



## Perennial Internship Program – Summer 2026

### Internship Position Description

**Internship Title:** Land Stewardship Intern

**Description:** The Middlebury Area Land Trust (MALT) is based in Middlebury, Vermont and was founded in 1987. MALT's mission is to work with our community to conserve natural and productive landscapes, and to enhance scenic, recreational, and educational opportunities. To date, MALT has helped conserve roughly 3,500 acres in Addison County, protecting grassland, forests, and wildlife habitat for long-term benefit. MALT is also a regional leader in trail development. Our organization maintains over thirty miles of multiuse trails including the popular 19-mile Trail Around Middlebury (TAM). More than 10,000 people—residents, families, and students—use the TAM each year for recreation, health, and connection to nature. Our educational and environmental outreach programs reach hundreds of youths and adults annually, fostering a strong ethic of stewardship in the community. MALT's 2040 Vision calls for expanding trails, conserving more land, and growing education programs over the next 15 years.

**Internship Duties/Tasks:** MALT seeks a Land Stewardship Intern beginning May of 2026. The Land Stewardship Intern will apply their academic training in conservation, ecology, natural resources, or related disciplines to real-world stewardship and land management projects from one of Vermont's most active and community-centered land trusts. This position provides hands-on experience in conservation easement monitoring, data collection, habitat management, invasive species removal, trail and water-management projects, GIS and database support, community engagement, and additional stewardship-related tasks. The intern will work 30 hours per week.

#### **Conservation Easement Monitoring & Land Management (40%)**

- Help MALT conduct annual conservation easement monitoring visits following Land Trust Alliance-aligned procedures.
- Assist with documentation, photography, GPS data collection, and monitoring reports.
- Support updates to management plans for MALT-owned lands.

- Identify stewardship needs on conserved properties, including erosion issues, invasive species, and habitat restoration opportunities.
- Support ecological condition monitoring, including wildlife observations and natural community mapping.

#### **Data Systems, GIS & Documentation (30%)**

- Support improvements to MALT's stewardship database.
- Assist with GIS mapping of conserved lands, trails, photopoints, and stewardship priorities.
- Help standardize data collection and improve digital record-keeping.

#### **Stewardship Fieldwork, Habitat Management & Trail Maintenance (20%)**

- Work with MALT staff, interns, and volunteers on field-based stewardship and land management tasks.
- Lead or co-lead volunteer work parties focused on invasive species removal and habitat restoration.
- Help implement field projects such as erosion mitigation, habitat enhancement, trail repairs, and signage installation.

#### **Community Engagement & Outreach (10%)**

- Interact with landowners, volunteers, and trail users while representing MALT's mission.
- Assist with development of outreach or educational materials related to stewardship.
- Support community events, volunteer recruitment, or guided stewardship walks.

#### **Additional Possible Tasks:**

- Trail quality standards and trailhead signage assessments.
- Citizen-science support (eBird, iNaturalist).
- Occasional support for environmental education programs.

#### **Desired Qualifications/Skills:**

- Coursework in natural resources, environmental science, conservation biology, forestry, geography, or related fields.
- Knowledge of Vermont natural communities, ecological restoration, or invasive species management.
- Familiarity with hand tools and fieldwork equipment.
- Ability to navigate using maps, GPS, and GIS tools.
- Strong communication skills and comfort engaging with community members, landowners, and volunteers.
- Experience with field data collection or ecological monitoring.

- Ability to work independently and as part of a team in varied outdoor conditions.
- Enthusiasm for stewardship, ecological restoration, and community-based land management.

**Supervision:** Erica Harris – Grant and Lands Manager.

**Work Schedule:** 30 hours/week (Mon-Thurs schedule) for 12 weeks. Mostly field-based in and around Middlebury, VT with some telework potential.

**Transportation:** None provided; however, there are public transportation [options](#) available in Middlebury. [Tri-Valley Transit's \(TVT\) 116 Commuter](#) bus route connects Burlington and Middlebury, serving intermediate towns like Bristol, Starksboro, Hinesburg, and South Burlington on weekdays. The service operates Monday-Friday, providing a **fare-free** public transit option along the Route 116 corridor. The Middlebury community is also fortunate to have an Amtrak Station right a five minute walk from MALT with daily trains that connect to communities not only in New England but the entire Amtrak network! While in town, Middlebury is very walkable, but TVT's Middlebury Shuttle offers **free bus service** throughout the town as well.

**Compensation:** \$18.00/hour

#### **How to Apply:**

**Rubenstein students who will have completed their sophomore or junior year by summer 2026 are eligible to apply. Students graduating in May 2026 are not eligible to apply. Earning Independent Study or Internship credit through the Rubenstein Internship Program is required.**

1. Click the following link to view the Rubenstein Perennial Internship Descriptions in Handshake:  
<https://uvm.joinhandshake.com/employers/226837>

- If asked to log in: click “UVM Net ID Login” & login.
- Click the Favorite button to enable easier searches in the future.

2. Click “View All Jobs” in Jobs at Rubenstein Perennial Internship Program box on the right side of page.

3. You should now see the Perennial Internship opportunities! Click “View Details” to learn more about each position.

- Please do take the time to carefully read each individual description so that you don't miss a great opportunity by judging an internship solely on its title.
- You may apply for up to **three** Perennial Internships.
- All applications are due by **11:59pm, on Wednesday, February 4th, 2026.**

4. You'll need to upload a Resume, Cover Letter, and Recommender File in Handshake before you can apply for any Perennial Internship:

- Click on your name at top right of screen in Handshake
- Select Documents.
- Please upload all documents as PDFs.
  - The following are the required documents:
    - ♣ Resume
    - ♣ Cover Letter
      - You should write and upload a unique cover letter for each position to which you are applying.
      - In your cover letter, provide the name & contact information for at least one professional reference. This could be someone who supervised you in a past work/internship/volunteer position, or a professor or teacher, etc. The person listed should not be the person who completes your recommendation form.
    - ♣ Recommender File (see below) - as you will not have access to the form, you are asked to upload a PDF with the name and email of the recommender to whom you have sent the recommender form.

5. **A Recommendation form will need to be completed by a Rubenstein faculty, graduate student, or staff member of your choosing.** When you ask your recommender if they are willing to complete the form to support your application, please provide your recommender:

- This link: [RECOMMENDATION FORM](#)
- Only one recommendation form needs to be completed regardless of how many Perennial Internships you are applying for.
- Your recommender will complete and submit this form online, and then your recommendation will be confidentially added to your application(s). **This recommendation form needs to be submitted by the February 4th, deadline.**

6. Make sure that your resume and cover letter(s) are as strong as they can be! Utilize the resources around you:

- Get your resume and cover letter reviewed by a Career Counselor at the Career Center. You can check the Career Center's drop-in hours [here](#). The Career Center also offers a guide on building your resume available [here](#).
- Set up an appointment with one of Rubenstein's Career Coaches - [Emily LeForce](#) or [Cathy Shiga-Gattullo](#) - or with the PIP Coordinator, [Sarah Mell](#). Just swing by Aiken 220 to connect!

7. If you are selected to interview for a Perennial Internship, you will be contacted by the site to set up an interview from late February to early March.