



2023 Spring Stewardship Internship

Organization: Freshwater Land Trust

Semester: Spring 2023 (Feb–April/May)

Time Requirement: 15–20 hr/wk for 10 wk, beginning between Feb 13th and 27th. Hours and dates flexible. **Ability to work at least one full day/wk preferred.**

Payment: \$150/wk, paid biweekly

Position Summary

Freshwater Land Trust (FLT) is a conservation non-profit organization based in Birmingham, AL. FLT is a nationally accredited land trust whose goal is to protect the land and water of central Alabama for the flora, fauna, and people who call it home. To date, FLT has protected approximately 9300 acres by acquiring property itself and working with private landowners to place their property into conservation easements. Many of these properties contain habitat for endangered freshwater species, some of which are only found in Alabama. In addition to land conservation, FLT also oversees the Red Rock Trail System, an ambitious 750-mile planned network of trails, parks, bike lanes, and sidewalks connecting multiple Jefferson County communities.

The Spring Stewardship Intern will work directly with Sam McCoy, the Land Stewardship Director for FLT. Primary responsibilities will include conducting annual monitoring visits of FLT’s properties to assess their condition, writing the subsequent reports detailing these visits, and resolving any issues observed during these visits (e.g., removing trees threatening adjacent property, removing illegally placed hunting stands). Through these visits the intern will gain experience with and knowledge of Alabama’s diverse habitats, field identification of flora and fauna, use of field guides, and use of geographic information systems (GIS). The intern may also assist with any restoration projects, other workdays, or other events FLT has during the duration of the internship. In addition, the intern will have the opportunity to network with FLT’s frequent collaborators, including the U.S. Fish and Wildlife Service, The Nature Conservancy, Black Warrior Riverkeeper, Cahaba Riverkeeper, Coosa Riverkeeper, and Cahaba River Society.

The intern will work both independently and with FLT staff, as well as other partners and community volunteers. The successful intern will gain skills and knowledge in habitat management, local ecology, common natural resource management practices, GPS mapping, reporting, volunteer leadership, field safety, and record-keeping.

This is a paid internship made possible, in part, by CAWACO RC&D, Inc.



Interns are also provided with unique opportunities to...

- Learn firsthand about Alabama’s incredible natural environment and endangered, threatened, and at-risk species
- Gain kayaking/canoeing experience
- Meet and network with government, civic and community leaders, park and trail directors, and conservationists
- Direct projects and develop partnerships
- Gain insight into the non-profit sector
- Become mentors and sources of information for other students interested in working in conservation and park and trail development
- Obtain college credit (if approved by your university)

Essential Duties and Responsibilities (training provided)

- Collect ecological data on FLT’s properties in Bibb, Blount, Coosa, Dallas, Jefferson, Shelby, St. Clair, Tuscaloosa, and Walker counties
- Identify flora and fauna
- Work with project partners, community partners, and volunteers to complete tasks
- May be asked to use GPS and ArcGIS for mapping
- May be asked to assist with additional stewardship tasks as needed

Qualifications

Required

- Must be a current college student or recent graduate (within 1 year) pursuing/with a degree in biology, ecology, environmental sciences, environmental resource management, forestry, or related field
- Valid driver’s license
- Proof of COVID-19 vaccination

Preferred

- Knowledge of Alabama plant and animal life
- Familiarity with ArcGIS and GPS technology

Core Competencies

- Ability to work independently in the field while demonstrating a strong work ethic and safety common sense
- Ability to work as part of a team of staff and/or community volunteers in the field
- Ability to meet and work with new people
- Ability to act as a leader and uphold high ethical standards
- Excellent communication skills
- Excellent attention to detail
- Willingness to learn new skills



Physical Requirements

- Physically able to conduct demanding field work and traverse rough terrain in a variety of weather conditions
- Ability to lift 50 lb
- Ability to climb over brush, logs, fences, creeks, and other obstacles on protected properties

Diversity & Inclusion

Diversity and inclusion are foundational values of FLT and primary drivers of our work in the community and our workplace culture. A central tenet of our mission is to provide outdoor spaces and recreational opportunities to everyone in our geographical footprint, regardless of their location, income level, neighborhood demographics, or physical ability. As a result, our work helps grow the collective consciousness for protecting and enjoying the natural environment and strengthen social bonds between diverse populations. We intentionally seek work in marginalized communities in order to help build a more inclusive community in the Greater Birmingham and Central Alabama area.

As an organization, FLT believes that each of our employees brings unique and special skills, perspectives, and experiences to the table, and we strive to maintain a culture that allows each of them to thrive, succeed, and contribute to FLT's mission to their fullest potential. FLT provides equal employment opportunity to all individuals and does not tolerate any form of discrimination, harassment, or bullying based on race, color, religion, gender/sex, pregnancy, national origin, marital status, citizenship, age, disability, veteran or military status, genetic makeup, sexual orientation, or any other legally-protected characteristic.

How to Apply

Send a resume/CV, cover letter, and list of 2–3 references to Sam McCoy (sam.mccoy@freshwaterlandtrust.org) by Wed, Feb 1st. Applicants will be contacted for an interview.