



Internship For the Future of the Adirondacks

2022 Project: Quantifying Conservation Values

Project Description: Looking back at our projects since our inception in 1984, we can quantify the number of projects we've completed and acres protected, but not always our conservation impact. Our intern will assist us in quantifying the conservation impact that ALT has had in terms such as shoreline frontage, wetland habitat, prime agricultural soils, populations served and other variables.

Responsibilities:

Core project: Our 2022 intern will conduct research into printed and electronic records and use GIS and data-entry skills to quantify conservation values that we wish to catalog. They will build systems, report templates, GIS tools, and data entry forms so we can better capture this data in our work going forward. Our intern will also assist in communications, translating findings for a general audience, for sharing by social media and other formats. Some less-measurable conservation values may also require community outreach to gather perspectives on a project's impact.

Additional projects: Our intern will complete smaller projects involving each facet of our organization including stewardship, land protection, communications, philanthropy and finance. They will meet with and/or shadow each staff member to gain an understanding of the scope of land trust work, and to further hone their interest in the conservation profession.

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 environmental or outdoor work in the future
- Understand differing roles within the field of conservation
- Gain insight into working with boards of directors
- Learn how a nonprofit organization functions
- Learn about defining, measuring and recording conservation values for protected properties and conservation record keeping more broadly
- Gain further experience with GIS, databases, and other technology tools
- Complete one major project and additional smaller-scale minor projects with demonstrable outcomes that can be applied to job and graduate school searches

Dates, Compensation and Benefits:

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.

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

Benefits: Intern will be encouraged to use this project in future internship, job or graduate school applications. The intern will be included in ALT staff meetings, spend time with all staff, and learn how a professional, accredited land trust applies conservation and land protection tools to meet community needs. At the conclusion of the internship, an evaluation will be conducted, and feedback will be solicited on how we can continue to improve the experience for future interns. Funds are available for virtual or in-person professional development opportunities. We subsidize the cost of housing over \$600/month.

COVID-19 note: Depending on the progression of the pandemic, this may be offered as a remote opportunity with limited in-person supervision. Vaccinations are required for all ALT staff, including interns.

Qualifications:

- Minimum of two years of college completed by May 2022
- Proficiency managing spatial data and with GIS software, Esri preferred
- Good data-entry and organizational skills
- Analytical skills: ability to dig into and interpret written and electronic records and synthesize information
- Comfortable with and skilled at learning new software and technology

Personal traits necessary:

- Interest in how conservation work benefits communities
- Well-organized, detail-oriented, and flexible
- Interest in conservation and environmental issues

To apply: Please send your resume, cover letter to Kathy Woughter, Philanthropy and Outreach Coordinator, at Kathy.woughter@adirondacklandtrust.org. Application review will begin in mid-February. Three references may be requested after interviews.

ORGANIZATIONAL STATEMENT

We strive for a collegial environment of people who generate innovative ideas and work hard to implement them. We value diversity, equity and inclusion as essential to all aspects of conservation work, and to ensuring that the Adirondack Park welcomes and provides benefits for all people. We also understand the value of work/life balance.

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.