



## Natural Resource Undergraduate Summer Intern Internship Announcement

Crystal Cove Conservancy is excited to announce the fourth year of the Natural Resource Summer Internship program, run in partnership with Crystal Cove State Park, UC Irvine, and Parks California.

This impactful program offers paid internship positions to those interested in beginning their journey into natural resource careers with California State Parks. It is particularly intended for individuals who are from backgrounds that have historically been excluded from natural resource careers.

### **Internship Program Overview:**

Starting in June 2024, the Natural Resource undergraduate interns will spend 150 hours throughout the summer working collaboratively on a natural resource project at Crystal Cove State Park.

As a Natural Resource summer intern, you will:

- + Work under the guidance of Conservancy and State Park staff to develop a scope of work for a natural resource project at Crystal Cove State Park;
- + Collaborate with a team of undergraduate and graduate interns to implement the natural resource project;
- + Analyze your findings with guidance from subject-matter experts;
- + Present your final products back to State Park natural resource managers, Park staff and other community stakeholders; and
- + Participate in weekly cohort meetings and workshops, where you will meet State Parks natural resource professionals and practice skills to prepare you for State Park and natural resource careers, such as finding and analyzing job postings, applying for state lists, interviewing, and negotiating pay.

Intern projects vary from year to year depending on Park needs. Potential projects may include:

- + Collecting and analyzing owl limpet survey data; and
- + Developing a community-based restoration plan for Crystal Cove State Park.

**Compensation:** \$16/hour for four undergraduate positions.

### **Program Logistics:**

- + All interns will be required to participate in one six-hour orientation day at Crystal Cove State Park during the week of June 10, 2024;
- + Positions will be available to start on June 17 and may run through August 30, 2024;
- + The scheduling of these positions is flexible depending on intern availability, averaging 15 hours per week for ten weeks. Interns must be available for at least two full days during each standard work week (Monday-Friday, 9-4 PM) for field work, and must be available on Wednesday afternoons for an hour-long weekly cohort meeting;
- + Each position will involve in-person field work at Crystal Cove, with some remote work available depending on the assigned project. Laptops are available for loan to support remote work; and
- + All interns will be required to follow Crystal Cove Conservancy's safety and health policies, including providing proof of COVID-19 vaccination/booster.

**Desired Qualifications:**

This is an entry-level position, and we encourage candidates with a broad array of experiences and backgrounds to apply. The ideal candidates will be a high school graduate who is at least 18 years of age and is excited about exploring a career in natural resources, conservation, or environmental science. No previous work experience is required, although prior coursework in ecology, environmental science, or marine science is encouraged.

Crystal Cove Conservancy highly encourages all interested candidates to apply, particularly those who are Black, Indigenous, or other People of Color; LGBTQ+; Disabled and/or d/Deaf; or from other marginalized backgrounds that are underrepresented in the conservation and environmental fields.

**Physical Requirements:**

We are committed to supporting a diverse workforce inclusive of those with cognitive or physical disabilities. Due to the nature of this position, this position does require certain physical abilities, including but not limited to being able to operate a computer. Some projects may require the ability to hike up to three miles over uneven terrain.

If you are interested in this position and will need accommodations to carry out the position functions, we highly encourage you to apply. Please also let us know if you need reasonable accommodations during the application or interview process.

**Application Process:**

To apply for the Natural Resource summer internship position, please fill out [the online application on Google Forms](#). **Applications are due on Sunday, April 7th.**

If you have any questions, please feel free to contact [jennifer@crystalcove.org](mailto:jennifer@crystalcove.org) for more information!

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Crystal Cove Conservancy (The Conservancy) is the nonprofit public benefit organization dedicated to the protection, preservation and sustainability of Crystal Cove State Park, located on the traditional lands of the Acjachemen and Tongva Tribal Nations. Crystal Cove Conservancy works with our partners at California State Parks to restore the park's historic beach cottages, educate our next generation of environmental leaders, protect Crystal Cove's threatened natural and cultural resources, and promote access for historically-excluded groups.

Crystal Cove Conservancy provides equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, sex, age, disability, gender identity, gender expression, or genetics. Members of groups that have faced historic barriers to environmental access are highly encouraged to apply.

To learn more about our organization, please visit our website at [www.CrystalCove.org](http://www.CrystalCove.org).