



Perennial Internship Program – Summer 2026

Internship Position Description

Internship Title: Aquatic Nuisance Species Intern

Internship Site: The Vermont Agency of Natural Resources, Department of Environmental Conservation. Field work is conducted statewide at various waterbodies, primarily lakes and ponds, and carpooling from the greater Burlington area will be possible for most of the work, oftentimes in state vehicles. Office and lab work is conducted in Montpelier at the National Life Campus, which is serviced by the CCTA Regional bus service (<http://cctaride.org/bus-routes-schedules>), or at the Vermont Agriculture and Environmental Laboratory (VAEL) 163 Admin Drive Randolph Center, VT 05061

Description: Field projects occur at various sites statewide throughout the duration of the internship, as weather allows, and the position will be comprised of roughly 80% field work. The intern will work side-by-side with experienced ANR Watershed Management Division field staff to monitor aquatic invasive plants and animals and implement control techniques for select species when necessary. This aspect of the position may involve sampling, surveying, or harvesting invasive species from motorized watercraft, kayak, and in-the-water monitoring using snorkeling gear, depending on each individual situation. The intern will also be involved in AIS spread prevention efforts, which may involve training in watercraft inspection and decontamination for aquatic invasives and assisting with ANR's messaging campaign to inform the public of AIS threats. Depending on the skillset of the intern, there may be opportunities to generate print, blog posts, and online media for the program. Additionally, the intern may assist with cyanobacteria sampling and cell counting depending on interest and skillset.

The intern will also have the chance to assist staff with educational workshops, laboratory identification of native and nonnative plants and animals, and other opportunities that may become available over the course of the summer. The intern will be involved in nearly all facets of AIS management and will leave this internship with an understanding of the environmental, financial, and social aspects considered when managing aquatic nuisance species.

Field Conditions: Applicant will always be working as part of a team when in the field. Applicants must be capable of kayaking/canoeing to aquatic invasive species management sites, often a 20–30-minute paddle, but potentially longer. The applicant must be willing to hand pull invasive species, which will require getting into and out of a kayak, carrying heavy (~20 pound) baskets filled with invasive plant material, and navigating uneven terrain. ***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. ***

surfaces both on land and in shallow water. The applicant may assist with field surveys, requiring exposure to the elements for multiple hours in a kayak/canoe/boat. Field surveys will require time spent sitting, tossing sampling equipment (similar to throwing and pulling up a small ~5lb anchor), and sorting through plant material. Additional fieldwork may require wading in shallow water (1-2 ft) to inspect aquatic nuisance species. Personal safety is the highest priority while working in the field under various conditions.

Desired qualifications/skills/coursework*:

- Must be able to swim and be comfortable working in motorized and nonmotorized watercraft in all types of weather conditions
- Must be able to lift moderately heavy objects (e.g., boat anchor, sampling gear, canoe, kayak)
- A basic biological knowledge is a must, aquatic biology background helpful
- Attention to detail, especially in field settings when collecting data
- Prior experience with taxonomic keys a plus
- Prior boating experience a plus, but not required
- Working knowledge of EXCEL, WORD, and basic database management preferred

Supervision: Intern will be supervised by Lizzy Gallagher with the Aquatic Invasive Species Management Program within the Watershed Management Division of ANR's Department of Environmental Conservation.

Start and End Dates: May 11 to August 21, but dates are negotiable.

Total Hours: 32-40 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.

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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](#)

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- 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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