



**Habitat Restoration Crew Internship**  
**Full Time (40 hours per week)**  
**\$2400.00 Monthly Stipend**  
**Applications reviewed upon receipt**  
**Start Date: October 2022**

**Thurston Conservation District seeks a dynamic, creative, and critical thinker with interest in implementing habitat restoration projects, and working with diverse communities, to join our collaborative team in a fast-paced, hands-on, and rewarding work environment.**

**POSITION DESCRIPTION:**

This internship position will work on a 5-person field crew alongside our VCC crew members under the supervision of the Thurston Conservation District (TCD) Habitat Restoration Crew Lead. The crew will work on meaningful habitat restoration projects in rural areas within Thurston County to serve their community by improving water quality, enhancing wildlife habitat, and preventing the spread of invasive weeds. The crew will work on public and private properties such as farms and conservation lands, to achieve individual, local and regional resource conservation and restoration goals in Thurston County. Fieldwork activities will include planting native trees and shrubs along rivers and streams, controlling or removing invasive vegetation, implementing erosion control techniques, and participating in salmon recovery projects.

- Work week is Monday-Thursday, 7:00 am - 5:30 pm
- Pay is in the form of a \$2,400 monthly stipend to assist with living expenses
- Opportunity is October 2022 – April 2023
- Interns accrue one paid day off per month
- All safety equipment (gloves, hard hats, eye protection, ear protection, rain gear etc.) is provided

**POSITION REQUIREMENTS:**

- Must have dependable transportation to and from the Thurston Conservation District office
- Must be able to work Monday-Thursday, 7am-5:30pm
- Must be able to work outdoors, in all terrains and weather conditions
- Must be able to take direction and work cohesively with a team
- Must be willing and able to learn new skills
- Comfortable working with chemicals like pesticides and fertilizers
- Must be able to communicate and work with a wide diversity of people

**PREFERRED KNOWLEDGE, SKILLS, AND ABILITIES:**

This is an internship position and no experience is required. Applicants with the following skills, knowledge, and

abilities will be given preference.

- Currently possess or be able to obtain a valid driver's license
- Experience working on a crew to complete time-sensitive projects on private or public property
- Experience implementing safety practices in the field with and without supervision
- Experience operating hand tools and power tools
- Experience operating heavy equipment (mini-excavator, backhoe, etc.)
- Able to lift up to 50-lbs
- Able to operate a motor vehicle and haul a trailer
- Possession of or interest in obtaining a Pesticide Applicators License
- Comfortable speaking to landowners and other members of the public about projects
- Motivated and enthusiastic to work and learn

## **TRAINING**

All necessary training required to perform the essential functions/duties is provided on the job. In addition to on-the-job training, this position may include the following formal trainings and certifications to aid in professional development and job training:

- Plant identification
- Habitat restoration and vegetation management techniques
- Herbicide applicators training and opportunity to certify
- First aid/ CPR certification
- Opportunity to job shadow TCD staff
- Resume/cover letter/job interview coaching
- Restoration map reading and interpretation
- Other opportunities available depending on interns interest

## **EQUAL OPPORTUNITY WORKSPACE**

Here at Thurston Conservation District our employees and the people we serve come from all walks of life. We strive to hire and work with great people from a wide variety of backgrounds. We believe in the importance of recognizing the value that each of us contributes to the success of the District's mission. Having a diverse workforce is the District's greatest resource of strength and knowledge. It is through the combination of talents and abilities that we can pursue finding effective ways to best serve our community. We are committed to building a diverse and inclusive workplace for everyone. All employees, interns, and volunteers receive consideration without regard to race, ethnicity, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or

veteran status. Please let us know if you need an accommodation to participate in the application process.

THURSTON CONSERVATION DISTRICT, a non-regulatory government agency, educates and assists the citizens of Thurston County in the management of natural resources for the benefit of present and future generations, inspiring voluntary, incentive-based conservation practices.

**TO APPLY:**

Please submit your application electronically to [job-applications@thurstoncd.com](mailto:job-applications@thurstoncd.com) and please include Habitat Field Crew Intern – YOUR NAME in the subject line. Please include the following in your application:

1. Resume, including relevant work experiences and course experience
2. Cover letter
3. Two (2) professional/educational references (Letters of recommendation may be included)

We sincerely thank you for your interest in interning with the

Thurston Conservation District team