

2025 RACHEL CARSON NWR INTERNSHIP ANNOUNCEMENT
DEADLINE TO APPLY: March 9, 2025

Salt Marsh Restoration Internship:
16 weeks (~June 16th – October 3rd)

One full-time intern is needed to support salt marsh restoration projects at Rachel Carson National Wildlife Refuge in Wells, Maine. This position requires a strong interest in coastal ecosystems, the ability to identify salt marsh plants and spend long hours in the field under varying conditions. Prior experience working in salt marshes and/or using ArcGIS Pro, AGOL, Field Maps, and technical equipment are not required, but are advantageous.

Primary responsibilities (70% of duties) are centered around pre- and post-restoration monitoring activities including, but not limited to: capturing water level data using water level loggers, using RTK-GNSS equipment to measure surface elevation and record GPS point locations, photomapping restoration features/sites, conducting salt marsh vegetation surveys, data entry, and data management. This may also include assisting with the implementation of salt marsh restoration (digging runnels, ditch remediation, ditch clearing, etc.). Additional responsibilities (30% of duties) include but are not limited to: providing public outreach and education, assisting with avian surveys (shorebirds, tidal marsh birds, etc.), assisting with other habitat management projects, and general refuge maintenance/operations.

The intern will be working flexible hours (sunrise/sunset) and some weekends and holidays. Interns must be able to work in varied climatic/environmental conditions including: harsh sunlight to rain, firm to unstable footing, shallow to hip- deep water, high temperatures/humidity to low temperatures/wind, and biting insects. They must also be able to carry moderate loads (30-50 lbs) over long distances, navigate using maps and GPS, and use a variety of hand tools. Intern must possess valid driver's license, have good communication and organizational skills, ability to work well with others and independently with minimal supervision, and be an enthusiastic field worker.

General requirements:

- U.S. citizen, national or lawful permanent resident.
- Valid state driver's license.
- Must be able to work independently; must have good observational skills and communication skills.
- Schedule flexibility, including weekend, holidays, and morning/evening shifts.
- Willingness to follow federal COVID-19 policies and guidance.

Benefits:

- \$350 weekly living stipend
- Free co-ed bunkhouse style lodging on Rachel Carson NWR. Modern furnished facilities with laundry and Wi-Fi may be available.
- Professional development, training, and networking opportunities.
- Work vehicle and equipment provided.

How to Apply:

Email application package as a single .PDF file to Rachel Stearns (RACHEL_STEARNS@FWS.GOV) by March 9, 2025 that includes:

1. Cover letter that addresses the listed qualifications for the position of interest.
2. Resume documenting your work experience, education, skills, interests, contact information, etc.

3. Contact information for three professional references (must include email and phone number for each reference).
4. Unofficial copy of current college transcript.

Applications must be named with internship type and first/last name.

RCNWR_MarshRestoration_LastFirst

- To be considered, application packet must have all four items combined into a SINGLE PDF file and follow the naming convention above.
- If applying to multiple positions, you must submit each as its own application package (properly named .PDF).
- Candidates are required to participate in a phone/Microsoft Teams interview.