



February 1, 2022

Youth Engagement Intern Posting

Job Title: Youth Engagement Intern

Compensation: \$15.00/hour, approximately 35 hours/week

FLSA Status: Temporary, non-exempt

Reports To: Outreach & Education Coordinator

Location: Lacey, WA with travel to various sites in Thurston and Mason counties

Application Deadline: February 27, 2022, 11:59 pm

About the position:

Capitol Land Trust (CLT) is seeking a Youth Engagement Intern to connect local teens to meaningful conservation and environmental restoration work that furthers their educational and early career goals. In this position, you will deliver field-based activities and projects to high school students participating in Pacific Education Institute's Youth Engaged in Sustainable Systems (YESS) program and teens participating in Northwest Youth Corps' Sound to Summit program. Field-based activities include ecological restoration projects, land conservation and management lessons, and flora and fauna identification. Field work will take place on CLT preserves in Thurston and Mason counties. This position works closely with CLT Education, Outreach, and Conservation staff and collaborates with CLT volunteers, partner organizations, and teachers in program delivery.

Collaborating with CLT's partners, Pacific Education Institute and Northwest Youth Corps, will be key to your success. Pacific Education Institute (PEI) empowers educators to advance equitable civic and scientific literacy by promoting outdoor, integrated, career connected, locally relevant, real-world science. PEI's YESS program is a 6-week summer program that equips high school students with the knowledge, skills, and inspiration they need to pursue conservation careers while they earn a stipend and school credit. The goal of this program is to increase access for urban students from underserved communities to explore natural resources and conservation careers by adding a critical element to their pathway with careers in these sectors. The Youth Engagement Intern will support the YESS program for three weeks in late June through July 2022.

Northwest Youth Corps (NYC) offers a challenging education and job-training experience that helps youth and young adults from diverse backgrounds develop the skills they need to lead full and productive lives. The Intern will support NYC's Sound to Summit program in which youth ages 15-19 will complete habitat enhancement projects on CLT conserved lands, as well as learn from conservation experts about the natural world. CLT will host this program for four weeks in August 2022.

You'll hone your skills in effective instruction and community building within teen classes and youth corps crews. This position will regularly collaborate with partners to ensure program delivery is meeting everyone's goals. This position will develop your knowledge of restoration ecology and local land conservation. You'll be exposed to experts in the conservation field while developing meaningful

relationships with youth as they deepen their understanding of the natural world and the career opportunities it can lead to.

If you love being outside, have a base knowledge of ecological restoration and a knack for interacting with teenagers, then this position is for you. This is a great opportunity for anyone considering a career in environmental education or natural resources. We anticipate this position will work in the field about 70% of the time with the remaining percent of time split between working from CLT's office and working remotely. A laptop will be provided.

Duration: This internship runs for 12 weeks between Tuesday, June 14 – Wednesday, August 31, 2022, Monday – Friday and may include evening work.

WHAT YOU'LL GAIN

- Exposure to careers and professionals related to natural resources, environmental education, conservation, ecological restoration, land management, and communications
- Familiarity with local conservation and land management priorities and practices
- Native plant identification skills and ecological knowledge
- Experience delivering safe and effective lessons to a teen audience in the field, including the use of tools for restoration projects
- Experience collaborating with CLT staff and volunteers, as well as partner organizations, and teachers
- Relevant career skills such as public speaking, group and time management, and writing
- Map competency using technology
- Experience in fostering a positive team atmosphere and build trusting relationships with teens
- Practice using wildlife cameras to monitor wildlife
- First aid and CPR certification
- Experience developing social media content
- Frequent feedback and coaching to support your growth

DUTIES & RESPONSIBILITIES

Youth Engagement (60% time allocation)

- Coordinate with CLT staff, volunteers, and partners, to prepare outdoor youth skill building programming.
- Customize, lead, and support educational activities that complement partner program themes, such as wildlife/plant identification, mapping, climate change, land management, and restoration. Some activities may occur in an indoor classroom setting.
- Inspire program participants to understand the benefits of local land conservation.
- Build personal and trusting relationships with program participants.
- Instruct students on safe tool use and foster a culture of safety.

Education Program Support (30% time allocation)

- Ensure property site and supplies are prepared before program delivery.
- Communicate progress and support needs promptly with CLT staff and partners.

- Coordinate guest speakers to supplement programming.
- Document program learning, successes, and challenges for continuous improvement efforts.
- Assist Outreach & Education Coordinator in enhancing our program offerings.

Outreach Support (10% time allocation)

- Draft social media content for CLT communications about the YESS and Sound to Summit programs.
- Collect images for CLT communications.

QUALIFICATIONS

Required:

- Background in science, natural resources, conservation, or environmental education.
- Experience in ecological restoration through coursework, volunteering, or in a professional setting.
- Experience connecting with teens or other age group, preferably in an outdoor setting.
- Passion for environmental stewardship and youth engagement.
- Interpersonal skills that lead to strong, trusting relationships.
- Strong verbal communication skills.
- Desire to learn new things.
- Attention to detail, patience, and reliability.
- Ability to work effectively independently and as part of a team.
- Ability to pass a background check.
- Valid driver’s license and vehicle to travel to site locations. Mileage reimbursement will be provided.
- A cell phone.
- This position requires regular walking on uneven ground, stooping, crouching, using hand tools, and the ability to lift 30 pounds.

Preferred:

- Familiarity with Pacific Northwest ecosystems.
- Experience working with non-profit organizations and volunteers.
- Experience evaluating education programs.

SALARY:

This is an hourly, non-exempt position paying \$15.00/hour. We anticipate an average of 35 hours/week. This is an equal opportunity position located in Lacey, WA.

ORGANIZATIONAL COVID-19 VACCINATION INFORMATION

Capitol Land Trust is requiring its employees to receive the COVID-19 vaccination. As a condition of employment, the successful candidate will be required to provide proof of their COVID-19 Vaccination as part of the hire process. Requests for medical and religious exemptions will be considered.

APPLICATION INSTRUCTIONS:

For consideration, please email your resume, list of references, and cover letter to info@capitolandtrust.org as a single pdf. Include “Youth Engagement Intern” in the subject line. Please include several things you would like to learn in your cover letter.

About Capitol Land Trust:

Capitol Land Trust (CLT), established in 1987, conserves vital natural areas and working lands in the South Puget Sound and Chehalis River watersheds, for their ecological and community benefits. Our 2021-2025 Strategic Plan sets forth ambitious goals for protecting marine shorelines, wetlands, rivers and their connected forests, and working lands. It also sets forth ambitious goals to more deeply engage the communities where we work by increasing community connection and support through hands-on engagement with Capitol Land Trust properties and activities. CLT’s community engagement work strives to include an intentional commitment to equity and social justice. To further this work, we are providing opportunities for the next generation of conservation leaders to gain the skills they need to pursue careers in conservation.

ORGANIZATION VALUES:

Recognizing and respecting diverse values and interests, we identify common ground and shared community goals, make the most of limited funding, solve problems, and build partnerships to accomplish these goals. Our work adheres to high standards indicated by our national accreditation by the Land Trust Accreditation Commission. We continually strive to maintain and improve effectiveness, efficiency and accountability. These aspirations are built on a foundation of organizational values, which include:

- *Listening* – We genuinely listen to each other, valuing different opinions. Over the next five years, we know that we cannot grow and improve without feedback from our members and greater community. As we take on new projects and develop new partnerships, listening with intention and sincerity and receiving feedback and suggestions with grace will be a vital part of our success.
- *Continuous improvement* – We offer and seek personal and professional development to advance our skills and stay current with trends in conservation.
- *Integrity* – We act with honesty, transparency, fairness and respect in all aspects of our operations.
- *Collaboration* – We actively seek diverse partners and perspectives as we develop programs and projects. This collaboration includes communities that have not traditionally been part of the conversation.
- *Strategic investment* – We use our broad expertise to make the most strategic investments of CLT’s time and money, looking for conservation projects which have lasting impact.
- *Stewardship* - We steward these places and partner in our communities so these conserved landscapes can endure, supported by generations of conservation leadership and hard work.
- *Commitment to Diversity, Equity and Inclusion* - We are committed to creating an equitable and inclusive work environment. Diverse candidates are welcome to apply for this position. We are an Equal Opportunity Employer.