



Adirondack Land Trust Internship Program For the Future of the Adirondacks

The mission of the Adirondack Land Trust is to forever conserve the forests, farmlands, waters and wild places that advance the quality of life of our communities and the ecological integrity of the Adirondacks. The Adirondack Land Trust has protected 26,931 acres since its founding in 1984. We currently oversee 16,000 acres under conservation easement in 79 ownerships, and we own ~1500 acres of lands in fee. ALT received Land Trust Alliance (LTA) accreditation in March 2019.

This internship will focus on introducing the intern to a nonprofit land trust organization through work on the ground and immersion with the staff and everyday organizational functions. Along with a broader insight into our conservation organization, the intern's responsibility will focus on two specific projects outlined below.

Project Description: The projects for 2021 will include GIS Boundary Mapping and Conservation Priority Analysis. The GIS intern will work closely with the Stewardship & GIS Specialist and Stewardship team to map, update and improve our easement boundary and feature maps. This includes visiting easement properties to locate boundaries and structures with a GPS followed by processing, updating, and organizing the data within our GIS and Landscape databases. Additionally, the intern will have the opportunity to use their topical interests in the environment and GIS analysis skills to assist in further developing a prioritization of conservation projects centered in one of our mission's focus areas. This is an opportunity for a student to combine their love for the outdoors with a desire to improve and apply their cartographic and GIS analytic skills.

Responsibilities:

Easement Mapping

- Travel to high priority conservation easement sites to identify and locate easement boundaries and structures using GPS, surveys, and legal descriptions.
- Assist staff with boundary marking.
- Use the gathered field data to improve and update our GIS data within ArcGIS Pro
- Add or update boundaries, structures, buffers and other easement features in Landscape, a software for managing conservation projects, for use by staff in the field.

- Use GIS tools to calculate and enumerate conservation impact of completed projects (e.g. protected shoreline footage).

Conservation Priority Mapping

- Gather and analyze datasets to develop a ranking tool to assist our priority mapping efforts.
- Develop and document a final layer or set of layers to use in evaluating conservation projects. This will be done as part of ALT's larger priority mapping project and will focus on a single topic that can vary depending on the intern's interest and ALT needs. Topics include source drinking water protection, community recreation and access, carbon sequestration, clean energy siting, or development threats.

Learning Outcomes: Over the course of the summer, the intern will

- Gain a deep awareness of on-the-ground conservation work, which can be applied to other environmental or outdoor work in the future
- Understand differing roles within the field of conservation by completing information interviews with each Adirondack Land Trust staff member
- Gain insight into working with a variety of stakeholders including community leaders, public and private partners, and ALT's Board of Directors
- Improve ArcGIS Pro, GPS, spatial analysis, and cartography skills
- Learn how to follow surveys and legal descriptions to create accurate GIS boundary maps
- Effectively manage geographic data from start to finish
- Develop map layers or similar GIS based tool to prioritize protection opportunities within a specific topical target.

Dates, Compensation and Benefits:

Pay: \$16/hour, plus \$0.575 per mile for travel to conservation sites using personal vehicle.

Dates: Flexible start and end dates to correspond with college summer break. Hours are also flexible. 35 hours/week is guaranteed, but the intern could work a minimum of 20 to a maximum of 35 hours/week depending on the candidate's interests.

Other benefits: The intern will be included in regular ALT staff meetings, spend time with other staff, and learn how a professional not-for-profit land trust applies conservation and land protection tools. ALT will also provide funding for virtual or in-person professional development opportunities.

COVID-19 note: Depending on the progression of the pandemic, this may be offered as a remote opportunity with limited in-person supervision.

Qualifications:

- Minimum of two years of college completed
- Interest and experience in GIS and spatial analysis
- Interest in conservation and environmental issues
- Proficiency in GIS software, preferably Esri
- Navigation skills using map and compass.
- Familiarity with spatial analysis approaches, GPS data collection, and database management.
- Comfortable being outdoors in all kinds of weather, often in the backcountry
- Vehicle to drive to ALT easement sites (mileage reimbursed)
- Comfortable working alone, including in backcountry

Personal traits necessary:

- Motivated self-starter, able to work independently with minimal direction
- Passion for conservation
- Analytic and detail-oriented mindset
- Positive, well-organized, and flexible

To apply: Please send your resume, cover letter, and the names, positions and contact information for three references to Kathy Woughter at Kathy.woughter@adirondacklandtrust.org. Application review will begin in mid-February.

ALT affirms its commitment to equal employment opportunity for all individuals. Decisions about recruiting, hiring, training, promotions, compensation, benefits, and all similar employment matters are made in compliance with all federal, state and local laws and without regard to race, color, religion, gender, ethnic or national origin, age, physical or mental disability, sexual orientation, gender identity, familial status, military status or any other classification protected by federal or state law. Any discrimination in the workplace against persons protected by equal employment opportunity laws is illegal and against policy.