



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.

What is Directorate Fellows Program (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.

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 focus in attracting women and other low participation groups in our workforce, including but not limited to, African America/Black, Alaska Native, Asian, Hispanic, Native American, Pacific Islander, and students with disabilities.

Program Details

- 11-week paid summer position plus a 1-week paid orientation
- Direct Hire Authority eligible after completing program requirements.
- Housing may be available.
- Many locations nationally
- Travel funding is provided.

Eligibility

- **Current Students Only*** Rising senior undergraduates, and current graduate students (Masters or PhD)
- GPA: 3.0 or higher
- U.S. Citizen, age 18 or older
- Available for 11 consecutive weeks during the summer (Fellowships begin in May and June and end in August and September).

***Note:** Students who will complete their degree requirements during the fellowship or prior to September 22, 2024, **are not** eligible to apply.

Application Inquiry

- DFP application period opens in the fall semester each year.
- For inquiries on the 2024 DFP, email us at connect@fws.gov. (You will be notified when the 2024 announcement is open).