



2026 Summer Intern The James W. Dow Internship Program

Job Term: This is a 12-week seasonal/summer position, May 26th to August 14th (with flexibility).

Job Requirements: This position requires outdoor skills, ability to do physical work, a good work ethic, ability to work productively alone and as part of a team, dependability, and initiative. Computer skills, reliable transportation and an interest in outdoor education and land conservation are also required.

Job Duties: Interns will have the opportunity to see all phases of the land trust world, gaining a wide variety of experience and knowledge throughout the summer in multiple departments. Interns work closely with staff and volunteers.

Some of the many Stewardship Experiences include, but are not limited to:

- Gaining experience in conservation easement monitoring and fee land inspection.
- Sustainable trail layout, design, and building new trails.
- Routine trail maintenance, using power tools, hand tools, equipment, and tractors.
- Learning about sustainable trail infrastructure, helping upgrade and build new bridges, steps, etc.
- Working with BHHT's Conservation Forester on staff, who will introduce the intern to forest stewardship practices, forest inventory, thinning and timber management, plantings, and project grant funding.
- The opportunity to learn about land transactions and the processes and procedures required to fulfill Land Trust Alliance Standards & Practices.

Some of the Outreach Experiences include, but are not limited to:

- Participating in Educational Outreach programming with the local community, volunteer days, etc.
- The opportunity to host your own outreach program for the community.

Some of the Development Experiences include, but are not limited to:

- Having the opportunity to work with our Development staff in executing fundraising events.
- Learning all about grants, identifying, writing, and applying for them.

We anticipate interns delving into each of the above experiences in different capacities throughout their summer with BHHT, depending on the intern's interest

Training: A variety of training opportunities will be provided, both in the office and in the field. One of the goals of this internship is to provide the selected candidate familiarization with the workings of land conservation organizations with a special focus on conservation land stewardship.

Supervisor: Andrew Czwakiel, Land & Stewardship Director

Compensation: \$18.00 per hour. Satisfaction of contributing to a great cause as part of a small-medium sized but ambitious community-based organization. Housing can be provided at no cost, if required.

Schedule: Regular 40-hour per week work schedule, with a weekly schedule determined by supervisor. Some weekend and evening hours may be required (weekly scheduling will be accommodated for this time).

To Apply: Please email a resume and cover letter to Andrew@bluehillheritagetrust.org by February 15, 2026. Please put your first and last name, and "2026 Internship" in the email subject line.

The Blue Hill Heritage Trust is a community-based, non-profit, conservation organization dedicated to conserving the special land and water resources on the Blue Hill peninsula. It was founded in 1985 by local residents and is supported by community donations and grant funding. The Trust has protected over 12,600 acres of diverse conservation land, including both conservation land that it owns and privately- owned land on which it holds legally binding conservation restrictions. The organization is governed by a volunteer Board of Directors and is managed by a full-time Executive Director.