



Bayland Summer Internship

Internship Title: Bayland Summer Internship

Department: Stewardship

Reports To: Riley Scaff; Baylands Stewardship Project Manager

Status: Summer Seasonal

Prepared Date: March 2026

Position Overview: Under the guidance of the Baylands Stewardship Project Manager, the Baylands Summer Intern will play a role in advancing large-scale creek and tidal wetland restoration. This position offers a unique "bridge" experience, allowing a student to develop professional skills in both a collaborative office setting and an active field environment.

From conducting initial literature reviews for future academic publications to performing essential field monitoring and maintenance, the intern will contribute directly to Sonoma Land Trust's mission and key strategies. This intern will help with projects that look to restore thousands of acres of creeks and wetlands, directly addressing climate resiliency, sea-level rise, and biodiversity loss in Sonoma County.

Duties and Responsibilities:

- Participate in bi-weekly field days to steward a unique, recently restored wetland meadow, including invasive species management (weeding), irrigation system operation, and surveying plant health.
- Conduct data collection in the field and assist with data entry to ensure accurate project records.
- Research scientific literature to support future academic publications and restoration projects.
- Maintain accurate logs of internship hours.
- Establish three measurable and relevant learning objectives at the start of the program, tracking progress through weekly check-ins to ensure specific career and skill-building milestones are met.
- Participate in weekly one-on-one check-ins with the Internship Supervisor to discuss goals and progress.

Qualifications:

- Must be 18 years of age or older.
- Proficiency in Microsoft Office Suite.
- Experience conducting literature reviews or academic research preferred.

- Ability to communicate effectively and professionally with staff, project partners, and the public.
- Strong organizational skills with a commitment to punctuality and professional preparedness.
- Entry-level experience or coursework in Botany, Environmental Science, or a related field is preferred but not required.
- Ability to work outdoors in various weather conditions (including heat and direct sun) and navigate uneven terrain for distances up to 4 miles.
- Must be comfortable working in an outdoor setting with exposure to local wildlife, including potential encounters with ticks, insects, and other regional fauna.
- Must be able to dress appropriately for field conditions (e.g., sturdy boots, sun protection) and professional office settings.
- Must have reliable transportation to the Sonoma Land Trust office and various project sites throughout the county.

Schedule and Compensation: To ensure a successful internship, candidates must be available for:

- **Office Work:** One 3-hour day per week at the SLT office.
- **Field Work:** One 6-hour field day every other week.
- **Average Commitment:** 1–2 weekdays per week.

This seasonal internship without benefits begins the week of June 1st, 2026, and ends the week of August 10, 2026, with a total time commitment of approximately 65 hours. The stipend for completion of the internship is \$1,400.