



Stewardship Internship – Bayfield, WI June – August 2024

Job Title: Stewardship Intern

Supervisors: Conservation Specialist, Charly Kearns

Location: Bayfield, Wisconsin and surrounding area

Application Deadline: Friday, March 8, 2024

Internship Period: 13 weeks beginning approximately June 3, 2024, and ending August 30, 2024. 12 weeks of paid work and one week of unpaid vacation available.

Compensation: Part-time paid internship for up to 32 hours/week. Hourly rate of \$15-\$17 per hour depending on experience. Mileage and expenses reimbursed per organizational policy.

Organizational Information: Landmark Conservancy is a private, non-profit conservation organization dedicated to the permanent protection, stewardship, and respectful use of lands that define the character of northwestern Wisconsin and its quality of life. Landmark fulfills its mission by acquiring and stewarding land and conservation easements that encompass some of the region's favorite natural, scenic, and recreational assets. Landmark has protected over 42,000 acres in the region. Landmark currently owns and manages over 3,200 acres with over 28,000 acres protected under conservation easements. Landmark Conservancy is an accredited organization by the Land Trust Accreditation Commission, indicating that Landmark has demonstrated sound finances, ethical conduct, responsible governance, and lasting stewardship of the organization's conserved lands.

Position Summary: Landmark Conservancy seeks a passionate, skilled, and dynamic individual to join our conservation team as a Stewardship Intern for the summer of 2024. The Stewardship Intern will work directly with our Bayfield team and assist with various tasks related to our northern suite of projects. Duties will primarily be in the field with up to 25 percent of time spent in an office setting. Some travel is required to various locations in the region, and mileage reimbursement will be provided when use of a personal vehicle is unavoidable.

Duties and Responsibilities:

- Assist in managing Landmark-owned and stewarded properties. This may include helping with natural resource surveys, planting projects, invasive plant removal, trail building projects, trail maintenance and infrastructure repairs, installation of signage, etc.
- Monitor and document conditions on Landmark-owned preserves and Conservation Easement properties.
- Help prepare for various stewardship activities and events (such as interpretive walks, trail maintenance workdays, and habitat restoration activities).
- Work with volunteers on stewardship activities and events in partnership with Landmark staff.

- Help prepare and distribute interpretive materials to raise awareness of our work to supporters and the public.
- Update project records as needed.
- Other stewardship and community engagement duties as assigned.

Requirements:

The individual must:

- Be working toward a college degree in natural resources or an area of similar study or have recently graduated.
- Ideally be in their third or fourth year of study.
- Work as a team member and independently, as well as with volunteers.
- Have familiarity with native and invasive plant identification and northern Wisconsin habitat types.
- Have experience with safe use of hand tools and small power equipment.
- Be comfortable using herbicides under supervision of Landmark staff.
- Be comfortable working off trail in brushy areas in hot and buggy conditions.
- Be well organized with excellent time management skills and be able to prioritize tasks.
- Have working knowledge of Microsoft Office and mapping applications such as ArcGIS.
- Possess excellent interpersonal skills, enthusiasm, and an interest in conservation work.

Desired Attributes:

- Previous field experience is preferred but not required.
- Strong organizing skills - planning, filing, note taking.
- Familiarity with the region's flora, fauna, ecosystems, geography, and conservation partners.

WORKING CONDITIONS:

Work will primarily be performed outdoors with approximately 25% of time spent in an office setting. Field work will occur at times on steep and brushy terrain as well as buggy wetland areas in a variety of weather conditions. Intern must be able to lift/carry stewardship equipment and hike moderate distances off-trail. Position will require use of a walk behind brush mower, leaf blower, brush saw, chainsaw, and a variety of hand tools under supervision of Landmark staff. The intern will need their own transportation, although a work vehicle will be available at times. Most work sites will be within an hour of the Bayfield office, although some longer trips may be necessary. Mileage reimbursement will be provided when use of a personal vehicle is unavoidable.

How to Apply:

Please submit a cover letter (stating your goals for and interest in this internship), resume, and three references by **Friday, March 8, 2024**, to charly@landmarkwi.org. Email questions to charly@landmarkwi.org or call 715-235-8850.

Landmark Conservancy is an equal opportunity employer.