Natural Resources
FOUNDATION
of Wisconsin

Diversity in Conservation Internship Program
2027 Application Form

Instructions: Please complete all questions in this application form. Submit your completed form and resume to marie.jensen@wisconservation.org by **Friday, January 22nd, 2027**. If you have any challenges with the form, please email Marie Jensen at marie.jensen@wisconservation.org.

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 required to attend the overnight retreat at Kemp Natural Resource Station (Lake Tomahawk, WI) from Thurs. June 10 to Sun. June 13. *Travel coordinated/paid for by NRF.*	
I understand that I am required to attend the other two in-person Friday field trips on July 9 and July 30 and the final day of presentations in Madison on Friday, August 13. I understand that including travel, field trip days may slightly exceed the typical 8-hour workday. *Travel coordinated/paid for by NRF.*	
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 2027 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
	Door County Land Trust
	Holy Wisdom Monastery
	International Crane Foundation
	Lake Michigan Bird Observatory
	Milwaukee Riverkeeper
	Southern Wisconsin Bird Alliance
	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 (ex: 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
2027 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.

We want every person to feel welcome in our internship program. We know things like transportation, gear, clothing, and food access can sometimes get in the way. If acquiring required gear is a barrier, please still apply; NRF will help find a solution.

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

Door County Land Trust

Position Title: Community Conservation Intern

Description: Since our inception in 1986, the Door County Land Trust has worked to preserve, maintain, and enhance lands that contribute significantly to the scenic beauty, open space, and ecological integrity of northeast Wisconsin. In pursuit of this mission, we have earned a reputation as one of the Midwest's premier conservation organizations. DCLT worked with scores of landowners to protect more than 10,600 acres of fields, forests, farmlands, wetlands, and shoreline. We are a local, non-profit, non-governmental organization supported by more than 4,200 households who love Door County and share a concern for its future. This internship will provide the opportunity to experience many different aspects of our work and gain a well-rounded understanding of how Land Trusts approach collaborative conservation. You will have the opportunity to learn from a highly skilled and passionate staff while gaining experience with an organization that has been a part of the community for 40 years.

Our Culture: Working with the Land
At the Land Trust, our culture is defined by a shared passion for conservation and a commitment to rigorous, science-based restoration. We are a dedicated, mission-driven team that believes in the power of nature and the importance of:

- Collaboration and Respect: We foster an environment where every team member, from seasonal assistants to management, is respected, and ideas for better ecological outcomes are always welcome. We believe the best results come from working together.
- Outdoor & Hands-On: Our office is the land. We value physical work, resilience in the face of weather, and a hands-on approach to problem-solving.
- Safety First: We prioritize the safety of our team above all else, maintaining high standards for field work, tool operation, and chemical application.
- Impact Focus: We take pride in the tangible, visible impact of our work—leaving the land healthier than we found it.

Responsibilities:

- The Community Conservation Intern will take a lead role in implementing our Pollinator Observation Days community science project, including coordinating and training participants, collecting observations, organizing data and helping communicate project results.
- Assist with implementing community science projects on preserves including new initiatives.
- Assist with invasive species treatments and other habitat improvement tasks alongside our seasonal stewardship staff.
- Work alongside and engage volunteers during "Stewardship Workdays" during which a group of volunteers meet on a DCLT protected property to perform tasks like invasive species removal, trash removal, and trail trimming.
- Support the development and delivery of educational programming to inspire people to take action for conservation and learn about the natural world.

Through these experiences, you will gain hands-on skills in land and water conservation, community science, volunteer coordination, and environmental education while making meaningful contributions to the mission to protect Door County's exceptional lands and waters forever.

Location: You will report each morning Monday – Thursday to the DCLT office in downtown Sturgeon Bay at 217 N 4th Ave, Sturgeon Bay, WI 54235 unless otherwise specified. **A personal vehicle is ideal** for transportation from housing to the office, but other arrangements can be made if necessary. This internship will require travel to various nature preserves owned and managed by DCLT throughout Door County. DCLT maintains a fleet of vehicles that will be available for work-related transportation with a valid driver's license.

Housing: DCLT staff will help with securing housing, but housing options will require a fee.

Required Qualifications:

- Appreciation for land, water and wildlife conservation
- A valid driver's license and willingness to drive < 1 hour to different locations with directions provided
- Ability to work in difficult terrain in all kinds of weather (heat, sun, humidity, rain, biting insects, etc.)
- Ability to perform physically demanding tasks such as lifting/hauling bins of equipment, bending down to the ground, kneeling on uneven ground, walking over uneven terrain for 2+ miles, and other motions for extended periods of time
- Ability and willingness to work both individually 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, volunteers, and public (in-person, email, and phone communication).

Gear: Long pants and close-toed shoes are required for work outside. DCLT will provide work gloves, safety glasses, sunscreen, insect repellent, general first aid supplies, and other tools necessary for work including a laptop computer. 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 co-lead volunteer workdays.
- Collect and process native seeds.
- Monitor and record ecosystem conditions for plants, wildlife, and habitats.
- 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 intern is responsible for their own transportation. The Monastery is not easily accessible via bus, bicycle, or on foot, so a personal vehicle is highly recommended.

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).
- Ability to work independently for long periods. Willingness to work collaboratively with staff and volunteers.

Gear:

- Intern should wear long pants and sturdy, close-toed shoes or boots for daily work. Shorts or sandals may be appropriate depending on the task. Intern is responsible for having appropriate clothing (long sleeves, extra socks, etc.) to be prepared for various tasks.
- 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.

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: 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.) 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.

Conservation Duties: The primary conservation responsibilities of the Communication and Conservation intern are to help collect data for the Observatory's Neighborhood Habitat Improvement Program (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 and breaking down those barriers to make good local decisions to benefit birds, water, and pollinators. Tasks will include:

- Working with volunteers Collecting nesting bird data
  Water quality monitoring data
- Tree health data for Biochar Pilot
- Vegetation biodiversity plot-based surveys
- Data collection will be a combination of working independently and as a team alongside LMBO staff or volunteers
- Research, compile and create a native tree list resource by regions for Bird City Wisconsin community leaders.

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 and will collaborate with staff to ensure content is relevant and aligned with the Observatory's activities. Tasks will include:

- Develop a Neighborhood Habitat Improvement Program (NHIP) impact storytelling project that documents how participating community members are creating bird-friendly habitat, demonstrates the program's impact, and inspires others to take action.
  - Visit selected NHIP properties
  - Photograph habitat improvements
  - Interview participating property owners about their experiences
  - Develop several participant stories
  - Produce content for newsletters, social media, and the LMBO website
- Create LMBO communication and outreach content that highlights the general conservation story
  - Create social media posts and blog articles that relate to fieldwork
  - Develop educational materials that support LMBO's mission
- Draft annual Bird City Wisconsin application for Port Washington

Mondays and Tuesdays will be centered around marketing and communications work. There will be an option to work from home on some Mondays. Wednesdays and Thursdays will be dedicated to community conservation field work. The primary supervisor of this position is the Director of Conservation Partnerships, Joanna Demas (jdemas@lmbo.org), in collaboration with Sarah Stoll, Marketing and Communications Coordinator, and Community Conservation Coordinator, Mabel Kirst.

Location: The Lake Michigan Bird Observatory is located at Afterglow Farm, 703-707 Dixie Rd. Port Washington, WI 53074, roughly 35 miles north of the city of Milwaukee. Port Washington is a suburban city with rural pockets. The Lake Michigan Bird Observatory does not offer any housing for interns. There are nearby partners with housing options for a fee that will need to be covered by the intern. There are often dorms available to rent on UWM's Milwaukee campus or an old rustic farmhouse at UWM field station. Riveredge Nature Center in Newberg, WI may also have an old rustic farmhouse available to rent. Local travel (within Port Washington) to nest box location and vegetation plots will be required. Travel to Racine, Kenosha, Sheboygan, Two Rivers and Green Bay may be needed to work with NHIP partner agencies; carpooling in an organizational vehicle may be available for extended travel. If carpooling in the organization's vehicle is not available, LMBO will cover mileage expenses for intern(s) to drive their own vehicle to a project site at the current governmental reimbursement rate.

Requirements:

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
- Valid driver's license, with a good driving record
- Ability to travel up to an hour from Port Washington headquarters to project sites
- 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 and focus on desk-based work for extended periods (up to 6 hours per day).

Preferred Qualifications

- Have or be working towards a college degree with a focus in ornithology, conservation, wildlife, biology, ecology, natural sciences or a related field.
- 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.*

Gear:

- 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.*

Milwaukee Riverkeeper

Position Title: Summer Project Intern

Description: Milwaukee Riverkeeper hosts a variety of exciting opportunities for the public to engage with local waterways and learn about our work. As the Summer Project Intern, you'll support our mission by helping us execute summer projects, including beach and waterway cleanups using our fleet of robotic cleaners, representing Milwaukee Riverkeeper at tabling events, managing volunteer equipment inventory, and assisting with in-stream fieldwork.

Responsibilities

- Provide program support for Milwaukee Riverkeeper's research and restoration programs
- Aid program staff in fieldwork activities such as water quality monitoring, robotic beach cleaning deployments, river cleanups, site assessments, and tree planting events, as assigned
- Maintain and organize volunteer program supplies and equipment
- Represent Milwaukee Riverkeeper at outreach events and public programs

Milwaukee Riverkeeper employees need to be flexible and may be asked to take on additional duties based on the organization's needs and the staff member's skills and abilities. Milwaukee Riverkeeper reserves the right to revise this job description, as needed.

Qualifications:
The successful candidate may have the following qualifications:

- Ability to resolve routine problems and work independently
- Strong attention to detail and interpersonal skills
- Commitment to the environment and social justice
- Valid driver's license

Physical Requirements:

- Ability to work in all weather conditions
- Willingness to learn how to wade in streams and rivers
- Prolonged periods sitting at a desk and working on a computer
- Must be able to lift 20 pounds at times

Location: Milwaukee Riverkeeper's offices are located within University of Wisconsin-Milwaukee's School of Freshwater Sciences (600 E Greenfield Ave Milwaukee, WI 53204). Our offices are located near Milwaukee County Transit System's Green Line.

Gear: This internship involves a combination of fieldwork, office work, and remote work. A laptop will be provided for all computer-based tasks, and field-specific gear, such as waders and gloves, will be provided as needed. Interns should wear clothing they don't mind getting dirty during fieldwork.

Housing: Interns will need to secure their own housing.

Southern Wisconsin Bird Alliance

Position Title: Bird Conservation Intern

Description: The person in this role will gain experience in multiple different staff roles at a nonprofit 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.

Rotations will include:

- Orientation (first week): Get to know Southern Wisconsin Bird Alliance
    - Activities include: welcome to the organization, meeting the team, joining meetings, attending field trips or outreach events with staff.
    - Supervised by communications staff.
- Ecological Restoration: Goose Pond, Faville Grove, Fair Meadows (1 week per team, 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.
    - Requires a vehicle to get to sanctuary sites.
    - Supervised by sanctuary staff.
- 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 (1 week)
    - 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.
- Development (1 week)
    - Possible activities include: assistance with donor mailings, help plan special field trips and events for donors.
    - Supervised by development staff.
- Communications (1 week)
    - Possible activities include: writing blog posts or articles, reviewing/updating web pages, creating content for social media platforms, drafting press releases.
    - Supervised by communications 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 the type of activity desired.

Optional Capstone Project: The person in this role also has the option to complete a project over the course of their internship that aligns with the organization's work. The structure and format of the project can be tailored to fit the intern's interests; examples include (but are not limited to) designing new communications/outreach materials, writing a research paper, creating a video, etc. 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.

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, heath, 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).

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.

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.

Gear: Work attire must include close-toed shoes (hiking is ideal), hiking/work pants, plain shirts, sunblock, bug spray.

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.

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. 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).

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 supports the Society's mission to conserve, educate, and support the Milwaukee County Zoo through research, advocacy outreach, and administrative duties in Milwaukee.

This position will support biomonitoring research projects on Milwaukee County Zoo grounds, including wild birds program and herptile surveys. Responsibilities include conducting weekly point count surveys, managing supplies inventory, supporting onsite bird banding, filling bird feeders, conducting routine biomonitoring alongside conservation department staff and volunteers, entering data, and communicating with volunteers as needed during the Summer 2027 Field Season. The Conservation Field Technician will support additional biomonitoring for endangered prairie butterflies off-site in Scuppernong prairie. This role is also responsible for coordinating with High School Volunteers to carry out Take Conservation Action! Outreach for global conservation campaigns at the Zoo during the summer season, encouraging Zoo guests to take action for endangered species. 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 program does not offer direct animal handling or veterinary experience.

Responsibilities:

- 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, including Conservation Take Action! Outreach stations with HSA volunteers, social media posts, presentations, grant reporting, and other duties as required.

Qualifications:

- Have or be working towards a college degree with a focus in wildlife, biology, ecology, natural sciences or a related field.
- 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 Requirements:

- 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.

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