



2025 Spring Stewardship Internship

Organization: Freshwater Land Trust

Semester: Spring 2025 (Feb–May)

Time Requirement: 15–20 hr/wk for 10 wk, beginning the week of Feb 24th.

Hours and dates flexible, but are primarily Mon–Fri 9 AM–5 PM.

Ability to work at least one full day/wk preferred.

Occasional weekend work possible.

Payment: \$250/wk, paid biweekly, plus mileage reimbursement

Position Summary

Freshwater Land Trust (FLT) is a conservation-based nonprofit 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 almost 12,000 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 found only 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 communities throughout Jefferson County.

The Spring Stewardship Intern will work directly with Sam McCoy, the Land Stewardship Director, and Spence Overton, the Land Stewardship Coordinator. The intern will also work occasionally with Rebekah Correia, the Outreach & Communications Director, and Savannah Thompson, the Outreach & Communications Coordinator.

Primary responsibilities will be conducting annual monitoring visits of FLT’s properties to assess their condition and writing the subsequent reports detailing these visits. After an initial training period, the Intern will have their own list of properties to monitor by themselves, and will be responsible for providing their own transportation to and from those properties. These properties will predominantly be in Jefferson County, Alabama. Through these visits the intern will gain experience with and knowledge of Alabama’s diverse habitats, field identification of flora and fauna, and use of field guides and maps.

The intern will also work with Outreach & Communications staff to collect photos and videos from FLT properties for promotional use, translating field notes into engaging, effective, and informative visual material for use on the FLT website and in social media, assisting with partner clean ups (i.e., removing invasive vegetation or litter) and participating in tabling events.

Lastly, the intern may also assist with any restoration projects or other events FLT has during the duration of the internship. Through these, 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, descriptive reporting, volunteer engagement, field safety, and use of various communications software and digital applications.

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

Essential Duties and Responsibilities (training provided)

- Collect site-specific data on FLT's properties throughout central Alabama and trails in the Red Rock Trail System®
- Identify flora, fauna, and common environmental issues affecting these
- Use a map to navigate around FLT properties
- Work with project partners, community partners, and volunteers to complete tasks and increase outreach engagement
- Aid in various communications efforts such as printing and updating website text
- May be asked to assist with additional stewardship and outreach/communications tasks as needed

Interns may also be provided with unique opportunities to...

- Direct projects and develop partnerships
- Meet and network with government, civic and community leaders, park and trail directors, and conservationists
- Develop kayaking/canoeing experience
- Draft digital and print materials for use in events and other outreach activities
- Create short feature video(s) for use on FLT website and in social media highlighting FLT's conservation properties and projects
- Gain insight into operations of non-profit sector
- Become mentors and sources of information for other students interested in working in conservation and outdoor recreation
- Obtain college credit (if approved by your university)

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, public health, or related field
- Valid driver's license
- Personal vehicle

Preferred

- Basic 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 adherence to safety guidelines
- Ability to work as part of a team of staff and/or volunteers in the field
- Ability to act as a leader and uphold high ethical standards
- Excellent written and verbal communication skills
- Excellent attention to detail
- Willingness to learn new skills

Physical Requirements. Applicants must be able to...

- Traverse rough terrain in a variety of weather conditions to conduct physically-demanding field work
- Scale obstacles, including fences and downed vegetation
- Swim. Access to some properties involves crossing creeks

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 Mon, Feb 3rd. Applicants will be contacted for an interview.