



Diversity in Conservation Internship Program 2026 Application Form

Instructions: Please complete all questions in this application form. Send your completed form and resume to Marie Jensen at marie.jensen@wisconservation.org by Friday, January 23rd, 2026. If you have any challenges with the form, please email Marie.

INTRODUCTION

Your first and last name	
Preferred pronouns	
Email address	
Phone number	
University	
Anticipated graduation month/year	
Majors/Minors	

REQUIREMENTS - Please write yes or no to indicate whether you agree with the following statements.

I understand that I am expected to participate fully in the internship experience, including working with my host organization Monday – Thursday; attending all NRF-led professional development programming, whether in-person or virtual; and completing required weekly professional development tasks.	
I understand that I am <u>required</u> to attend the overnight retreat at Kemp Natural Resource Station (Lake Tomahawk, WI) from Thurs. June 11 to Sun. June 14. <i>Travel coordinated/paid for by NRF.</i>	
I understand that I am <u>required</u> to attend the other three in-person Friday field trips on June 26, July 10, and July 31, and the final day of presentations in-person in Madison on Friday August 14. <i>Travel coordinated/paid for by NRF.</i>	
I understand that if I select a position outside of where I am currently living, I am responsible for securing my own housing in that city.	

Your answers to the following questions will not impact your placement in the program but will help us match you to the right organization and opportunity.

Do you have a driver's license?	
Do you have a reliable car to transport yourself to your workplace daily?	
Do you have planned housing for this summer? If so, in what city?	

APPLICATION QUESTIONS

Please tell us why you are interested in the Diversity in Conservation Internship Program. What makes you a good fit for this program?

Why is pursuing diversity, equity, and inclusion in the field of conservation important to you?

Please describe how you handle new or challenging situations that put you outside of your comfort zone (i.e. new environments, meeting new people, spending time outside in hot, rainy, or buggy weather, etc.)

This program is special because of its cohort model—as a participant, you have a group of 9 other peers that you are learning from and alongside throughout the summer. Please describe an experience where you were part of a group or team, and what you enjoyed about it.

Where did you hear about the Diversity in Conservation Program?

Please rank your preference for the intern positions from 1-10, with 1 being the position you are most interested in and 10 being the position you are least interested in (see the complete list of positions for the 2026 Diversity in Conservation Internship Program at the bottom of this document).

Use “N/A” for any positions you are unable or unwilling to participate in.

Ranked preference	Host organization
	Aldo Leopold Nature Center
	Holy Wisdom Monastery
	International Crane Foundation
	Lake Michigan Bird Observatory
	Southern Wisconsin Bird Alliance
	The Nature Conservancy – Milwaukee Program
	University of Wisconsin-Madison Arboretum
	Wehr Nature Center
	Wisconsin Department of Natural Resources – Milwaukee State Parks
	Zoological Society of Milwaukee

For any positions that you ranked “N/A” for above, please explain why you are unable to participate, due to its location or requirements.

Optional: If there are any positions that you are especially interested in, please share why below.



Diversity in Conservation Internship Program 2026 Host Organizations

Overview

There are 10 positions with 10 host organizations for this year's Diversity in Conservation Internship program.

During the application process, students are paired with a host conservation organization, which provides an internship opportunity that engages the student in a specific project, while supporting them in learning about the organization, its role, and how it operates. Students work full-time with their host organization Mondays through Thursdays during the program, and on Fridays they participate with the Natural Resources Foundation of Wisconsin and their cohort in field trips, seminars, and professional development activities.

Organization	Location	Car Req'd?	Housing included?
Aldo Leopold Nature Center	Madison, WI	No	No
Holy Wisdom Monastery	Madison, WI	No	No
International Crane Foundation	Baraboo, WI	No	Yes
Lake Michigan Bird Observatory	Port Washington, WI	Yes	Nearby option for a fee
Southern Wisconsin Bird Alliance	Madison, WI	Yes	No
The Nature Conservancy – Milwaukee Program	Milwaukee, WI	Yes	No, UWM is an option nearby
University of Wisconsin-Madison Arboretum	Madison, WI	No	No
Wehr Nature Center	Milwaukee, WI	Yes	No
Wisconsin Department of Natural Resources – Milwaukee State Parks	Milwaukee, WI	No	No
Zoological Society of Milwaukee	Milwaukee, WI	No	No, UWM is an option nearby

Aldo Leopold Nature Center

Position Title: Conservation & Education Intern

Description: Work will include a variety of land management and environmental education tasks throughout ALNC and its grounds which include prairie, oak savannah, oak woodland, and wetland. Tasks might include but are not limited to:

- Weed control and invasive species management using manual and mechanical methods
- Care of natural communities through weeding, mulching, watering, and pruning
- Removal and planting of trees, shrubs, and herbaceous plants.
- Plant and animal identification and monitoring for ALNC research projects and species inventory
- Assist education staff with environmental educational programming at ALNC including summer camp and field trip classes

Location: The Conservation & Education Intern will report daily, Monday-Thursday, to the Aldo Leopold Nature Center, 330 Femrite Drive, Monona, WI 53716. The workday will primarily be 8:00 am to 4:00 pm, but times may vary depending on the weather. ALNC is located on a bus line, and a bus card will be provided for transportation to ALNC if needed. Transportation for work duties will be provided by ALNC.

Housing: Intern needs to provide and/or secure their own housing.

Requirements:

- Ability to perform physically demanding tasks including lifting, shoveling, stooping, bending, hauling, kneeling, and other motions for extended periods of time
- Ability to work in difficult terrain, under adverse field conditions and during inclement weather (heat, sun, humidity, rain, biting insects, etc.)
- Ability to develop rapport with campers of all ages and backgrounds
- Ability to maintain sight and sound supervision of campers at all times
- All ALNC employees and volunteers are required to complete a childcare background check and fingerprint screening
- Certified in First Aid/CPR (training will be provided for those who need it)

Gear:

- ALNC will provide gloves, safety glasses, hearing protection, and tools necessary for conservation work.
- ALNC will provide other items such as bug repellent, sunscreen, general first aid (e.g. band aids, eye wash, etc.), poison ivy wipes, etc.
- Locker space for personal items, gear, and work activities will be provided.

Holy Wisdom Monastery

Position Title: Land Restoration Intern

Description: Holy Wisdom Monastery is an ecumenical Benedictine monastery, located in Middleton, whose mission is to weave prayer, hospitality, justice and care for the earth into a shared way of life. A core component of our work caring for the earth is the ecological restoration and stewardship of 191 acres of prairie, oak savanna and woodland.

The Land Restoration Intern will join the Land Management Team in caring for these diverse ecosystems and the surrounding landscapes, including native gardens, vegetable gardens, and walking trails. The intern will gain hands-on experience in ecological restoration, sustainable land care, and community engagement. Responsibilities may include, but are not limited to:

- Manage invasive species using manual, mechanical, and chemical methods.
- Mow and maintain trails.
- Restore and maintain native habitats through planting, mulching, and weeding.
- Plant, weed, mulch, and harvest in the vegetable gardens.
- Help organize and occasionally co-lead volunteer workdays.
- Collect and process native seeds.
- Monitor and record ecosystem conditions for plants, wildlife, and habitats.
- Advance biochar initiatives by connecting with partner organizations.
- Support educational and outreach activities related to ecological restoration.

Location: The intern will report Monday - Thursday to Holy Wisdom Monastery, 4200 Co Hwy M, Middleton, WI 53562. Typical work hours are 8am-4pm but may vary based on weather conditions. The Monastery is not easily accessible via bus, bicycle, or on foot, so a personal vehicle is recommended, but not required. Many staff members live across Madison and the greater Madison area and would be available as a carpool resource.

Housing: Intern is responsible for arranging their own housing.

Requirements:

- Ability to perform outdoor physical work including lifting, bending, and walking on uneven terrain for extended periods.
- Comfort working in varied weather conditions such as heat, humidity, and occasional rain (indoor tasks provided as needed).
- Willingness to work both independently and collaboratively with staff and volunteers.

Gear:

- Interns should wear long pants and sturdy, close-toed shoes or boots for daily work. Shorts or sandals may be appropriate depending on the task.
- The Monastery will provide work gloves, safety glasses, hearing protection, and limited rain gear, sunscreen, insect repellent, and general first aid supplies.
- Locker space is available for personal gear.
- *If acquiring these items is a barrier, please still apply; NRF will find a solution.*

International Crane Foundation

Position Title: Crane Conservation Intern

Description: The North America Program at the International Crane Foundation is currently involved in Greater Sandhill Crane and re-introduced Whooping Crane studies and outreach, as well as ecosystem restoration work on ICF's site.

Interns will assist in studying the foraging ecology, movements, habitat use, and social behavior of these breeding and non-breeding cranes throughout central Wisconsin. Whooping Crane research will focus on colt survival, as well as movements and behaviors of cranes through radio telemetry and visual observation. Current Sandhill Crane work may include capture and banding juvenile cranes within the study-area, observations of colored banded individuals within a wild population to assess productivity, habitat-use, and breeding pair dynamics.

Interns will work with other staff to provide outreach programming to hunting groups, gun clubs, birding groups, farmers, Master Naturalists, and other key organizations and individuals. Ecosystem restoration activities include invasive species management. Opportunities may also be available to work with the conservation education and aviculture staff at ICF.

Location: This position is based out of the International Crane Foundation headquarters: E11376 Shady Lane Rd, Baraboo, WI 53913. Office work will be conducted on site at ICF and a workspace will be provided. There will be travel locally within Wisconsin as a part of field work or outreach activities, but vehicles will be provided by ICF. Field sites are 30 minutes to an hour away from the International Crane Foundation.

Physical duties:

- Ability to operate computers and phones.
- Ability to communicate with fellow staff and the general public.
- Communication will include both one-to-one communication, small, and large group communication.
- Must be able to sit in a vehicle or stand for extended periods of time.
- Work hours will be variable and may include early mornings or long days.
- Ability to work outdoors, including walking in uneven terrain.
- Occasionally lift, bend, and carry supplies.

Housing: Housing will be provided on site.

Requirements: A valid driver's license (USA or International) and an acceptable driving record are required.

Gear needed: Hiking boots, field pants and long-sleeved shirts that can get dirty and protect you from insects, sun or vegetation, hat to protect from the sun (sun hat or baseball hat.) If acquiring these items is a barrier, please still apply and NRF will help find a solution. ICF will provide binoculars and waders (if needed).

Lake Michigan Bird Observatory

Position Title: Communication and Conservation Intern

Description: The Lake Michigan Bird Observatory's mission is to advance the conservation of birds in Wisconsin and throughout the Western Great Lakes Region through coordinated research, monitoring, and education.

Marketing and Communications Duties: The primary marketing and communication responsibilities of the LMBO intern are to help plan, create, and share content that highlights the Observatory's work and engages our community. The intern will have the opportunity to take ownership of a portion of the social media process by contributing to both content planning and design, will collaborate with staff to ensure content is relevant and aligned with the Observatory's activities.

Mondays and Tuesdays will be centered around marketing and communications work. There will be an option to work from home on Mondays.

- Drafting social media posts/stories
- Creating/editing short videos
- Drafting newsletter or blog copy
- Tracking and reporting engagement for weekly staff meeting
- Designing promotional materials

Conservation Duties: The primary conservation responsibilities of the Communication and Conservation intern are to help collect data for the Observatory's Neighborhood Habitat Improvement Project (NHIP) and promote all 3 of our pillar programs within the community by working alongside volunteers. NHIP is a collaborative partnership-based educational and community science program that helps communities and individuals identify barriers to adopting the Seven Simple Actions and breaking down those barriers to make good local decisions to benefit birds, water, and pollinators.

Wednesdays and Thursdays will be dedicated to community conservation field work.

- Working with volunteers
- Collecting nesting bird data
- Water quality monitoring data
- Tree health data for Biochar Pilot
- Vegetation biodiversity plot-based surveys
- Facilitate new native rain garden installation – including design garden, selecting plants, promoting community planting day, recruiting and leading volunteers in planting

Location: The Lake Michigan Bird Observatory is located at Afterglow Farm at 703-707 Dixie Rd. Port Washington, WI 53074. Port Washington is in Ozaukee County, adjacent to Milwaukee County, roughly 35 miles north of the city of Milwaukee. Port Washington is a suburban city with rural pockets. There is short-term affordable housing 20 miles west of the office at the UW-Milwaukee Field Station that LMBO staff can help arrange if needed. The UW-Milwaukee Field Station is in rural Saukville and a former farmhouse. Our NHIP program has been piloted in the Port Washington area and has expanded to communities along the Lake Michigan coast of Wisconsin. Local travel (within Port Washington) to nest box location and vegetation plots will be required. Travel to Milwaukee, Racine, Kenosha, Two Rivers, Sheboygan and Green Bay may be needed to work with NHIP partner agencies. Carpooling in an organizational vehicle may be available for extended travel.

Required Qualifications

- Appreciation for bird, land, and natural resource conservation
- Appreciation for community conservation storytelling
- Detail-oriented and organized
- Able to work independently and display efficient time management Strong interpersonal skills and abilities to work in groups and across cultural differences
- Experience with project execution and coordination
- Will need a valid driver's license, with a good driving record

Preferred Qualifications

- Experience or awareness about collecting technical scientific data and using standard forestry tools.*
- Experience using platforms such as Canva, Facebook, Instagram, iTree eco, Nestwatch database.*
- Comfortable with and committed to safe usage and operation of hand and power tools.
- Intern with reliable personal automobile vehicle is preferred. (If transportation is an obstacle, please do still apply, we can work to find a solution.)
- Ability to assist with all stages of a project, including planning, coordination and management.
- Interest in digital storytelling and social media, photography and/or videography

**The onboarding process will cover these elements, please do still apply even if you don't have this experience already but are interested in learning.*

Physical Duties:

- Ability to work in difficult terrain, under adverse field conditions and during inclement weather (heat, sun, humidity, rain, biting insects, etc.) with limited time indoors.
- Ability to perform physically demanding tasks including lifting, shoveling, stooping, bending, hauling, kneeling, and other motions for extended periods of time.
- Ability to perform desk-based work for extended periods (up to 6 hours per day).
- Able to focus on desk and computer tasks for extended periods.

Gear Needed:

- Field attire for all weather conditions
- A laptop computer that can run iTree eco platform.*
- A smart phone with a data package.*

**If access to technology is an obstacle, please do still apply, we can work together to find a solution.*

Southern Wisconsin Bird Alliance

Position Title: Bird Conservation Intern

Description: The person in this role will gain experience in multiple roles that staff play in a non-profit bird conservation organization. The goal for this internship is to provide a sampling of activities and paths the intern can take to pursue a career in conservation that is fulfilling, passion-driven, and in demand.

All activities include direct supervision and guidance from Southern Wisconsin Bird Alliance staff. There will be flexibility built into the rotation schedule to accommodate the intern's interests, weather conditions, and events schedule.

Rotations will include:

- Ecological Restoration: 5 days with Goose Pond, 5 days with Faville Grove, 5 days with Fair Meadows (3 weeks total)
 - Possible activities include: invasive species removal (weed pulling), seed collecting, seed cleaning, plant and bird surveys.
 - At Goose Pond and Faville Grove, the intern will work alongside other interns who are spending their summer conducting ecological restoration.
 - Supervised by sanctuary staff.
 - Requires a vehicle to get to sanctuary.
- Education (2 weeks)
 - Possible activities include: participate in lesson planning, attend lessons with educators, help organize lesson materials, (physical and/or digital), additional tasks can be discussed based on the intern's interests and skills, these include photographing lessons, creating new games or activities, managing photo database, editing documents for distribution to teachers.
 - Requires a vehicle to get to lesson sites or carpooling from the office is available.
 - Supervised by education staff.
- Outreach (2 weeks)
 - Possible activities include: event planning, event hosting, attendance analysis, attendee or volunteer follow up, participating in outreach events like kestrel banding, developing outreach materials (brochures, t-shirts, etc.).
 - Supervised by outreach staff.
- Communications (1 week)
 - Activities include: drafting and posting blog articles, updating website, helping organize and streamline the photo database, creating content and materials for social media platforms.
 - Supervised by communications staff.
- Development (1 week)
 - Activities include: assistance with donor mailings, help plan special field trips and events for donors.
 - Supervised by development staff.
- Flex week (1 week)
 - This week's activities will accommodate the intern's interests and any additional outings or field trips the intern would like to take part in. The intern could return to a previous rotation or take on a new, different project of interest.
 - Supervised by Southern Wisconsin Bird Alliance staff, depending on type of activity desired.

Optional Capstone Project: The person in this role also has the option to complete an overarching project that aligns with their interests and the organization's work, such as a communications/design project, a research paper on conservation of Black Terns or eastern white-fringed orchids, etc. The structure and format of the project would be tailored to fit the student's needs and project type. This is not a required activity for the internship.

Location: Southern Wisconsin Bird Alliance's main office is located at 211 S. Paterson St. #340, Madison WI 53703. This location is along the Capital City bike path and several bus lines. Except for weeks spent at the sanctuaries, this position will be primarily housed at the main office. Goose Pond Sanctuary is located in Arlington, Faville Grove Sanctuary is located in Lake Mills, and Fair Meadows Sanctuary is located in Milton, all within 30 minutes of Madison.

Housing: Intern needs to provide and/or secure their own housing.

Requirements:

- A valid driver's license and a vehicle.
- Ability to perform physically demanding tasks such as lifting, shoveling, stooping, bending, hauling, kneeling, etc. for extended periods of time.
- Ability to work in difficult terrain and in inclement weather (sun, heat, humidity, rain, biting insects, etc.) with limited time indoors.
- Ability to work on a computer for multiple hours.
- Interpersonal skills (in person, email, and phone communication).

The Nature Conservancy – Milwaukee Program

Position Title: Urban Conservation and Stewardship Intern

Description: The Urban Conservation Intern will have a summer experience working on community-based conservation efforts happening in Milwaukee with a focus on neighborhood-based tree planting projects and other land stewardship and green infrastructure maintenance opportunities with TNC partners.

The Urban Conservation Intern will have a summer experience working on community-based conservation efforts happening in Milwaukee with a focus on neighborhood-based tree planting projects and other land stewardship and green infrastructure maintenance opportunities with TNC partners.

The Urban Conservation Intern will provide support to conservation project planning and events, or otherwise attend (for experiential purposes) events or meetings that The Nature Conservancy is involved in directly, or in partnership with community-based conservation organizations.

The Urban Conservation Intern will assist in digital storytelling and social media content gathering and development.

The Urban Conservation Intern, at their discretion, will also have field work and training opportunities at TNC preserve or partner sites across the state suited to their interests and experiences.

Location: The internship is based in Milwaukee. Some out-of-town travel may be necessary and will be determined in partnership with the intern. The goal would be to provide them with as many field opportunities as they are interested in at TNC sites across the state.

Housing: Intern needs to provide and/or secure their own housing.

Requirements:

- Intern will need a driver's license.
- Intern with reliable personal automobile vehicle is preferred. (If transportation is an obstacle, please do still apply, we can work to find a solution.)
- Intern will need a laptop computer or tablet. (If computing technology is an obstacle, please do still apply, we can work to find a solution.)
- Intern will need a cell phone.
- Intern should be capable of doing medium-level outdoor activities: ability and desire to work outdoors and on their feet for several hours at a time. Ability to lift a minimum of 30 lbs, as necessary.
- Intern will need basic outdoor personal equipment: durable weather and nature resistant shoes/boots, clothing, and work gloves.

Intern should have:

- Willingness and desire to work outside and do physical work to care for the natural environment including native plant landscape and tree care is required.
- Intermediate-level computers skills including drafting and responding to email messages, and basic word processing skills, some document layout or graphic design experience is a plus;
- Strong interpersonal skills and abilities to work in groups and across cultural differences;
- Some project development, coordinating, implementation and management skills are plus;
- Some interest in digital storytelling and social media, photography and/or videography.

University of Wisconsin-Madison Arboretum

Position Title: Arboretum Land Care Intern

Description: Work will include a wide variety of tasks in Arboretum prairies, oak savannas, woodlands, gardens, and outlying properties that may include, but will not be limited to:

- Weed control and invasive species management using manual and mechanical methods.
- Harvest of seeds from native plants to be used in restoration projects.
- Care of horticultural specimens and native plants through weeding, mulching, watering, and pruning.
- Removal and planting of trees, shrubs, and herbaceous plants.
- Other duties as assigned, including the potential to participate on Arboretum committees, assist with Arboretum research projects, plant and animal monitoring, etc.

Location: The Land Care Intern will report daily, Monday-Thursday, to the UW-Madison Arboretum, 2880 Longenecker Drive, Madison, WI 53711. The work day will primarily be 7:30am to 3:30pm, but times may vary depending on the weather. The Arboretum is not on a bus line and not easily reached on foot, thus reliable access to a bike and/or car will be needed. Transportation for work duties will be provided by Arboretum staff and/or with Arboretum vehicles.

Housing: Intern needs to provide and/or secure their own housing.

Requirements:

- A valid driver's license that meets UW Risk Management standards. A pre-hiring driving record check can be completed to confirm approval by Risk Management will be granted. Then an official check can be completed prior to the June 8th start date.
- Ability to perform physically demanding tasks including lifting, shoveling, stooping, bending, hauling, kneeling, and other motions for extended periods of time.
- Ability to work in difficult terrain, under adverse field conditions and during inclement weather (heat, sun, humidity, rain, biting insects, etc.) with limited time indoors.

Gear:

- The Land Care Intern should report to the Arboretum every day in long pants and closed-toe boots or sturdy shoes (no shorts, sandals, flip flops, etc.). A hat and long-sleeved shirt are not required but recommended (*if acquiring these items is a barrier, please still apply and NRF will help find a solution).
- The Arboretum will provide gloves, safety glasses, hearing protection, rain gear, and rubber boots. If the Land Care Intern preferred to use their own of any of these items that will also be fine.
- The Arboretum will provide other items such as bug repellent, sunscreen, general first aid (e.g. band aids, eye wash, etc.), poison ivy wipes, etc.
- Locker space for gear and equipment storage will also be provided.

Wehr Nature Center

Position Title: Conservation Intern

Description: Wehr Nature Center is offering a position to introduce individuals to working at an environmental nature center. This position will include environmental education, land management, and outreach. Tasks will include teaching youth on topics of conservation and environmental sciences, participating in community tabling events and off-site programs, and habitat restoration of our 220-acre preserve.

Primary responsibilities:

- Assist Land Manager with active management and improvement of natural areas at Wehr Nature Center, including invasive species management, native plant diversity enhancement, trail maintenance, and erosion control,
- Work with Naturalist teaching team to plan and deliver interactive nature-based education programs and day camps in Milwaukee County Parks and natural areas for youth and families,
- Represent Wehr Nature Center at community events and outreach opportunities to increase visibility and engagement,
- Help with the maintenance and care of Wehr's education animals,
- Assist with occasional evening natural history programs for adults and families,
- Help coordinate volunteer opportunities and community events,
- Operation of hand tools, saws, and string trimmers,
- Strong communication skills,
- On the job training will be provided for all aspects of required activities,
- Work attire must include close-toed shoes (hiking is ideal), hiking/work pants, plain shirts, sunblock, bug spray (if acquiring these items is a barrier, please still apply and NRF will help find a solution).

Location: Wehr Nature Center is located within Whitnall Park at 9701 West College Avenue in Franklin, Wisconsin. There are no direct public transit routes to Wehr Nature Center, so a personal vehicle would be necessary for travel. Work will primarily be conducted at Wehr Nature Center, but may include some remote work (a laptop would be provided by Wehr Nature Center in this case).

Housing: Intern needs to provide and/or secure their own housing.

Qualifications:

- An interest in exploring a career in natural resources conservation or environmental education,
- A current driver's license and access to a dependable vehicle,
- Must have graduated from High School and have a passion for the natural resources,
- Prior experience working in conservation field, and working with youth preferred, but not required,
- The ability to work outdoors in all types of weather,
- Ability to lift 35 lbs.,
- Knowledge or interest in Wisconsin's Natural Heritage of native plants, animals, and geology,
- American Red Cross First Aid certification is preferred.

Wisconsin Department of Natural Resources – Milwaukee State Parks

Position Title: Natural Resources Intern

Description: The Wisconsin Department of Natural Resources Milwaukee State Parks Work Unit is comprised of Havenwoods State Forest, Lakeshore State Park, and Hank Aaron State Trail. The properties serve to provide urban residents opportunity for recreation, environmental education, and provide crucial habitat and refuge for resident and migratory wildlife.

Work will be comprised of working at Lakeshore State Park on Mondays and Tuesdays, and Havenwoods State Forest on Wednesdays and Thursdays. If availability of selected candidate allows, and they have interest, they may work a revised schedule for event days that include evening or weekend programs. Lakeshore State Park is a 22-acre prairie dominated site located on the Lake Michigan shoreline in downtown Milwaukee. Havenwoods State Forest is a 237-acre mixed habitat site located on the northwest side of Milwaukee. Both sites are managed to provide hiking, biking, public and school environmental programming, and habitat restoration for visitor and ecological benefit.

Work will include a variety of tasks that may include, but will not be limited to:

- Assisting with public and school environmental education programs and community events
- Weed control and invasive management using manual, mechanical and chemical methods
- Trimming back and maintaining trails with manual and fuel powered equipment
- Planting of native prairie plants, trees and shrubs
- Driving and operating a UTV (training will be provided)
- Installation of interpretive signage
- Care of ambassador animals
- Providing visitors with services and information
- Facility maintenance (minor cleaning and repairs)
- Other duties as assigned. Opportunities may exist to shadow DNR staff in other programs, as well as ability to cater assigned duties to selected candidate's career goals and interest (if known)

Location: The Natural Resources Intern will report daily from 8am-4:30pm, Monday – Thursday. Lakeshore State Park, which operates an office within Discovery World, is located at 500 N Harbor Dr, Milwaukee, WI 53202. Havenwoods State Forest nature center is located at 6141 N Hopkins St, Milwaukee, WI 53209. Both sites are near bus stops. Transportation to Lakeshore and Havenwoods is responsibility of the intern.

Housing: Intern needs to provide and/or secure their own housing.

Requirements:

- Ability and willingness to work outdoors including during inclement weather (heat, sun, humidity, rain, biting insects, etc.).
- Sturdy safety toed work boots. All uniform clothing, tools, and personal protective equipment will be provided.
- Ability and willingness to work both independently and in team settings.
- Ability to adapt to change in routine or flexibility in tasks.

- Effective communication skills to collaborate with supervisor, co-workers, partner organizations, and public.
- Interest and appreciation for natural areas, native species, outdoor recreation, ecological restoration, and/or environmental education
- Intern must have reliable transportation (bus, vehicle or bike) to Lakeshore and Havenwoods.

Preferred:

- Bilingual language speaker

Zoological Society of Milwaukee

Position Title: Conservation Field Technician

Description: The Conservation Department at the Zoological Society of Milwaukee supports wildlife projects around the world and in our local region of Southeastern Wisconsin. The Conservation Field Technician will support the Society's goal to research, preserve and protect wild species present on the Milwaukee County Zoo grounds and in the broader Midwest region.

This position will support biomonitoring research projects on Milwaukee County Zoo grounds, including the wild birds program and herpetile surveys. Responsibilities include conducting weekly point count surveys, managing supplies inventory, filling bird feeders, conducting routine biomonitoring alongside conservation department staff and volunteers, entering data, and communicating with volunteers as needed during the Summer 2026 Field Season. The Conservation Field Technician will support additional biomonitoring for endangered prairie butterflies off-site in Scuppernon prairie. This position will also be supporting administrative and outreach duties in the conservation department and is expected to participate in departmental meetings, social media post development, and the occasional tabling or outreach event. Depending on scheduling, this role will have the opportunity to join night-time acoustic bat monitoring surveys on Milwaukee County Zoo grounds, and/or offsite bird banding sessions. This 10-week field experience runs from June until mid-August. This program does not offer direct animal handling or veterinary experience and does not provide housing.

Individuals from non-traditional backgrounds, historically marginalized, or underrepresented groups are strongly encouraged to apply.

An individual in this position must be able to successfully perform the essential duties and responsibilities listed below. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of this position.

This list of duties and responsibilities is not all-inclusive and may be expanded to include other duties and responsibilities, as deemed appropriate.

- Learn and support biomonitoring efforts on Milwaukee County Zoo grounds for: salamanders, flying squirrels, monarch butterflies, bumble bees, macroinvertebrates, and wild birds using best practices for data survey collection, data entry, and data verification (night acoustic bat monitoring surveys and offsite bird banding optional).
- Assist the Regional Conservation Specialist in coordinating volunteers to wild bird program activities: nest box monitoring, weekly point count surveys and bird feeders; conduct routine cleaning and maintenance of feeders and nest boxes on Zoo grounds.
- Enter and manage data related to project activities; assist in the development of data collection protocols.
- Assist in the application of bird strike preventions on buildings on Zoo grounds.
- Assist on outreach development, including social media posts, presentations, grant reporting, and other duties as required.

Location: This position will be based at the Milwaukee Zoological Society and Milwaukee County Zoo (10001 W Bluemound Rd, Milwaukee WI 53226).

Housing: Intern needs to provide and/or secure their own housing. Affordable housing at the University of Wisconsin-Milwaukee may be available and is on public transportation routes.

Requirements:

- Demonstrated interest in wildlife conservation and management.
- Familiarity with data management.
- Experience using Microsoft Office Suite.
- Ability to work independently and display efficient time management.
- Must be organized and pay attention to detail.
- Focus on career development and professional skills during internship through reflection, mentoring, and evaluation.
- Experience working outdoors in seasonal conditions.

Physical demands:

- The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.
- While performing the duties of this job, the employee is regularly required to sit; use hands to finger, handle, or feel; reach or grasp with hands and arms; and talk or hear. The employee is frequently required to stand and walk; and occasionally lift, carry and/or move up to 25 pounds; and to operate a motor vehicle.
- Specific vision abilities required by this job include close vision and the ability to read from a computer, and the vision required to operate a motor vehicle.