



Internship For the Future of the Adirondacks

2024 Project: Land Stewardship

Project Description: The Adirondack Land Trust is embarking on a planning process that will map out its vision for a future, public nature preserve portfolio. In addition, the land trust is planning to create public access on some of its preserves that are not currently open to visitors, and to improve accessibility and inclusivity on those lands. The land stewardship intern will get a 360-degree look at planning and managing preserves for public use through on-the-ground stewardship work, community engagement and resource management.

Responsibilities:

- General preserve maintenance: mowing, and maintenance of trails, trash pickup, signage installation and upkeep, kiosks
- Assist the stewardship team with the development and implementation of preserve management plans
- Assess preserves for accessibility and inclusivity/welcoming environment
- Assist with public meetings and the development of community surveys to share ideas and get feedback about preserves
- Help facilitate outreach programs and events at preserves including naturalist hikes and volunteer workdays
- Serve as a “face for the organization” and strategically engage with preserve visitors during peak visitation at our preserves
- Assist with the design and/or implementation of ecological monitoring projects

Additional projects: Our intern will learn about each facet of our organization including stewardship, land protection, communications, philanthropy, event planning and finance. They will serve as an active member of the land trust’s conservation team and will also participate and gain experience in conservation easement monitoring and management. They will have the opportunity to 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 comprehensive view of not just outdoor, on-the-ground land stewardship work, but also the administration and management plans that guide that work
- Gain a deep awareness of land trust work, which can be applied to an environmental career or graduate school search in the future
- Understand differing roles within the field of conservation
- Learn how a nonprofit organization functions
- Gain event planning and management skills

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: \$16.75/hour plus mileage when traveling for work (not including travel to and from the office).

Housing is provided at no charge to the intern. A personal vehicle and driver's license is necessary given the geography of the Adirondack Park.

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.

Qualifications:

- Strong interest in conservation, outdoor recreation, and environmental issues
- Minimum of two years of college or equivalent experience completed by May 2024
- Interest in land management, public outreach, outdoor recreation and communications
- Analytical skills: ability to analyze and interpret written and electronic records and reports and synthesize information
- Proficiency and comfort with basic hand and power tools/equipment and operation of mowers, or willingness to learn
- Basic GIS and data management skills
- Field orientation skills such as map and compass or other
- Valid driver's license and personal vehicle is required; many workdays will require travel to properties
- Must be comfortable operating a pickup truck, including experience with or willingness to learn how to tow a trailer
- Must be able to lift 30-40 pounds
- Preferred but not required: field identification skills, naturalist skills

Personal traits necessary:

- Strong communication skills and comfort interacting with the public
- Excellent time management skills
- Interest in issues of diversity, equity, inclusion and access, and how it applies to land trust/conservation work
- Well-organized, detail-oriented, and flexible

To apply: Please send your resume, cover letter, and contact information for three references to Kathy Woughter, Philanthropy and Outreach Coordinator, at kathy.woughter@adirondacklandtrust.org. Application deadline is midnight on Sunday, February 18, 2024.

ORGANIZATIONAL STATEMENT

We strive for a collegial environment of people who generate innovative ideas and work hard to implement them. We value diversity, equity, inclusion and access 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.