



2025 Applied Ecology Internships at Norcross Wildlife Foundation

Internship Opportunity

Three educational internship positions are available at Norcross Wildlife Foundation (NWF) for the 2025 growing season, beginning in May, and ending in October. The NWF internship program is designed to aid applicants with their career development via on-site educational and work experiences. 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. Interns will also aid in other tasks related to the maintenance and care of Norcross landholdings as needed. As participants of an educational program, interns 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 are provided with free housing on-site and a stipend paid bi-weekly.

Qualifications

The major qualification is a desire to learn more about natural communities, ecological restoration, and ecological monitoring practices. The following qualifications will all be considered when filling the positions:

- Academic, volunteer, and/or professional experience in wildlife biology, environmental science, ecology, conservation, botany, horticulture, agriculture, or related fields
- Experience with invasive plant management
- Willingness to perform regular, varied manual labor tasks under a range of weather & terrain conditions

Additional Qualifications

- Ability to work outside in hot, cold, wet, humid, buggy, and/or other challenging conditions
- 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 protective equipment
- Willingness to live and work with a tight-knit team for the duration of the internship
- A valid driver's license (from any US state), preferably with a clean driving record reaching back at least six years is preferred but not required

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- Preference will be given to applicants available for the full program duration (800 hours, between May and October).
- Unfortunately, we cannot sponsor visa applicants.

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

Interns will work under the Applied Ecology Apprentice and will report to the Applied Ecologist, who will set weekly schedules of tasks, organize and lead field trips, direct trainings, and facilitate work activities. Interns will also be supervised on an intermittent basis by the directors of Public Programs and Education. As participants in an educational program, interns will have the opportunity to work with many 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 20th
- Stipend will be paid at \$16.25/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.

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 Internship 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 LGBTIQ+ 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

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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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