

Rubenstein School of Environment and Natural Resources

University of Vermont

Perennial Summer Internship Program - 2024

Internship Title: Sustainable Forestry Internship Crew Leader

Internship Site: NorthWoods Stewardship Center

Description: The NorthWoods Stewardship Center is hiring a Sustainable Forestry Intern Crew Leader for a 10 week summer season. This crew leader will work closely with two other Forestry Interns and with supervisors in NorthWoods' Forest Stewardship Institute. Interns will gain experience through hands-on forestry, conservation, habitat management, and landowner outreach projects. NorthWoods has offered this forestry internship since 2016, and past interns have used their experience at NorthWoods to go on to graduate programs and careers in forestry, conservation, and related fields.

NorthWoods is a non-profit conservation organization serving the communities of northern Vermont and New Hampshire through our Education, Conservation Corps, Conservation Science, and Forest Stewardship programs. Our Charleston, Vermont campus and Demonstration Forest are a destination for outdoor recreation, as well as a hub for youth and adult education, sustainable land management, and ecological conservation.

Interns will be based out of the NorthWoods campus in East Charleston, VT. Project sites will include the 1,500 acre NorthWoods Lydia Spitzer Demonstration Forest, located in Charleston and Morgan, VT, as well as private land ownerships in northeastern Vermont (Essex, Caledonia and Orleans Counties). Approximately 40-50% of the internship will be spent in the Demonstration Forest, ~40% working with other landowners, and ~10-20% on other training and professional development.

Projects during the 2024 Sustainable Forestry Internship will include:

Pre-commercial thinning, low-impact timber harvesting and trail work in the NorthWoods Demonstration Forest

Forest inventory for a 10-year management plan update for the NorthWoods Demonstration Forest (working with a Vermont Licensed Forester)

Invasive plant control (under supervision of a Vermont Commercial Pesticide Applicator)

Firewood processing, and supporting various NorthWoods programs and facilities

Participation in professional development events and training, including Game of Logging Levels 1 and 2 (paid training at no cost to interns)

Reading, mini-research-projects and shared learning with other Forestry Interns

The Sustainable Forestry Internship Crew Leader will have added responsibility in each project, taking a leadership role in logistics, implementation and crew management. The Crew Leader is not expected to be an expert on each project, but rather will be involved in planning the project and leading their fellow interns to a successful outcome.

Emphasis will be placed on gaining knowledge and understanding while completing boots-on-the-ground projects, with reading and discussions about silviculture, management goals/decisions, and forest dynamics. Current forest health priorities will be addressed, with a focus on landscape-level forest integrity, sustainable forestry practices, and invasive species management. Educational tours, conferences and/or field trips will be included during the work week throughout the season.

For the 2024 season, the majority of this internship will be spent in the NorthWoods Demonstration Forest, a 1,500 acre land base is located in Charleston and Morgan, VT. Interns will work on forest inventory plots for a 10-year forest management plan update (complying with requirements of Use Value Appraisal, Vermont Land Trust easements, and the Tree Farm Program), as well as implementing silvicultural small-scale timber harvesting following the current forest management plan.

Desired qualifications/skills/coursework:

Qualified applicants should have basic knowledge of ecology and/or forestry, ability to identify local tree species, and chainsaw training/experience (Game of Logging, US Forest Service or equivalent). For those without chainsaw training, Game of Logging will be offered at no cost during the internship.

Leadership and strong interpersonal skills are important for the Forestry Internship Crew Leader. Applicants should show experience with effective and respectful communication with peers, supervisors and the public. Experience working on crew projects and/or team dynamics is also valuable.

This position is very physically demanding and requires extensive outdoor work in varied weather. Applicants must be comfortable with this work environment and able to navigate in the woods with a map/compass and GPS unit.

Above all, a positive attitude, strong work ethic and interest in forest ecology/management are essential!

Preferred qualifications include coursework in forestry, dendrology, ecology, botany and/or environmental science; Wilderness First Aid/First Responder training; and/or other forest management experience. Both academic and non-academic forestry-related experience are considered when reviewing applications.

People of every race, color, gender, gender expression, age, sexual orientation, marital status, national origin, religion, belief system and background are encouraged to apply. Reasonable accommodation will be made for applicants with disabilities. NorthWoods believes that diversity in our workplace is essential to building vibrant human and natural communities, and strives to provide opportunities for everyone without discrimination.

This internship is designed as a training and learning opportunity. We encourage anyone with interest and enthusiasm to apply, even if you do not have all of the desired qualifications listed above.

***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. ***

Supervision: Sam Perron, Director of Forest Stewardship and Devan Pensinger, Forestry Outreach Coordinator

Start and End Dates: June 3rd, 2024 - August 9th, 2024 (10 weeks). 40 hrs/week. Start and end dates may be flexible for qualified applicants with scheduling conflicts. Occasional weekend work will be required.

Total Hours: 40 hours/week for 10 weeks

Compensation: \$18/hour. On-campus housing and/or local affordable housing options arranged by NorthWoods may be available; details will be provided during interviews

How to apply: Rubenstein students who will have completed their sophomore or junior year by summer 2024 are eligible to apply. Students graduating in May 2024 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 right side of page.

3. You should now see the great 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 Monday, February 5th, 2024.**

4. You’ll need to upload both required documents in Handshake before you can apply for any Perennial Internship:

- Click on your name at top right of screen in Handshake
- Select Documents.

5. Please upload all documents as pdfs. The following are the required documents:

- Resume
- Cover Letter

- i. You should write and upload a unique cover letter for each position to which you are applying.
- ii. 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.

6. In addition to the documents listed above, 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 & 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 5th, deadline.

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

- The Rubenstein Student Advisory Board members are great at reviewing resumes/cover letters and providing helpful feedback! Email the SAB to schedule an appointment after the start of the semester, or stop by their peer mentoring hours when the Spring semester starts (schedule to be posted by Jan 16, 2024): rsensab@uvm.edu
- 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](#).
- Get connected with folks in the Rubenstein Student Services Office for resume and cover letter review during drop-in hours:
Meghan Young – Tuesdays, 10:00am-12:00pm, Aiken 219 Emily LeForce – Thursdays, 1:00-3:00pm, Aiken 220 Hub
Cathy Shiga-Gattullo – Mondays, 1:00-3:00pm, Aiken 220 Hub

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