



# Community Program Internship

## **Community Program Intern**

The Community Program Internship is designed to support NSEA's Program Team by facilitating environmental stewardship opportunities throughout Whatcom County for students and the larger community. Programming occurs on Wednesdays, Thursdays, Fridays, and Saturdays. Ideal candidates will be available two weekdays (Wed-Fri) and Saturday, specifically prioritizing Wednesdays and Fridays due to event needs.

## **About NSEA**

NSEA educates, inspires, and engages the community to take action to keep wild salmon here for future generations. Achieving our mission requires the collective work, involvement, and commitment of our community. At NSEA we work every day to expand the consciousness of our local community to include our streams and the salmon that can and do inhabit them. We provide Whatcom County residents with direct experience in restoration and the tools to steward salmon habitat. We believe when we begin to understand ourselves as citizens of our watersheds, the vision of sustainable wild salmon runs can become a reality. Our growing community of volunteers, students, and donors provides momentum as we work together to ensure that Whatcom County will be home to wild salmon for generations to come.

At NSEA, we strongly encourage candidates of all racial and gender identities, cultural and economic backgrounds, and of any sexual orientation to apply for employment and service opportunities. NSEA is an Equal Opportunity Employer and does not discriminate based on race, color, national origin, sex, religion, age, disability, sexual orientation, veteran status, or marital status in employment or the provision of services.

## **About the FLOW Program**

As part of the Future Leaders of Whatcom Waters (FLOW) Program the Community Program Internship provides real-world experiences and professional development opportunities for future leaders of environmental and educational fields.

This experience is provided through opportunities to independently and collaboratively lead weekly community events, namely Students for Salmon (SFS) Field Trips, Salmon releases, and Community Restoration Work Parties. These programs rely on Community Program Interns to function. On Wednesdays, Thursdays, and Fridays, the SFS program requires 3-6 interns to fully lead field trips. The internship team will travel throughout Whatcom County to public and private properties to help 4<sup>th</sup> grade students discover if their local stream is a healthy habitat for salmon and assist county schools in releasing the salmon fry they have raised in their school aquarium.

Saturday programming can require up to 10 interns to accommodate Community Work Party needs. Interns will rotate between roles at Work Parties, such as shuttle driving, leading small groups, and supporting educational components, and work collaboratively with everyone on the team. Work Parties are held throughout Whatcom County, where community volunteers join NSEA to plant native species or remove invasive species.



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## **Responsibilities:**

### **Facilitate Students for Salmon Programming**

***Estimated 50-75% of time,***

#### **Wednesdays, Thursdays, and Fridays**

- Educate fourth grade students in salmon ecology topics during four-hour, fully outdoor field trips in all kinds of weather
- Independently lead engaging educational stations emphasizing macroinvertebrates, native plants, and water quality
- Practice group management techniques and youth engagement while leading a group of up to 12 fourth grade students
- Maintain a safe, friendly, and inclusive learning environment for all students, adjusting to different abilities, learning styles, and English Language Learners
- Work closely as a group of three interns and Education Coordinator to create a dynamic and team-based learning environment
- Prep, set up, and clean up before and after field trips, including entering program metrics on the computer

### **Facilitate Stream Stewards Programming**

***Estimated 25-50% of time,***

#### **Saturdays**

- Lead and educate groups of 5-30 volunteers in outdoor salmon ecology and habitat restoration activities at weekly volunteer "Work Parties"
- Lift, load, and set up heavy equipment such as tents and tools, sometimes across vast outdoor restoration sites, in all weather conditions
- Lead stewardship activities, including invasive plant removal and native tree and shrub planting, across a variety of stream-side restoration sites throughout Whatcom County
- Prep, set up, and clean up before and after work parties

### **Organization and Program Support**

- Work collaboratively with fellow interns to plan and organize for upcoming needs
- Assist in all aspects of programming, including set-up, clean-up, and supply/tool maintenance
- Assist with facility needs, if applicable
- Other duties assigned, as needed

*Individual intern schedules and responsibilities will depend on availability. **Priority will be given to applicants with full availability (Wed-Sat) to meet program needs.***



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## **Minimum Qualifications**

- 18 years or older
- Able to get to NSEA's campus, located at 3057 E. Bakerview Rd. in Bellingham
- Full day (6am-4pm) availability on Saturdays and at least two of the following days: (7am-4:30pm) Wednesdays, Thursdays, Fridays throughout the internship term
- Ability to walk on uneven terrain while lifting, carrying, or pulling program gear up to 40 lbs (buckets of tools, canopy tents, wheeled carts with 20+ lbs of gear)
- Some days will require more than 8 hours of standing, bending, and walking

## **The most successful applicants will have:**

- A strong passion for NSEA's mission, environmental education, stewardship, and outreach
- Passion and/or experience working with youth and community members
- Willingness to work in 90% outdoor and 10% office settings throughout the term
- Lived or professional experience working with people of all ethnicities, gender identities, incomes, abilities, and ages, especially youth
- Ability to read, write, and speak Spanish, Punjabi, or Ukrainian fluently

## **Compensation:**

- \$17.28 per hour, up to 30 hours per week depending on availability and program schedule
- On-the-job training and professional development in environmental education, community outreach, salmon ecology, and habitat restoration
- Opportunities to network with other professionals in the fields of education, outreach, and restoration

## **Application deadline:**

Positions are open until filled; first review deadline is January 3rd, 2025

## **Internship duration:**

February 5-June 7, 2025

## **To Apply:**

Please complete the application here: <https://forms.office.com/r/bcEsECsKif>

We strongly encourage you to reference this [Application Grading Rubric.pdf](#) to ensure that your answers are meeting the criteria our hiring staff reviews for.

For questions, or to request reasonable accommodation in the application process, please email Nathan Zabel at [nzabel@n-sea.org](mailto:nzabel@n-sea.org) or call 360-715-0283 ext 120

Position is contingent on funding and public health related regulations. Final offers of employment are contingent upon the successful completion of a background check that may include employment history, national criminal background check, national sex offender registry search and a driving check.