

## **2023 Richard G Rockefeller Conservation Internship Program Job Postings**

Please select your top 3 choices from the ten host site options listed below. Click on the links to learn more about each organization.

[Organization: Maine Coast Heritage Trust](#)

[Location: Mount Desert Island, Me](#)

The primary focus for this intern will be assisting in developing and implementing a trail assessment methodology for existing MCHT trails and crafting accurate and detailed descriptions of the trails for management planning and communication purposes, use on our websites, signs, and additional publications.

After completing the trail assessment, the intern will then provide a detailed written description of the trail or trail network on each preserve including photo documentation. This description will need to be drafted with special consideration paid to the varying degrees of user ability and accessibility. These descriptions may be used on MCHT's website, signs, and in other publications where needed. This will also provide the intern with opportunities to collaborate both with members of the Stewardship and Communications staff to ensure the language and descriptions are in line with MCHT standards.

This intern will be based out of our MDI regional office but will have the opportunity to visit and assess trails at a variety of our preserves. This intern will spend a fair amount of time working independently but will also spend days working alongside our seasonal staff and MCHT Stewards.

The intern will also gain training and experience in other stewardship activities, including:

- Boat handling and safety
- Chainsaw handling and safety, along with training in additional motorized and hand tools
- Field Maps and GIS

The intern will also:

- Assist with preserve monitoring
- Support trail maintenance and construction
- Serve as a representative of MCHT out in the field
- Have opportunities to interact with and gather feedback from preserve visitors and members of the community
- As a member of the stewardship team, they will be exposed to complex problem-solving regarding stewardship concerns on a variety of properties.

[Organization: Coastal Rivers Conservation Trust](#)

[Location: Damariscotta, Me](#)

The intern would spend time working on various land stewardship projects, including:

- Trail maintenance and building
- Invasive species eradication
- Signage and kiosk updates
- Preserve and easement monitoring

Trail projects would involve work such as building bog bridging, trail trimming, blazing, new trail layout and design, and assisting staff with clearing downed trees. The intern will have the opportunity to use various types of equipment including gas powered string trimmers, brush mowers, screw drills and drivers, circular saw, reciprocating saw, various hand tools, and possibly tractor operation. Other tasks related to trail maintenance include updating or replacing old kiosks and other trailhead related signage.

Invasive species work will involve assisting stewardship staff and volunteers in pulling or cutting invasive plants. Time may also be spent restoring these areas to desirable native vegetation. The intern may also be asked to help map invasive plant and insect infestations to help inform and prioritize work on the various preserves.

The intern may also be involved in helping to coordinate volunteer events and workdays as well as help with maintaining the organizations facilities including weeding and mowing. Lastly, the intern will spend time working with and helping coordinate volunteer preserve stewards in doing some of the various tasks listed above.

[Organization: Boothbay Region Land Trust](#)

[Location: Boothbay Harbor, Me](#)

The mission of the Boothbay Region Land Trust (BRLT) is to conserve for the public benefit the natural habitat, scenic beauty, and working land of the Boothbay region. An intern at BRLT would help us carry out that mission by working alongside the stewardship manager and BRLT volunteers to assist with various aspects of preserve stewardship and maintenance, including the following:

Maintaining BRLT preserve trails, trail heads, fields, and associated infrastructure, including:

- Assisting with the construction and maintenance of preserve trails, bog bridging, benches, signage, and other trail infrastructure
- Hiking all preserve trails to clear downed trees, branches, and other debris and ensure trails are in safe condition
- Mowing preserve fields
- Identifying and removing invasive plants on preserves
- Monitoring and reporting on BRLT conservation easements
- Maintaining BRLT tools and equipment
- Ensuring that maps and brochures for BRLT preserves are up to date
- Assisting with BRLT events
- Other stewardship tasks as assigned by the stewardship manager

[Organization: Western Foothills Land Trust](#)

[Location: Norway, Me](#)

An intern will spend the summer with Western Foothills Land Trust working on a few projects primarily focused on stewardship of our fee-owned lands. Some of these projects will include working with WFLT staff and may include working with volunteers. These projects will include:

1. Work on our pollinator garden project

We have some funding and are working on securing more to establish a pollinator garden or gardens at our Shepard's Farm Preserve in Norway. The intern's work would primarily consist of defining and preparing the site beside our ADA trail, along with researching and writing material for interpretive signs.

2. Fee-land monitoring and boundary line painting

This is an ongoing project that will provide reports for the land trust and provide on-the-ground monitoring and wayfinding skills for the intern. The intern will become proficient in the Field Map app, and there is room for an intern to learn/hone GIS skills

3. Trail work

Included with our fee land monitoring, the intern will also be responsible for walking our trails both to update our GPS tracks and to do light maintenance.

4. Management plan work

WFLT is also working on updating all our management plans to reflect current conditions, LTA standards, and any needs that have arisen. The intern would learn about the components of a management plan and have the chance to write and edit sections for some of our fee-owned properties. This work could be done remotely if COVID conditions make it necessary.

5. Invasives removal

This would be done alongside the other work that the intern would do. Identifying sections of invasives on our conservation areas would be a component of any outdoor work. Time spent removing them may also happen if other projects allow.

[Organization: Cape Elizabeth Land Trust](#)

[Location: Cape Elizabeth, Me](#)

An intern would be exposed to many projects of the Cape Elizabeth Land Trust (CELT), working to permanently conserve and steward cherished lands for ecological benefit and for the enjoyment of all people. This would take shape with a variety of both indoor and outdoor summer projects. Such projects would include:

- Invasive plant removal
- Volunteer work parties
- Newsletter articles and social media
- Assistance for CELT's annual wet paint auction
- Monitoring visits and reports
- Trail maintenance
- Addressing new stewardship concerns as they arise
- An opportunity for an independent project to culminate the summer experience

One central focus throughout the summer would be to address invasive species removal and native plant restoration across CELT properties. Another recurring project would be for the intern to organize and host regular volunteer work parties, ideally 1-3 events per week. These could include invasive removal, trail construction, gardening, garbage cleanups, or other new ideas they brainstorm for team projects. Another central focus would be to complete several property monitoring visits during the summer. The first visit would be demonstrated by the Stewardship Manager, and then the intern would be guided and coached to perform monitoring visits independently and write the corresponding reports. The intern would also help to address stewardship needs as they arise.

[Organization: Wells National Estuarine Research Reserve](#)

[Location: Wells, Me](#)

The Stewardship Internship at the Wells Reserve will support implementation of the following:

- Management plans
- Maintenance of trails
- Invasive species control
- Protecting, monitoring, and documenting species and habitats
- Mapping
- Interacting with staff and volunteers

A major focus of daily activities will include clearing invasive species from trails and critical habitat areas and overseeing the safe use of equipment by staff and volunteers. The intern will also participate in monitoring shorebirds at the beach, help map rare and unique plant and animal occurrences, throughout the Reserve, and assist with implementation of environmental monitoring in the Webhannet and Little River estuaries. The internship will include opportunities to explore a wide range of environmental work that goes on at the Reserve, including interpretive education, research, facilities management, and habitat restoration.

[Organization: Somerset Woods Trustees & Pierce Pond Watershed Trust](#)  
[Location: Skowhegan, Me](#)

Somerset Woods Trustees (SWT) and Pierce Pond Watershed Trust (PPWT) seek a summer intern to support our conservation and stewardship activity in Somerset County. This shared internship offers the opportunity to experience and support land trust activity in both a remote landscape and within a more urban area.

PPWT is a land trust dedicated to the conservation of the Pierce Pond Watershed, a remote 12,000-acre watershed. For generations, people from near and far have been drawn to Pierce Pond to fish its waters, savor its pristine beauty and experience its wildness. Pierce Pond is in a remote location with the nearest towns about a one-hour drive away. Travel within the watershed is by boat and foot. Accommodations while working with PPWT will likely be a rustic cabin for up to a total of 4 weeks over the course of the summer.

SWT, based in Skowhegan since 1927, has forever conserved a mix of wild and working lands for wildlife and fisheries habitat, low-impact recreation, sustainable forestry, and agriculture. We partner with our communities to provide recreational access for all - including a community baseball field, a public boat launch and picnic area on the Kennebec, a community forest, an ADA-compliant river walk and miles of professionally designed mountain biking trails. Our lands are host to outdoor learning and literacy programs, heirloom grain production, high school cross country races and more. While working with SWT, the intern will be based primarily in the towns of Madison and Skowhegan, with occasional work in more remote locations within Somerset County.

The intern will have the opportunity to contribute to the full diversity of land trust operations, both independently and as part of a team of staff and volunteers. SWT and PPWT will work with the intern to develop a work plan tailored to the intern's specific interests and academic needs. Potential projects include but are not limited to:

- Help maintain and improve hiking trails.
- Assist with a grassland restoration project in support of native pollinators.
- Assist with development and implementation of property management plans and baseline documentation.
- Assist with management of invasive forest pests and plants.
- Conduct grassland nesting bird monitoring.
- Assist with efforts to increase accessibility of SWT trails for a broader spectrum of users.
- Collect and map property and natural resource data.
- Assist with development and implementation of public education programs.
- Contribute content (photography and/or text) for use in outreach and education.
- Develop a Story Map or other interactive content for outreach.
- Assist with various administrative tasks associated with SWT's preparation for Accreditation.

[Organization: Scarborough Land Trust](#)  
[Location: Scarborough, Me](#)

The internship would focus on invasive species management, habitat restoration, trail construction, repairs and maintenance, and outreach. Here are overviews for the goals and projects of each category:

#### Invasive Species Management:

SLT has developed a bi-weekly ID and removal training and work schedule and a Task Force of volunteers who meet to remove and control invasive species. Each month we focus on one property so that volunteers from each corner of town can access the opportunity. Volunteer recruitment for this work is continuous. The intern would support the Stewardship Director (SD) in trainings and leading volunteer workdays. With training, the intern can visit work sites in advance and flag target species for removal, as well as learn from the SD how to assess an infestation and develop a management plan complete with documenting the infestation on the iMap Invasives database. At a later point in the internship, the intern should produce at least one Invasive Species Management Plan for a property. Developing management plans can be done independently when weather conditions limit outside work. This category would fill about 30% of the intern's time.

#### Habitat Restoration and Development:

SLT has begun restoration of Pitch Pine Habitat at Blue Point Preserve with assistance from an independent contractor and volunteers. This involves mapping out the extent of the habitat, clearing invasive plant infestations, felling non-desirable trees, identifying, and evaluating healthy pitch pines and other complimentary species, and educating visitors on the project. This work involves chainsaws as well as hand tools. There is second location that is not open to the public that has potential for this same work, and the SD, Executive Director, and intern would plan and likely begin work on this site in 2023.

SLT will also be planting pollinator hedgerows which will require regular care as the plantings establish. This would take about 10% of the intern's time.

#### Trails:

SLT is upgrading and repairing existing trails. Our goal is to improve accessibility where ever possible when we make improvements or scheduled repairs. These projects include building boardwalks, bog bridges, stairs and rails, and rerouting trails to better conditions. The intern would assist in construction and in leading volunteer groups, assessing trails for improved access opportunities, and in planning any upgrades to trail infrastructure. This project would take about 40% of the intern's time.

#### Outreach:

SLT hires a Summer Education and Outreach Associate. The intern would occasionally be asked to assist this person by taking photos at volunteer events, setting up and breaking down events, and be available to assist the SD on educational programs. This also includes making connections and fostering relationships with organizations that serve systemically marginalized groups, such as Queerly ME, and occasionally brain-storming diversity-focused programing. This work would likely make up 10% of the intern's time.

The remaining 10% of the internship would be used for projects that develop the intern's other interests, as the Directors see fit.

[Organization: Coastal Mountains Land Trust](#)

[Location: Camden, Me](#)

If selected, the intern would become an important part of our stewardship team, which includes three full-time staff, an endowed seasonal position for Waldo County, and over 50 regular stewardship volunteers. Between our staff and core volunteers, we have a wealth of knowledge of ecological and conservation-related topics, providing endless opportunities to learn from.

- Leadership: The intern will lead 1-3 volunteer field crews/week on various projects, including trail and boundary maintenance, and invasive plant projects.
- Trail Building: We will be building at least two new trails in summer 2021, in which the intern will play a lead role in the development of these trails. Small carpentry projects, including building bridges and installing signs and kiosks, will provide opportunities to expand one's hands-on skills.
- Monitoring and record-keeping: The intern will help complete stewardship recordkeeping files for new preserves, including baseline documentation and ecological inventories, which involve both field and office components.
- Outreach: We will be hosting a summer-long community trails challenge that we will want the intern to support with some specific activities including social media and group event leadership. The selected intern will also have the opportunity to attend major fundraising events and will be exposed to all aspects of the organization, regularly attending our weekly staff meeting and monthly stewardship committee meetings and being kept abreast of all Land Trust news.

Interns would get the most of their experience with us if they're interested in learning the nitty gritty tasks of a midsized active land trust. The ideal candidate will have a great work ethic, a willingness to step out of their comfort zone, ask lots of questions, and be an active problem-solver.

[Organization: Androscoggin Land Trust](#)

[Location: Auburn, Me](#)

Androscoggin Land Trust a nonprofit organization, is seeking a detail-oriented individual to join our staff as an Education/Outreach Intern. Androscoggin Land Trust is a private, non-profit 501(c)(3) membership-supported organization dedicated to protecting, through land conservation and stewardship, the important natural areas, traditional landscapes, and outdoor experience in the Androscoggin River watershed. This opportunity will provide interns with transferable job skills and

insight to the inner workings of a non-profit focused in conservation and recreation. Applicants should be eager to dive into new experiences and enjoy having a variety of tasks to work on.

The primary responsibilities of this role will focus on the implementation of ALT's education and outreach programs at our Camp Gustin Conservation property. One of the great values of this property is the historic recreational use. Camp Gustin was turned over to the Boy Scouts in 1933 and has stood as a pillar in the scouting world for almost 90 years and protecting the historic use of Camp Gustin is important to ALT. ALT is continuing these efforts by allowing the historic use of Camp Gustin and expanding access to other youth and education groups, as well the public overall. As part of ALT's education/outreach program at Camp Gustin the candidate will coordinate with area organizations to provide nature programs such as Learn to Fish to the area's diverse population. As part of Land Trust Alliance accreditation, the land we conserve provides health, education, and other benefits for the public the candidate's role will be to engage with the community and provide opportunities to connect with nature and learn to be a good steward of our environment. The Camp Gustin property offers a unique way for the area's youth to connect to the natural world.

Interns will build a strong set of skills working on components of these programs related to public outreach, including social media strategies, events planning, and collaborating with project partners.

ALT embraces diversity and equal opportunity. We recognize that the field of conservation lacks diversity, including within our own organization. ALT is dedicated to creating inclusive opportunities which represent diverse backgrounds, perspectives, and skills.

Intern responsibilities will include:

- Leading nature hikes
- Teaching ALT's Learn to Fish program
- Event development, planning and promotion
- Effective communication with a variety of audiences
- Communicating with project partners
- Working with children
- Use a variety of platforms for outreach, including Canva, Eventbrite, Microsoft suite, social media platforms and webpage
- Event planning with state and federal agencies

The Camp Gustin Conservation property provides limitless opportunities to a range of conservation research projects. This 429-acre property provides access to freshwater vulnerable forested and bog wetlands, upland wetlands, and forested upland buffer. There are approximately 1,800 feet of shore frontage on Loon Pond, several flowing and intermittent streams, vernal pools, and wetland including 40 acres of Curtis Bog. This property lies within a highly developed urban area, minutes from one of the highest populated municipalities in Maine. This property would provide a great opportunity for water quality, carbon sequestration, habitat, and wetland research. There is a team of volunteers that steward the Camp Gustin Conservation property with a variety of backgrounds in academic research and conservation that could provide support with research projects.

[Organization: Downeast Salmon Federation](#)

## [Location: Columbia Falls, Me](#)

Downeast Salmon Federation (DSF) mission is to conserve wild Atlantic salmon, other sea-run fish and their habitats, restore a viable recreational salmon fishery, and protect other important river, scenic, recreational, and ecological resources in eastern Maine. We focus our work in the watersheds and communities of five major Downeast rivers: the Denny's, East Machis, Machias, Pleasant, and Narraguagus Rivers. In addition to operating two fish hatcheries and actively restoring fish passageways and habitats, the DSF Land Trust has conserved over 6,000 acres, including 2,500 acres protected in conservation easements, and encourages outdoor recreation, hunting, and fishing our preserves.

An intern at DSF will have the opportunity to work with all staff but will primarily work with the Land Trust staff including a Land Trust Coordinator and Land Steward. They will gain experience with:

- Property acquisitions
- Monitoring public facilities like trails kiosks and camp
- Assist with outdoor education programs and volunteer work parties

The intern will have the opportunity to be involved in every step of an acquisition from the initial research, committee and board approval, landowner negotiations, assessments, fundraising, and closing the deal. We will work with the intern to determine what projects most interest them and find an interesting and rewarding project they can manage independently, such as:

- Developing public programs
- Writing articles and stories for our newsletter and website
- Designing a preserve brochures and trail maps
- Updating land management plans

The intern will also help with an exciting new project scheduled to start in 2023 which involves converting our historic Denny's River Sportsman's Club to a new public use area.

In addition to land stewardship, the intern will have the opportunity to learn about rearing federally endangered Atlantic salmon in our Peter Grey Hatchery, assist our Habitat Biologist with salt marsh restoration projects, and our Fish Biologist with fish restoration projects and Project Healing Waters, a fly-fishing program for veterans. The diversity of skills of DSF staff and wide variety of land management, restoration, and research projects will provide an intern with a wealth of experience and enjoyment.