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| Position: Land Stewardship Intern | Status: Part-time |
| Reports to: Land Stewardship Manager | FLSA Non-Exempt |
| Supervises: None | Date February 2026 |

Position Summary: Land Stewardship Interns play a vital role in the protection and ongoing care of the Central New York Land Trust's nature preserves, a portfolio that currently includes 57 preserves in 21 municipalities across Onondaga, Oswego and Madison counties. Stewardship Interns work to carry out fieldwork, land management, volunteer coordination, and stewardship activities to ensure the long-term ecological health and public enjoyment of these conserved lands. Stewardship efforts must align with the Land Trust Alliance (LTA) Standards and Practices to support CNYLT's accreditation. Stewardship Interns also support the Land Trust's involvement in regional, city-wide, and community-based sustainability planning in support of our mission, and supporting our efforts to work with Onondaga Nation and Native-led partner organizations living and working in what's now Central New York. The ideal candidate will have experience with conservation and stewardship initiatives, fieldwork, and a proven ability to engage with a wide range of stakeholders. This is an exciting chance to join a growing conservation organization, at a time when significant changes to the region are creating both a sense of urgency and an opportunity to save land in the Great Lakes.

Duties and responsibilities include, but are not limited to:

Key Responsibilities:

Land Stewardship

- Support the Land Stewardship Manager in developing a stewardship calendar and completing tasks.
- Conduct or coordinate annual property inspections.
- Monitor preserve conditions, engage visitors and neighbors, and address issues as they arise.
- Support the Land Stewardship Manager in maintenance tasks at preserves, including repairing infrastructure like trails, boardwalks, kiosks, footbridges, and parking areas.
- Assist the Land Stewardship Manager in managing the Land Trust's workshop and tools at our Woodchuck Hill headquarters.
- Mark and maintain preserve boundaries.
- Support habitat management initiatives including invasive species control, grassland and shrubland restoration, and deer management.
- Follow stewardship practices, documentation, and monitoring to align with Land Trust Alliance Standards and Practices.
- Maintain records including site visit reports, species lists, digital filing, and data entry.
- Assist the Land Stewardship Manager with other duties as assigned.

Supporting Partnerships (25%)

- Assist the Land Stewardship Manager in their role as liaison for field research conducted by partner organizations at our nature preserves, including faculty, doctoral and graduate students from SUNY ESF, SUNY Oswego, Syracuse University and other educational institutions.
- Help coordinate outdoor educational programming activities with partner organizations.

- Support outreach efforts with Onondaga Nation and Native-led partners to help the Land Trust meet our commitment to protect the lands and waters of the Haudenosaunee Confederacy.

Qualifications:

Education & Experience:

- Preference will be given to students of pursuing a bachelor's of science degree, preferably in the fields of natural resource management, geography or related science (biology, environmental science, forestry, agronomy, ecology, etc.) or equivalent.
- Past stewardship experience (may include environmental science, environmental education, or other conservation work).
- An understanding of Native sovereignty, and the commitment all Land Trusts have to support Native partners in protecting their homelands within the service area, in particular the Haudenosaunee Confederacy.

Skills & Abilities

- Strong interpersonal communication skills, and the ability to work with people from diverse backgrounds.
- Effective written communication, including reports and correspondence.
- Technological proficiency with Microsoft Office (Word, Excel), Google Workspace (Docs, Drive), and conservation tools like Landscape, Esri ArcGIS Pro, and aerial imagery software such as Google Earth and Lens.
- Familiarity with GPS tools like Onyx, LandID or other tools.
- Basic math skills for field measurements and project logistics.
- Strong problem-solving, time management, and independent work capabilities.
- Ability to learn new software and adopt best practices for nonprofit operations.

Essential Functions & Physical Requirements

The following functions are considered essential to the role and may be performed with or without reasonable accommodation:

- Ability to communicate effectively in-person, over the phone, and via digital platforms.
- Experience operating heavy machinery, including an understanding of safety protocols for operating a tractor several times a year, driving a work truck with a trailer, loading and unloading heavy equipment, and operating a chain saw for trail maintenance.
- Manual dexterity to operate a computer, tools, and standard office or field equipment.
- Comfort working near or around water; ability to swim is preferred for safety, though accommodation can be discussed.
- Capacity to lift or move items up to 50 pounds with or without assistance.
- Willingness to use basic gardening or power tools; training and safety equipment will be provided.
- Ability to sit, stand, walk, or perform fieldwork for extended periods, with accommodation available as needed.
- Reliable personal transportation is required, along with a valid New York State driver's license and proof of insurance.

Pay and Schedule: \$17/hr, 30-35 hours per week, for approximately 14 weeks depending on University schedule (May-August).

Physical environment: Mixed office and outdoor, requiring the ability to walk long distances through uneven terrain. Our offices are in a restored farmhouse at a nature preserve, providing a comfortable work environment for

indoor work tasks. The ideal candidate must be able to complete the physical requirements with or without reasonable accommodation.

This description is not meant to be an all-inclusive list of duties and responsibilities but constitutes a general definition of position scope. The Central New York Land Trust is an Equal Opportunity Employer and is committed to providing an inclusive and diverse workplace. The Central New York Land Trust is committed to providing access, equal opportunity, and reasonable accommodation for individuals with disability in employment, its programs and operations. Our policy prohibits discrimination on the basis of sex, race, color, religion, creed, national origin, age, marital status, sexual orientation, disability, genetic predisposition, gender identity, gender expression, veteran status, or status as a member of any other protected group or activity.