

## **MN Conservation Internships**

### **Six positions available located in:**

- Benson
- Sleepy Eye
- Thief River Falls
- Waite Park
- Waseca
- Worthington

**Application Deadline:** March 1, 2026

**Anticipated Start Date:** May 2026

**Anticipated End Date:** August 2026

### **TO APPLY:**

Please **COMBINE your cover letter, resume and three (3) references** as a single PDF file or Word document before uploading to your application on our recruitment website at [www.pheasantsforever.org/jobs](http://www.pheasantsforever.org/jobs).

### **Overview:**

Get your boots wet and your hands a little dirty in this 90-day summer internship with Pheasants Forever in partnership with the Natural Resources Conservation Service (NRCS). This internship is designed to teach the aspiring wildlife professional about a career in natural resources and how private land conservation can have an impact on wildlife habitat. The internship will focus on assisting with the field portion of USDA's Farm Bill related conservation programs, mainly the Conservation Reserve Program (CRP). Direct supervision will come from Pheasants Forever, in partnership with NRCS.

### **Job Duties:**

The first weeks will be spent with a supervisor/mentor learning about CRP standards and practices, the Environmental Quality Incentives Program (EQIP) standards and practices, and plant identification. You will then travel to private land sites within your work area inventorying plants and evaluating the resources to ensure the intent of the practices are being followed by the private landowners. Job duties may include but are not limited to:

- Conduct CRP status reviews. This would involve going out in the field to identify plants, assess the condition of the cover, and make management recommendations. This will require taking detailed notes and photos in the field and filling out documentation in the office.
- Practice certifications – reviewing seed tags from native grassland plantings to ensure proper species and seed amounts were planted.
- Attend training events and field days.
- Interact with landowners in the field, in office, or on the phone.
- Assist staff with conservation plans for Farm Bill related programs.
- Assist staff in hosting training events.
- Assist staff with easement site inspections/monitoring

- Opportunities for personal learning. Your supervisor can help you identify skills you would like to learn to help you excel in your future career path.

**Preferred Knowledge, Skills, and Abilities:**

- The ability to identify grass, forb, and tree/shrub species of Minnesota, or the ability to quickly learn the 25 most common native species found on conservation plantings.
- Willingness to learn all aspects of habitat related practices, soil health practices, grazing practices and other agriculture related topics.
- Basic knowledge of wildlife species and grassland/wetland ecology is desirable. Habitat management knowledge is a bonus.
- Good written communication skills – ability to take detailed field notes/documentation and convey information to others in writing.
- Experience using ArcGIS Pro, or other mapping software. Ability to comprehend aerial imagery/maps and navigate using plat books, onX, or other navigation tools.
- The ability to effectively communicate with landowners and the public.
- The ability to walk several miles through uneven terrain and vegetation while carrying GPS equipment and monitoring vegetation and habitat. Some conditions will include walking through 3-8' tall vegetation, while encountering mosquitos, gnats, and poison ivy.
- Interest in habitat outreach events and the ability to communicate habitat management practices with the public.
- Able to pass a background check to obtain USDA Federal Security Clearance.
- Must possess a valid driver's license.

**Locations:**

The positions will be based in a USDA field office located in each of the six cities in Minnesota: Benson, Sleepy Eye, Thief River Falls, Waite Park, Waseca, and Worthington.

This internship will involve travel within 60 miles of the main office location. Travel will occur in USDA vehicles and some personal vehicle use may occasionally be needed (mileage reimbursement provided). Housing not provided.

**Salary and Benefits:**

- \$15.50 to \$19 per hour, commensurate with experience.
- Eligible to work up to 40 hours per week.
- Eligible for mileage reimbursement (as needed).
- MN Safe & Sick Leave – individuals employed in Minnesota will earn 1 hour of paid sick leave for every 30 hours worked.
- In most cases, position term will be limited to 90 days.

For more information regarding the position, contact Josh Pommier, MN Private Lands Manager, at (320) 292-5860, or email to [jpommier@pheasantsforever.org](mailto:jpommier@pheasantsforever.org)

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*protected veteran, status as a qualified individual with disability, or any other category that may be protected by law.*