



## **Job Opportunity: High School Intern**

The Ozaukee Washington Land Trust and River Revitalization Foundation recently merged to become Restoring Lands: A Wisconsin Land Trust. The Restoring Lands mission is to protect, connect, and restore southeast Wisconsin's lands and waters for the benefit of all. Since 1992, we have worked to conserve and steward the lands and waters of the Milwaukee River Basin. This merger propels our capacity for conservation leadership in Southeastern Wisconsin, expanding our service area and advancing land protection efforts beyond county borders to a science-based, watershed-level approach. Restoring Lands owns and actively manages 38 nature preserves, conserving over 7,000 acres in Ozaukee, Washington, and Milwaukee counties and has two offices: one in West Bend, and one near downtown Milwaukee.

Creating a welcoming and inclusive culture in the conservation sector is a core value at Restoring Lands. We are passionate about building and sustaining an inclusive and equitable environment for all staff and our community. We believe every member on our team enriches our diversity by exposing us to a broad range of ways to understand and engage with the world, identify challenges, and to discover, design and deliver solutions. Through this position, Restoring Lands seeks to take ownership of addressing barriers to conservation by engaging, training, and empowering underrepresented communities in the work of fostering biodiversity, promoting climate resiliency, and enhancing public access to the outdoors.

### **About the Position**

Interns are provided a paid opportunity to gain work experience in the environmental sector by leading volunteers to restore and monitor wildlife habitat, improving access and promoting recreation in greenspaces throughout the Milwaukee River Basin. Interns will be exposed to all operations of a land trust and nonprofit management with a focus on land stewardship and restoration. The majority of work will be completed outdoors as a team. There will be opportunities when other staff members work closely with interns based on their field of expertise.

### **Geography**

Restoring Lands' service area includes all of Milwaukee, Ozaukee, and Washington counties and includes the parts of Fond du Lac, Sheboygan, Dodge and Waukesha counties that fall within the Milwaukee River Basin. Interns will be expected to report to work at Restoring Lands' Milwaukee office (2134 N Riverboat Rd. 53212). RL is willing to provide bus passes if needed. Transportation to other work sites mentioned will be provided by RL.

### **Schedule**

This is a seasonal position (June 16 – August 15) and hours will vary, averaging 28 hours/week for 9 weeks. Interns will be expected to work three Saturday mornings during the program; other occasional weekend hours may be assigned. Restoring Lands is willing to be flexible with scheduling based on other engagements/commitments as needed. Typical work schedule: **8:30 am-3:30 pm Mondays, Tuesdays, Thursdays and Fridays (no scheduled work on Wednesdays). 9am-12pm some Saturdays (as described above).**

### **Primary Responsibilities**

#### *Conservation and Restoration*

- Restore and maintain natural areas by: controlling invasive plant populations, planting native species, watering, controlling erosion and trail maintenance
- Utilizing mapping devices to record project areas, plant populations, and other items as assigned
- Assist with implementation of vegetation and wildlife surveys
- Assist with construction and/or maintenance of park amenities

### *Leadership and Coordination*

- Work with and assist in leading community volunteers during volunteer opportunities offered 1-2 times/week
- Work with and assist in leading large corporate service days of up to 25 volunteers for 2 - 3 hours
- (Peer-to-Peer) leadership building with partner organizations

### *Volunteer Administration and Community Engagement*

- Promote RL in the neighborhoods and communities where we work
- Attend partner organization's outreach events to share our mission, recruit volunteers and future Interns
- Facilitate social media posts; assist with compiling photos for newsletter

### *Educational Component\**

- Native and non-native plant identification
- Land management techniques
- Wisconsin plant community habitats
- Bird species and other wildlife identification
- Exposure through experiential learning journeys (e.g. design, strategy and construction of watercourse management, environmental marketing, green and blue infrastructure and career pathways, water quality monitoring, etc.)

\*Interns will be expected to challenge themselves, ask questions, and take advantage of the many different training opportunities that become available to them. This internship should ultimately benefit the intern in developing a strong and ecologically-minded work ethic.

### **Required Qualifications**

- Interest in ecology and restoration principles
- Desire to learn ecological principles, plant identification, components of Wisconsin native plant communities
- Strong oral communication skills
- Capable of working on a team and independently
- Capable of following procedures to diligently accomplish assigned tasks

### **Desired Qualifications**

- High degree of professionalism, flexibility and initiative
- Self-motivated
- Interested in developing leadership skills
- Strong written communication skills
- Experience or knowledge of plant communities and wildlife or demonstrated commitment to the environment desired

### **Physical Requirements**

- Use hand tools and follow instructions of their proper use
- Work outdoors and engage in physical labor, in all weather conditions, difficult terrain and exposure to all elements of nature (i.e., bugs, nuisance plant species, etc.)
- Walk across sometimes uneven and vegetatively dense types of terrain
- Ability to lift 30 lbs.

### **Compensation**

\$15/hour. Interested applicants should apply through this link: <https://forms.gle/17m316UdFKKtf1xn6>.

**Application Deadline: April 20, 2025.** Applications will be reviewed on an ongoing basis.