great lakes observing system

2027–2028 GLOS Great Lakes Engagement Fellowship

The Great Lakes Observing System (GLOS) is seeking one Engagement Fellow to join our small, mission-driven team for a hands-on, mentored fellowship experience at the intersection of ocean and Great Lakes science, community engagement, and public service. This fellowship is designed as an extension of a student's graduate education: an opportunity to grow into new skills, gain exposure to the day-to-day work of a regional nonprofit that serves both the scientific community and the general public, and build a career in Great Lakes and coastal science policy and engagement.

The GLOS Great Lakes Engagement Fellowship is a one year opportunity and will begin January 4, 2027 and will end January 3, 2028. Students who have recently completed, or are within one academic term of completing, a graduate degree or professional program at an accredited U.S. or Canadian institution are eligible for the fellowship. Applicants must demonstrate interest in Great Lakes resources, community and participatory science, and the binational policy decisions that affect those resources.

About the Fellowship Experience

Working with mentors from GLOS, and interacting with partner organizations from around the region, Great Lakes Fellows work will support GLOS's Service Delivery and Communications activities, which connect directly to a national, multi-year initiative that brings together all eleven Regional Associations of NOAA's Integrated Ocean Observing System (IOOS) to strengthen how ocean, coastal, and Great Lakes data reach the communities who rely on them. Through this placement, the Fellow will contribute to both a regional program serving the Great Lakes and a pan-regional, national community of practice, gaining a rare vantage point on how local engagement work scales into national impact. This may include surveying Indigenous communities about observing asset and data needs; synthesizing engagement activities and needs of GLOS-led community of practice groups such as Lakebed 2030 and the Smart Great Lakes Initiative, and assisting with community workshops and data user needs assessments related to GLOS’s data platform Seagull.

Our fellowship program is one way GLOS seeks to help meet the region's science-policy workforce needs, support a pipeline of professionals ready to address complex environmental challenges, and contribute to the maintenance and enhancement of the Great Lakes' water resources.

A. Application and Submission Information

Required Elements

Failure to follow these requirements will result in applications being rejected without review.

Application package must include:

- Two signed letters of recommendation, including one from the student's major professor; if no major professor exists, a faculty member who knows the applicant's academic work best may be substituted;
- A personal education and career goal statement emphasizing the applicant's abilities and what the applicant expects to gain from the fellowship experience in the way of career development, including any interest in community engagement, participatory science, or Indigenous partnership work (1,000 words or less);
- Personal and academic curriculum vitae (not to exceed two pages);

- Clear, scanned copies of all official undergraduate and graduate transcripts; and
- A listing of classes completed and/or planned for the two academic terms preceding the fellowship start date (not to exceed one page).

B. Submission Dates and Times

Applicants must submit materials by 5 p.m. (Eastern) **November 13, 2026** to **recruit@glos.org**. Applications received after the deadline will be rejected without further consideration.

C. Funding

The fellowship will provide a total package of $55,000 in stipend, benefits, and travel.

The Fellow will receive $48,000 as a stipend to cover living expenses. Of the remaining funds, GLOS provides up to $5,000 to cover health insurance and relocation expenses; any remaining balance shall be used first to satisfy academic degree-related activities, and second for fellowship-related activities. Up to $2,000 of the total package can be used to cover travel related to professional development activities during the year.

During the fellowship, GLOS may provide supplemental funds for work-related travel by the Fellow, such as attendance at Great Lakes science or policy conferences.

Indirect costs are not allowable from fellowship funds, either for the fellowship itself or for any costs associated with it.

D. Application Review Information

Evaluation Criteria – The evaluation criteria and weighting of the criteria are as follows:

- **Recommendations and/or endorsements of the student (15% total):** Content of the letter from the applicant's major professor, and the second letter of recommendation.
- **Academic record and statement of career goals and objectives (45% total):** Quality of the applicant's personal education and career goal statement (30%); strength of academic performance (15%).
- **Additional relevant experience (40% total)** in community engagement, participatory or citizen science, and Indigenous or Tribal partnership work, as well as:
- Diversity of education
- Extra-curricular activities
- Honors and awards
- Interpersonal, written, and oral communication skills.

E. Review and Selection Process

GLOS will form a panel to interview and individually discuss each application based on the evaluation criteria listed in the previous section. Following this discussion, an individual score will be provided by each panel

member. Once all applications have been discussed and scored, an average score will be computed for each application. The three (3) top-scoring applicants will be interviewed by the GLOS panel.

F. Anticipated Announcement and Award Dates

The competitive selection process is anticipated to be completed by December 11, 2026. The award is anticipated to start on January 4, 2027 and run for one year (12 months).

G. Award Notification

GLOS will notify each successful and unsuccessful applicant by e-mail, along with a written summary of the review panel comments. Applications that are not ultimately selected for funding will be destroyed one year after the submission date.

H. Reporting

An annual performance report (summary of accomplishments and activities) is to be submitted to the GLOS Strategic Initiatives Manager.

I. Fellowship Contacts

E-mail: **recruit@glos.org**. Please indicate that you are applying for the GLOS Great Lakes Engagement Fellowship.

About the Great Lakes Observing System

GLOS is a 501(c)(3) nonprofit organization, established in 2005, that collects, manages, and shares data about the Great Lakes. GLOS is a certified Regional Association within NOAA's Integrated Ocean Observing System (IOOS). Our mission is to make real-time and historical data available to the public to help advance science, policy, management, and industry across the eight U.S. states and two Canadian provinces that border the Great Lakes, with a focus on coastal resilience, ecosystem and food web dynamics, protection of public health, and navigation safety and efficiency. Please visit our website for more information at glos.org.