferencing software, and international telephone fees). Likewise, if team members require any specialized equipment in order to participate in remote sessions, DOI-ITAP will make every effort to cover any such costs, so long as they are reasonable. All travel and in-region logistics will be handled by DOI-ITAP.

Travel to, from, and within Greenland can be unpredictable due to limited infrastructure and weather conditions. Therefore, we request that candidates keep this in mind, and encourage candidates to demonstrate flexibility in their precise travel dates. During a majority of the calendar year, there is often only one daily scheduled international flight to/from Greenland, the availability and frequency of which can depend on weather and other domestic travel circumstances.

At the time of this recruitment, valid proof of COVID-19 vaccination is required to enter Greenland. A negative antigen test within one (1) calendar day of return to the U.S. is also required. DOI-ITAP will offer guidance through this process and may assist with arranging the test required for re-entry to the United States

PRE-AND POST-TRIP DUTIES

All pre-trip virtual interactions with Greenlandic partners will be arranged by and facilitated by the DOI-ITAP Senior Project Manager and Assistant Project Manager. All travel and in-country logistics will also be handled by DOI-ITAP's travel management team. Background material and briefings will be provided to the selected candidate(s) prior to departure. The selected candidate(s) will be expected to work in collaboration with DOI-ITAP project managers, DAC, other Greenlandic partners – and occasionally the U.S. Consulate staff – via phone, videoconference, and email to discuss technical aspects of the project.

As noted above, work products and potential post-trip deliverable requirements (aside from a narrative trip report, as described below) will be determined prior to departure, though most technical assistance for this mission will be completed through in-country collaboration with Greenland-based partners.

In addition to in-country assistance, traveler(s) must provide an additional three- to five-page trip report including what work was accomplished, what agencies/individuals the selected candidate(s) met and

collaborated with, plus accompanying photos. The report will be due to the DOI-ITAP project managers no later than two (2) weeks after a final consultation meeting upon returning to the United States.

Any NPS travelers will also be required to submit these reports to their Office of International Affairs, (this report may also meet the DOI-ITAP trip report requirement).

APPLICATION REQUIREMENTS

- **Preference will be given to current and former employees of DOI and its Bureaus.**
- Demonstrated ability to work in a team environment, including working on virtual teams.
- Demonstrated ability to work with, and adapt to, the needs of foreign agencies and professionals of different ethnic or cultural groups.
- A high level of communication, report writing, briefing and presentation skills.
- Familiarity with standard word processing, spreadsheets, presentation, and database software, and electronic communication technology.
- Previous international experience is desirable.
- Proof of COVID-19 vaccination.

Upon selection, candidates must submit a current physician-signed letter or medical review form indicating fitness for duty.

If you are selected for this assignment, you will be responsible for obtaining your supervisor's approval to participate in this program, as well as additional approvals up your supervisory chain of command as necessary (see "How To Apply" section below).

Selected candidate(s) who do not currently hold a valid U.S. Official Passport will be requested to apply as soon as they've received notice of their selection. Failure to apply for a passport within a week of selection may result in removal from this assignment, due to lengthy passport application wait times at the U.S. Department of State.*

***Please indicate in your application email whether you currently hold a valid (for at least six months beyond date of travel) Official U.S. Passport.**

HOW TO APPLY

Persons interested in being considered for this international assignment must:

- Send a resume and cover letter summarizing directly relevant work experience. **Please indicate whether you have a current, valid U.S. Official Passport.** Submit via email to both Senior Project Manager Peter Fricke at peter_fricke@ios.doi.gov and Assistant Project Manager Julia Welch at julia_welch@ios.doi.gov with the subject: "Greenland –Trail System Development". Cover letter and resume should be sent as one document (preferably a PDF) with the file name "FULL NAME_BUREAU_JOB TITLE";
- Please indicate in the body of the submission email which (or if all, please indicate such) subject matter areas listed in the "Assignment" section where you consider yourself to have the requisite expertise and experience – the DOI-ITAP team may select more than one candidate, depending on areas of expertise;
- Indicate which date range(s) you would be available to travel to Greenland;

- Indicate that you have obtained approval from your direct supervisor (and please indicate supervisor's name) to apply for the short-term detail.

All applications should be submitted as soon as possible but no later than 11:59 p.m. EDT, on April 24, 2022.

All applicants must secure approval from their supervisors to apply. Please indicate in your submission email the name of your supervisor and that you have obtained conditional approval to apply for this opportunity. Supervisors will then adhere to their Bureau requirements for any further approvals required by the Bureau. For Bureau requirements, applicants should contact their appropriate Bureau International Affairs Point of Contact. A list of those POCs follows. All NPS, BOR, and BLM applicants must copy their International Affairs POCs when they submit their applications to ITAP.

Bureau	Contact	Email	Telephone
BIA	Ashley Fry	ashley.fry@bia.gov	202-208-5808
BLM	Christopher Tollefson	ctollefson@blm.gov	202-912-7410
BOEM	Emily Lindow	emily.lindow@boem.gov	202-513-0825
BOR	Jeff Morris	jmorris@usbr.gov	303-445-3373
BSEE	Julie Fleming	julie.fleming@bsee.gov	703-787-1681
FWS	Doris Burnette	doris_burnette@fws.gov	703-358-1999
FWS	Tasha Harris	tasha_harris@fws.gov	703-358-1904
NPS	April Brooks	april_brooks@nps.gov	202-354-1808
NPS	Stephen Morris	stephen_morris@nps.gov	202-354-1803
ONRR	Chris Mentasti	chris.mentasti@onrr.gov	202-513-0614
OSMRE	Sterling Rideout	srideout@osmre.gov	202-208-2868
OWF	Jeremy West	jeremy_west@ios.doi.gov	202-208-7262
USGS	Kevin Kunkle	kkunkle@usgs.gov	703-648-6206

SELECTION PROCESS

DOI-ITAP will develop a short list of candidates after reviewing resumes and conducting interviews (by Teams, Zoom, or telephone). The entire selection process may take several weeks. All candidates will be notified by email when the selection process is complete.

Please note in your cover letter whether DOI-ITAP may keep your application on file for further Greenland technical assistance projects that may take place over the coming years.

Please note that ITAP travel does not require the use of a field office credit card and travel will not count towards 'travel caps.'

The position is open to all applicants that meet the stated requirements.