



# FIND YOUR FUTURE

## DIRECTORATE FELLOWS PROGRAM (DFP)

The U.S. Fish and Wildlife Service [Directorate Fellows Program \(DFP\)](#) is for students interested in conservation careers and positions that support the FWS mission to work with others to conserve, protect, and enhance fish, wildlife, plants and their habitats for the continuing benefit of the American people. In prior years, positions included work on species conservation planning, field surveys and monitoring for species, landscape-scale conservation partnerships, environmental law and policy, education and outreach, community engagement, digital communications, and other areas that support FWS' mission.

### WHO ARE WE?

The U.S. Fish and Wildlife Service (FWS) mission is to work with others to conserve, protect, and enhance fish, wildlife, plants and their habitats for the continuing benefit of the American people. Our ~9000 employees work in all 50 states and U.S. territories in partnership with others to achieve this mission.

The core purpose for the MANO Project (My Access to Network Opportunities) is to connect, build and develop young leaders of color who share a passion for serving and strengthening their communities. We want to help build leadership capacity among Latino communities and the nation as a whole.

### WHAT IS DFP?

DFP is a Direct Hire Authority Program that includes an 11- week Fellowship project for current students at the rising senior undergraduate or graduate school level. Upon successful completion of the Fellowship program, along with degree conferral, participants may be directly hired or appointed to full-time, permanent positions without competition. Applications open in the fall semester each year. Fellowships begin in May and June and end in August and September. For inquiries on the 2023 DFP, email us at [info@hispanicaccess.org](mailto:info@hispanicaccess.org).

### WHY IS DFP IMPORTANT TO FWS?

FWS goal is to promote and maintain a diverse and inclusive workforce that thrives in an environment accessible to all and free of employment discrimination. The DFP program is designed to attract highly talented and diverse Fellows with particular attention to women and groups underrepresented in our workforce, including but not limited to, African America/Black, Alaska Native, Asian, Hispanic, Native American, Pacific Islander, and students with disabilities.

**\*Note: Students who will complete their degree requirements during the fellowship or prior to September 15, 2023 are not eligible to apply.**

### PROGRAM DETAILS

- 12 - WEEK PAID SUMMERPOSITION (11 WEEKS PLUS A 1-WEEK PAID ORIENTATION)
- DIRECT HIRE AUTHORITY ELIGIBLE AFTER COMPLETING PROGRAM REQUIREMENTS
- HOUSING MAY BE AVAILABLE
- MANY LOCATIONS NATIONALLY

### ELIGIBILITY

- CURRENT STUDENTS ONLY\* RISING SENIOR UNDERGRADUATES, AND CURRENT GRADUATE STUDENTS (MASTERS OR PHD)
- GPA: 3.0 OR HIGHER
- U.S. CITIZEN OR NATIONAL, AGE 18 OR OLDER
- AVAILABLE FOR 12 CONSECUTIVE WEEKS DURING THE SUMMER

# MANOPROJECT.ORG

A HISPANIC ACCESS FOUNDATION SIGNATURE PROGRAM