



2024 CAMDEN AREA STEWARDSHIP INTERN Position Description

Introduction: Coastal Mountains Land Trust is seeking an enthusiastic and passionate individual to be the 2024 Summer Stewardship Intern to assist our land stewardship program, mainly in Knox County, Maine. Coastal Mountains Land Trust is a non-profit land conservation organization with the mission to permanently conserve land for the benefit of the natural and human communities of the western Penobscot Bay region. Since 1986, we have conserved more than 13,000 acres of land with 39 Preserves and 68 conservation easements. We maintain over 50 miles of trail on our Preserves for public use.

General Description: The Camden Area Stewardship Internship is a 400-hour position focused on maintaining and improving Land Trust preserves and trails in Knox County (Camden- Rockport Area). Much of the work will be done outdoors, with some office work mixed in. The position will involve physical labor requiring walking in remote environments and/or using hand and power tools. Interns will get an immersive experience in the operation of a land trust, but this position will be mostly focused on Stewardship.

Supervision: This position is supervised by the Stewardship Project Manager for Knox County, a full-time staff member of the Land Trust.

The Summer Stewardship Intern will focus on the following activities:

1. Maintain and improve trails by mowing, pruning, clearing, and repairing trail infrastructure.
2. Manage preserves by maintaining CMLT infrastructure (Parking lots, kiosks, buildings, facilities), removing invasive exotic species and being a good ambassador of the Land Trust when out on the properties.
3. Maintain Beech Hill Preserve, specifically for its events, using mowing and pruning equipment to keep the organic blueberry fields productive, and the hilltop open for visitors.
4. Participate in and eventually lead recurring volunteer work sessions throughout the summer.
5. Develop inventories of resources and threats on Land Trust properties using GPS and GIS (Geographic Information Systems) technologies, and plan for future management of Preserves.
6. Support the Land Trust's community engagement program by staffing events for the public, particularly assisting with the Arts on the Hill and Blueberry Community Free Pick events at Beech Hill..

7. Other responsibilities: there may be other job responsibilities assigned that are related to other aspects of the organization's programs.

Required Qualifications

- Possess a pleasant, collaborative, and curious personality. Must be able to volunteer with others, including volunteers, other staff, Land Trust board members, members of the public, and lead others after sufficient training.
- Ability to work independently, outdoors and in the office, and willingness to learn new skills.
- Strong verbal and written communication skills
- Physically able and willing to work outside for up to 8 hours, and in areas with ticks, Browntail Moth caterpillars, black flies, and poison ivy, and mitigate associated risk
- Valid driver's license and use of personal vehicle with proof of insurance, the position involves significant driving and transportation of tools for stewardship (mileage will be reimbursed)
- Experience with basic computer systems, Microsoft suite, email, Google Drive, and social media platforms.

Preferred Qualifications:

- Students or recent graduates. High school, college, vocational school, and alternative learning students, or recent graduates are all encouraged to apply.
- Familiarity with the use of power tools, such as lawnmowers, weed whackers, drills, and saws, and the ability to use them safely and effectively.
- An ecological eye, the ability to identify ecological phenomena pertinent to work tasks, i.e. invasive species management, tree identification, sensitive plant communities.

Position Specifics:

- Location: Position to be based out of CMLT Camden office but is focused on fieldwork around Camden/Rockport and other Knox County towns plus parts of Lincolnville. Up to 75% of time will be spent working outdoors.
- Timeframe: 400 hours over the summer. 10 + weeks. Four or five days a week for 8 hours/day. Flexible starting and ending dates between May/June, through August.
- Compensation: \$16/ Hour. Work-related travel reimbursed monthly at 67 cents/mile or current IRS rate.

To Apply

Please email Ryan O'Neill (Ryano@coastalmountains.org), with the subject line "**Camden Area Internship Application**", a resume, two or three references, and one-page cover letter explaining your interest in this position **as a single PDF**. Position is open until filled. Suggested deadline is **March 8th**. Open until filled.