



## Perennial Internship Program- Summer 2026

### Internship Position Description

**Internship Title:** Black Bear Coexistence Research Assistant

**Internship Site:** Burlington or Montpelier, Vermont. Vermont Agency of Natural Resources, Fish & Wildlife Department.

**Description:** Do social science fieldwork for a new study on Vermonters' experiences of coexisting with black bears! This position will support a collaboration between the Vermont Fish & Wildlife Department and the UVM Rubenstein School. The intern will primarily be responsible for conducting, recording, and transcribing 20 to 30 research interviews with Vermonters aimed at uncovering different ways that humans and bears interact, and qualifying the range of experiences arising from those interactions. The work will involve following a protocol to carry out 60- to 180-minute interviews (in person) and transcribing and supporting basic qualitative analysis of the interviews. There is also the opportunity to assist with a limited amount of black bear conflict mitigation fieldwork. The position will involve extensive travel to various parts of Vermont, with the possibility of travel support from Fish & Wildlife. Strong candidates will have excellent active listening skills and will be comfortable meeting and talking with people whose life experiences and beliefs may be different than their own

**Desired qualifications/skills/coursework:** Strong active listening and verbal communication, cross-cultural/cross-class competency, comfortable meeting and conversing with people whose experiences and beliefs may differ widely. Must possess a driver's license. Coursework in qualitative research methods or a strong inclination to work with qualitative research methods. Coursework in environment and society, human-wildlife coexistence, cultural geography, and wildlife biology is preferred.

The intern must have their own vehicle; some travel support from ANR may be available for reimbursement for travel with said personal vehicle.

**Supervision:** The intern will be supervised by Dr. Joshua Morse (Fish & Wildlife) and Dr. Helina Jolly (RSENR). The intern will also work closely with Black Bear Biologist Jaclyn Comeau (Fish & Wildlife), and members of Dr. Jolly's lab (during data analysis). The position will be based in Burlington or Montpelier and will meet (in person) weekly at minimum with Dr. Morse for guidance and Dr. Jolly as necessary.

**Start and End Dates:** June 1, 2026 – August 20, 2026

*\*Rubenstein students currently in their sophomore and junior years are eligible to apply. Earning Independent Study or Internship credit through the Rubenstein Internship Program is required. \**

**Total Hours:** 240 (20 hours/week for 12 weeks)

**Compensation:** \$18/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

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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.

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