



2025 Applied Ecology Apprenticeship at Norcross Wildlife Foundation

Apprenticeship Opportunity

The Applied Ecology Apprenticeship position is available at Norcross Wildlife Foundation (NWF) for the 2025 growing season. The Apprentice will take the lead in directing the day-to-day activities of three interns under the guidance of the Applied Ecologist and Director of Applied Ecology and will participate in all activities of the NWF internship program. The NWF internship program is designed to aid participants with their career development via on-site educational and work experiences. Under the direction of full-time staff and the Apprentice, interns will primarily work on restoration plantings, site preparation and maintenance, invasive plant management, botanical inventories, rare species monitoring, and other habitat protection, evaluation, and restoration tasks. The apprentice and interns will also aid in other tasks related to the maintenance and care of Norcross landholdings as needed. The Apprentice will report to the Applied Ecologist, who will aid in the development of weekly lists of tasks and who will orient and assist the Apprentice and intern team with assigned tasks. As participants of an educational program, interns (and the Apprentice) will attend lectures/programs, go on field trips, and work collaboratively on NWF habitat management including performing season-long radiotelemetry monitoring of protected wildlife species on Norcross lands. Interns and the Apprentice are provided with housing on-site and a stipend paid bi-weekly. The Apprentice will lead interns in specific tasks, primarily landscape and habitat restoration planting, site preparation, and maintenance, as well as in invasive-species removal.

Qualifications

The main qualification for the Apprentice is an enthusiasm for ecological horticulture or ecological restoration, and experience working with interns, volunteers, or other management experience. The following qualifications will also be considered when filling the Apprentice position:

- Academic, volunteer, and/or professional experience in wildlife biology, environmental science, ecology, conservation, botany, horticulture, agriculture, or related fields
- At least 6 months' prior leadership experience within the above contexts, or within other in-person teamwork contexts (e.g. sports teams, project management)
- At least 6 months' work experience in some outdoor maintenance setting (e.g. horticulture, agriculture, farm work, trail work, etc.)
- Experience with invasive species removal (MA state pesticide applicator Core license preferred but not required)
- Commitment to tactful, timely, and clear communication with supervisors and interns.

Additional Qualifications

- Ability to work outside in hot, cold, wet, humid, buggy, and/or other challenging conditions

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- Ability to handle regular, strenuous manual labor associated with outdoor work:
 - Ability to safely lift and briefly carry 40+ lbs
 - Ability to walk or hike on steep slopes and uneven terrain while carrying equipment
 - Ability to safely stand, squat, kneel, stoop, and reach on a regular basis
 - Ability to safely perform repetitive motions like those needed to use shovels, pruners, loppers, trowels and other hand tools
 - Willingness and ability to operate noisy/vibrating equipment like weedwhackers, rototillers with appropriate personal protective equipment
- Willingness to live and work with a tight-knit team for the duration of the internship
- Valid driver's license from any US state and a clean driving record reaching back at least six years
- Preference will be given to applicants available for the full program duration (800 hours, between May and October).
- Unfortunately, we cannot sponsor visas.

Norcross Wildlife Sanctuary:

The Norcross Wildlife Sanctuary was established in 1939 by Arthur D. Norcross. Its present area includes thousands of acres of wooded hills, ponds, and streams in South-Central Massachusetts and adjoining Connecticut. It is maintained by the Norcross Wildlife Foundation, Inc, which preserves and manages ecologically significant habitats that sustain and enhance biodiversity and wildlife populations in our region. We support an increased understanding of and respect for the natural world through environmental education, science, and community-sourced knowledge. We pursue our mission through our work on the NWF sanctuary, regional partnerships, and our support of new ideas and leaders in the conservation field.

Additional Duties

The Apprentice will join the other interns during educational components of the program, including opportunities to work with other members of the NWF staff. Additional duties might include boundary identification and marking, trail maintenance, storm cleanup, leading educational hikes and activities, and weekend watering once per month or as needed.

Application Details

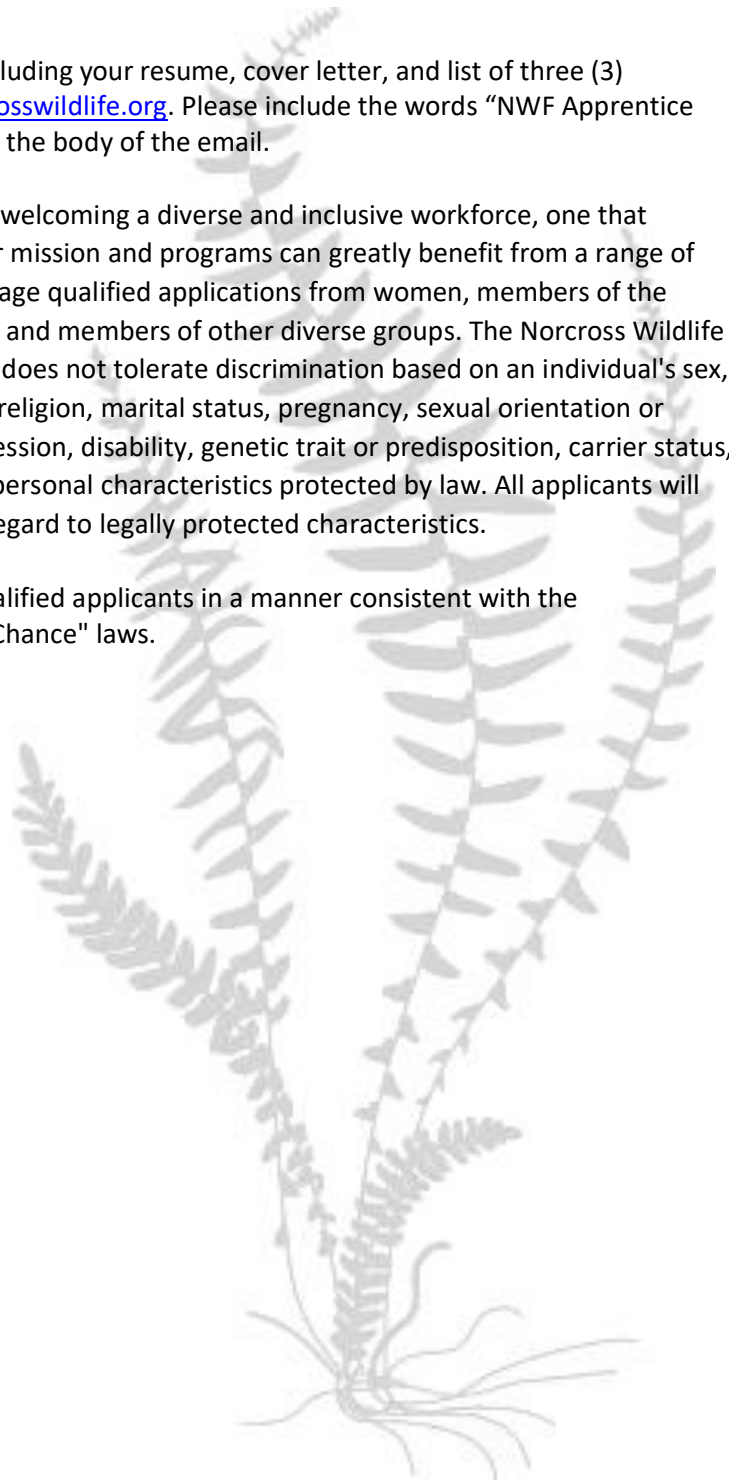
- Application Deadline: February 16th or as soon as the position is filled.
- Stipend will be paid at \$18.25/hour for all hours of program participation, up to a maximum of 800 hours
- Housing is available, free of charge, on site, subject to an occupancy agreement
- Housing availability is from May 10th – October 10th, 2025.
- This program is 37.5 hours/week, 8:00 am – 4:00 pm, Monday through Friday, with some weekend and/or later hours as needed.

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To apply, please send a **single PDF document** including your resume, cover letter, and list of three (3) references to Mx. Leo Kenney at lkenney@norcrosswildlife.org. Please include the words "NWF Apprentice Application" in the subject line and your name in the body of the email.

The Norcross Wildlife Sanctuary is committed to welcoming a diverse and inclusive workforce, one that celebrates the varied communities we serve. Our mission and programs can greatly benefit from a range of perspectives and, as a result, we strongly encourage qualified applications from women, members of the LGBTQIA+ community, people of color, veterans, and members of other diverse groups. The Norcross Wildlife Sanctuary is an Equal Opportunity Employer and does not tolerate discrimination based on an individual's sex, age, race, color, creed, national origin, alienage, religion, marital status, pregnancy, sexual orientation or affectional preference, gender identity and expression, disability, genetic trait or predisposition, carrier status, citizenship, veteran or military status and other personal characteristics protected by law. All applicants will receive consideration for employment without regard to legally protected characteristics.

The Norcross Wildlife Sanctuary will consider qualified applicants in a manner consistent with the requirements of applicable state and local "Fair Chance" laws.



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