Short Term Assignment
National Fish Passage Policy Development

Cambodia and/or Thailand

[January-August 2019]

Opportunity
The U.S. Department of the Interior’s (DOI) International Technical Assistance Program (ITAP) is seeking 2-3 experts to provide approximately 14 days of technical assistance in Cambodia and/or 14 days in Thailand.

BACKGROUND
DOI-ITAP provides assistance to developing countries on subjects of Departmental expertise on a reimbursable basis. The program is currently operating across the globe with support from the U.S. Agency for International Development (USAID), the State Department, the World Bank, the Inter-American Development Bank, and the Millennium Challenge Corporation. DOI-ITAP has managed short- and long-term multi-partner projects in over 50 countries since 1995.

The U.S. Agency for International Development has engaged DOI-ITAP to provide technical support under the Smart Infrastructure for the Mekong (SIM) program. The SIM overarching objective is to promote sound social and environmental safeguards for the development and operation of hydropower related infrastructure and associated activities and other land use projects that may impact the general Mekong River environment. SIM is a government-to-government project under the framework of the Lower Mekong Initiative, which encompasses the Lower Mekong Basin countries of Thailand, Burma, Lao, Vietnam, and Cambodia.

Freshwater fish provide the primary source of protein for more than 80 million residents of the Lower Mekong. Much of this resource derives not from the mainstem Mekong but from the thousands of far smaller water bodies that traverse the region. Smaller water bodies are essential for fisheries production, providing breeding and nursery habitat for a large proportion of artisanal and commercial fisheries. These water bodies are becoming increasingly fragmented by weirs, dikes, dams, road prisms, and associated water management structures, mostly associated with agricultural development and local flood control activities. These development activities are providing productivity boosts for rice farmers, but are impacting fisheries production, and adversely impacting the communities reliant upon them for income and nutrition.

SIM established the Lower Mekong Fish Passage Initiative (Initiative) in 2016. Over the past 2 years, DOI-ITAP, in conjunction with Australian and regional partners, has been undertaking a comprehensive fish passage assistance program for the 5 Mekong nations, including hosting a major regional conference, conducting multiple training workshops for agency personnel, completing watershed-scale fish passage barrier assessments in 4 nations, and
designing and constructing pilot fish passes in 4 nations.

In conjunction with the Initiative, DOI-ITAP has been asked by the Cambodia Inland Fisheries and Development Institute and the Thailand Department of Fisheries to provide technical assistance in the development of national fish passage policy and regulation. The assistance will likely focus on fish passage at irrigation developments and road crossings, but passage at hydropower facilities may also be included.

**ASSIGNMENT**

ITAP is seeking up to four experts (two, 2-person teams) to participate in 1 or 2 visits to the Region. On the first visit, the teams will work side by side with agency counterparts in one nation to 1) Assess the current status of fish passage policy and law; 2) Determine what improvements are desired by the responsible agencies, and 3) Upon return to the U.S., the expert team will draft a background document that provides information relevant to the development of fish passage policy. This document will tentatively include:

a. An overall discussion of the scientific need for fish passage through irrigation facilities;
b. The typical process whereby fish passage restoration is implemented, including barrier inventory and prioritization, fish pass design and construction, and follow-up monitoring;
c. A summary of the nation’s existing policy and law, and a review of policy and regulatory approaches and examples of language used by nations worldwide.

This document will provide background for fisheries officials as they explain the need for fish passage policy and regulation to Ministerial and other senior government official.

Each team may return to their nation for a second visit to brief senior officials to provide recommendations.

**SCHEDULE**

Primary visits are expected to cover a 14-day period (including travel time) between January and August 2019. Second visits, if needed, will likely be of 1-week duration. The technical assistance will be provided in Phnom Penh, Cambodia and Bangkok, Thailand.

**PRE- AND POST-TRIP DUTIES**

All travel and in-country logistics will be handled by DOI-ITAP and/or our in-country counterpart. Background material and briefings will be provided to the selected individuals prior to departure. The selected individuals will be expected to work in collaboration with DOI-ITAP project managers and U.S. Embassy staff on the preparation and follow-up over phone and email to discuss technical aspects of the project.

Within three weeks of the completion of each trip, the team will provide DOI-ITAP managers a brief draft trip report of the trip events, evaluations made, and recommendations for future actions. NPS travelers will also submit this report to their Office of International Affairs.

**COSTS**

DOI-ITAP will cover all travel costs associated with this assignment (round-trip airfare, lodging, meals, medical insurance, immunizations, per diem, etc.). The salaries of the team members, however, will be paid by their employing DOI agency for the duration of the international assignment, including pre- and post-trip obligation.
Stipends, or other forms of compensation, are NOT available for retiree candidates. Please note that travel expenses will NOT count against Bureau travel ceilings.

APPLICATION REQUIREMENTS

Competitive applicants for this assignment will:

• Be a current or retired employee of DOI;
• Have demonstrated experience in development of national, regional or state-level fish passage or fish conservation policy,
• Have demonstrated experience in fish passage assessment, research, and/or fish pass design and construction;
• Have demonstrated ability to work with and adapt to the needs and abilities of agencies and professionals of different ethnic or cultural groups;
• Previous international experience is desirable, particularly experience with catch fisheries, aquaculture, or water resource management in Southeast Asia.

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 below).

HOW TO APPLY

If you are with FWS OLE, please do not respond directly to this recruitment. FWS OLE recruitment for this position is being handled through FWS OLE HQ

Persons interested in being considered for this international assignment must:

• Send a resume and cover letter summarizing direct, relevant work experience, related to the skills listed under application requirements. Please submit electronically to Sean Lawlor (sean_lawlor@ios.doi.gov) with the subject: “National Fish Passage Policy Development”
  o Cover letter and resume should be send as one document (preferably a PDF) with the file name “FULL NAME_BUREAU_JOB TITLE”
• If your supervisor has already given approval, please indicate this.
• All applications should be submitted as soon as possible but no later than January 4th 2019. Applications will be reviewed on a rolling basis.

All questions can be directed to the contact information above for Jason Riley.

All applicants must secure approval from their supervisors to apply for an ITAP assignment. 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 complete list of those POCs follows. All NPS, BOR and BLM applicants must copy their International Affairs POCs when they submit their applications to ITAP.
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<th>Bureau</th>
<th>Contact</th>
<th>Email</th>
<th>Telephone</th>
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<tr>
<td>BIA</td>
<td>Kristy Bibb</td>
<td><a href="mailto:kristy_bibb@ios.doi.gov">kristy_bibb@ios.doi.gov</a></td>
<td>202-208-2715</td>
</tr>
<tr>
<td>BLM</td>
<td>Colin Strylowski</td>
<td><a href="mailto:cstyrloski@blm.gov">cstyrloski@blm.gov</a></td>
<td>202-912-7257</td>
</tr>
<tr>
<td>BOR</td>
<td>Kristine Smith</td>
<td><a href="mailto:ktsmith@usbr.gov">ktsmith@usbr.gov</a></td>
<td>202-513-0557</td>
</tr>
<tr>
<td>FWS</td>
<td>Latosha Jackson</td>
<td><a href="mailto:latosha_jackson@fws.gov">latosha_jackson@fws.gov</a></td>
<td>703-358-2418</td>
</tr>
<tr>
<td>FWS</td>
<td>Jolyn Hopson</td>
<td><a href="mailto:jolyn_hopson@fws.gov">jolyn_hopson@fws.gov</a></td>
<td>703-358-2411</td>
</tr>
<tr>
<td>BSEE</td>
<td>Julie Fleming</td>
<td><a href="mailto:julie.fleming@bsee.gov">julie.fleming@bsee.gov</a></td>
<td>703-787-1681</td>
</tr>
<tr>
<td>BSEE</td>
<td>Mark Fleming</td>
<td><a href="mailto:Mark.fleming@bsee.gov">Mark.fleming@bsee.gov</a></td>
<td>202-208-4384</td>
</tr>
<tr>
<td>BSEE</td>
<td>Carolyn Beamer</td>
<td><a href="mailto:carolyn.beamer@bsee.gov">carolyn.beamer@bsee.gov</a></td>
<td>703-787-1699</td>
</tr>
<tr>
<td>BOEM</td>
<td>Emily Lindow</td>
<td><a href="mailto:emily.lindow@boem.gov">emily.lindow@boem.gov</a></td>
<td>202-513-0825</td>
</tr>
<tr>
<td>BOEM</td>
<td>Timothy McCune</td>
<td><a href="mailto:Timothy.mccune@boem.gov">Timothy.mccune@boem.gov</a></td>
<td>202-208-6632</td>
</tr>
<tr>
<td>NPS</td>
<td>Rudy D’Alessandro</td>
<td><a href="mailto:Rudy_DAlessandro@nps.gov">Rudy_DAlessandro@nps.gov</a></td>
<td>202-354-1805</td>
</tr>
<tr>
<td>NPS</td>
<td>April Brooks</td>
<td><a href="mailto:April_brooks@nps.gov">April_brooks@nps.gov</a></td>
<td>202-354-1808</td>
</tr>
<tr>
<td>OSMRE</td>
<td>Sterling Rideout</td>
<td><a href="mailto:srideout@osmre.gov">srideout@osmre.gov</a></td>
<td>202-208-2596</td>
</tr>
<tr>
<td>USGS</td>
<td>Kevin Kunkel</td>
<td><a href="mailto:kkunkel@usgs.gov">kkunkel@usgs.gov</a></td>
<td>703-648-6206</td>
</tr>
<tr>
<td>ONRR</td>
<td>Jennifer Goldblatt</td>
<td><a href="mailto:Jennifer.goldblatt@onrr.gov">Jennifer.goldblatt@onrr.gov</a></td>
<td>202-513-0604</td>
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Please note that ITAP travel does not require the use of a field office credit card and travel will not count towards ‘travel caps’.

APPLICATION PROCESS

The entire selection process may take several weeks. A short list of candidates will be interviewed by telephone. All candidates will be notified of the results of the selection process by email. The position is open to all applicants that meet the stated requirements. If applicants do not receive an email acknowledgement of receipt of their application, please inquire with the Project Managers listed above.