



## Josephine D. Herz International Seabird Fellowship

Applications accepted through February 15 each year

Date of Application \_\_\_\_\_

OFFICE USE ONLY  
\_\_\_\_\_  
\_\_\_\_\_

### Step 1:

Name: \_\_\_\_\_

Mailing Address:  
\_\_\_\_\_  
\_\_\_\_\_

If this is a temporary address, please list your permanent home address and indicate dates when your permanent address should be used:

\_\_\_\_\_  
\_\_\_\_\_

Email Address: \_\_\_\_\_

Phone number(s). Include times available Daytime: \_\_\_\_\_

Evening: \_\_\_\_\_

Cell: \_\_\_\_\_

## Step 2:

Given the remote location of our field sites, the scenarios listed below pose extreme difficulties for our program. If you answer **yes** to any of the first 14 items below, this program may **not** be for you.

YES NO

- I have an existing health problem that would require immediate attention or pose a life threatening risk if exacerbated.
- I suffer from moderate to severe arthritis.
- I have a non-correctable visual deficit or have difficulty seeing clearly through binoculars or a spotting scope.
- I have complex dietary restrictions or allergies.
- I have difficulty sitting in one place for extended periods of time (observation periods are usually three-hours long at least twice per day in a cramped wood blind.)
- Irregular terrain (hiking over boulder fields carrying gear) poses problems for my ankles or knees.
- I prefer not to work in damp, wet or foggy weather.
- Motion sickness effects linger more than one day.
- I suffer from claustrophobia (fear or morbid dread of confined spaces).
- I must have freedom and space to roam to comfortably coexist in a cramped environment with a small group of co-workers.
- Existing family or household issues may require my premature departure from the field site or frequent contact with persons on the mainland.
- I prefer not to work higher than ground level.
- I require space to run for exercise. (Islands range in size from 3 to 65 acres; however, much of this area is restricted to nesting seabirds. Optional modes of exercise include jumping rope; hula hooping; weight lifting and rowing).
- I strongly disagree with the idea of lethal gull control. (Lethal control may be used as a last resort to protect the seabird colony).
- Do you have excellent verbal and written English skills?
- I can provide my own tent, sleeping bag, and/or binoculars (*please circle items you will provide*).

Please refer to our web site <http://projectpuffin.audubon.org/> for more details.

### Step 3:

Are you legally eligible to work in the U.S.? **Yes**  **No**  (If no, are you willing to apply as a volunteer? - Answer below)

If eligible to receive a stipend and travel allowance, the Herz Fellow can receive a weekly stipend of \$255 paid bi-weekly plus travel to Maine

*Pursuant to the Immigration Reform and Control Act of 1986, all applicants who are offered employment must produce documents establishing their identity and authorization for employment in the United States. These documents must be produced no later than seventy-two (72) hours after employment commences. In addition, all new hires will be required to verify their employment authorization under oath by signing INS Form I-9.*

### Step 4:

The following dates are acceptable.

**May 21 to Aug 15** **Yes**  **No**

**YES** \_\_\_\_\_ If I am not eligible for a salary please consider me for a volunteer position

*Note: Volunteer fellows participate in all activities as paid interns.*

**NO** \_\_\_\_\_ I am NOT interested in a volunteer position if I am not selected for a stipend position.

### Step 5:

I understand the following about the position(s) for which I am applying:

**NO**  **YES**

**Participation and Supervision:** I understand that Seabird Restoration Program research goals are detailed in annual work plan that is dependent on my active participation and cooperation. I also understand that an Island Supervisor manages activities each research site and I agree to operate under their direction.

**Work Description and Schedule:**  
I am expected to participate in all Program activities as scheduled. The daily schedule is determined by each Island Supervisor based on research needs. Activities include: morning (0600 hrs) bird counts; at least two 3-hour sessions of observations/data recording from observation blinds each day (or as scheduled); laptop computer data entry; camp chores and other duties that may be deemed necessary by the site supervisor. Hands-on work in the seabird colonies may include banding, blood collection, weighing and measuring depending on the specific site research plan. In consideration of the welfare of the birds, Island Supervisors may place restrictions on my participation if my level of dexterity in handling birds or eggs or my ability to maneuver safely through the colony has a negative impact on the birds. In some locations, vegetation and trail management are required. Seabird activity occurs 7 days a week and the work schedule is based on their activities and the weather.

**Personal Time:**  
Personal time on the mainland for Research Assistants scheduled to rotate between islands may be limited due to logistics or scheduling limitations. "Free time" while on the islands is scheduled by the Supervisor and is contingent on and weather and research demands.

**Work Site:**  
I will be living and working on an island with a small group of people (2 to 7 depending on the site) and understand that communication, cooperation, completion of assigned tasks and interaction with members of the team are necessary.

NO YES

- Communications:**  
I will be residing on islands in field camps where communication options are limited. Seabird Restoration Program cell phones are restricted to business use only. I may bring a cell phone for personal use, but understand that phone calls and texting during data collection periods is prohibited. Some cellular companies do not service Mid-Coast Maine and offshore regions, and some islands have no service.
- Early Termination:**  
National Audubon's Seabird Restoration Program reserves the right to terminate our contract early if I fail to fully participate in activities or if personnel issues negatively impact the research activities or "island community." Otherwise, I agree to arrive and depart on dates indicated in our contract. This applies to volunteers and stipend employees.
- Substance Abuse:**  
I understand the drug use or alcohol abuse is prohibited during my contract period and failure to comply will result in early termination of our contract. This applies to volunteers, stipend and regular employees.

**Step 6:**

Please provide the **names, addresses and telephone numbers and email addresses** for three individuals we may contact for a reference. Please indicate whether they are personal or employment contacts.

	Personal	Employer
1. _____ _____ Telephone & Email: _____	<input type="radio"/>	<input type="radio"/>
2. _____ _____ Telephone & Email: _____	<input type="radio"/>	<input type="radio"/>
3. _____ _____ Telephone & Email: _____	<input type="radio"/>	<input type="radio"/>

**Step 7:**  
**Complete the following:**

**Please tell us about yourself.** (Please attach a resume and include a summary below.)

**Why do you want to participate? (Explain how you will use this training in your home country)**

**Describe your previous field research experience. If none, please describe other experience(s) you feel required similar skills or aptitude.**

**List skills or experience that will enhance our program.** (e.g. boating, birding, carpentry, computer use, public interaction, etc.)

**Step 8:**

**Email to:** [pshannon@audubon.org](mailto:pshannon@audubon.org)

**Or, mail to:** Paula Shannon  
National Audubon Society  
12 Audubon Rd.  
Bremen, ME 04551  
USA