



NATURAL AREAS CONSERVANCY
Crew Member - Natural and Nature-Based Features (NNBF) Intern
Job Announcement

ORGANIZATIONAL OVERVIEW

Through its visionary leadership and high impact staff, the Natural Areas Conservancy (NAC) champions urban natural areas in New York City and across the nation through innovative research, partnerships, and advocacy. We increase the health and resilience of urban forests and wetlands, catalyze connections between people and nature, and strengthen the environmental workforce.

Started in 2012, the Natural Areas Conservancy is the first park conservancy dedicated exclusively to New York City's natural areas—20,000 acres across all five boroughs. Since 2019, we have also worked on a national scale, leading a network of representatives from cities across the U.S. to strengthen research, information sharing, and communication efforts to enhance the field of urban forest management.

We want all people to feel welcomed, inspired by, and connected to the natural world.

ABOUT THE NAC INTERNSHIP PROGRAM

Since 2016, the NAC has offered a paid internship program to over 100 students currently enrolled in or recently graduated from any school within the City University of New York (CUNY). We provide local students the unique opportunity to receive training in research, monitoring, and management of natural areas in NYC, and to actively apply that knowledge with field-based activities such as data collection, restoration, or trail improvements projects. During our full-time summer program and part-time spring and fall programs, interns receive training in skills including flora/fauna identification, field ecology, restoration techniques, and data collection protocols, as well as professional development training in the areas of self-budgeting, negotiating, workplace communication, and interviewing skills.

POSITION OVERVIEW

Climate change and increased incidence of storm-related hazards are pushing coastal communities and decision-makers in New York State to consider innovative approaches to coastal protection. Natural and nature-based features (NNBF) are an increasingly popular alternative to conventional shoreline armoring. Still, to confidently recommend NNBF implementation, decision-makers need data to demonstrate that NNBF can provide community protection and resilience benefits at least equal to that of conventional techniques. From 2018-2020, the NY-NJ Harbor & Estuary Program (HEP) worked with partners to build a statewide framework for monitoring a suite of shoreline types. The resulting Measuring Success monitoring framework informs three factors of resilience: ecological function, hazard mitigation and structural integrity, and socio-economic outcomes. For this project, summer interns will implement the Measuring Success monitoring framework at selected shoreline sites on the Harlem and Bronx Rivers that are of interest to the EPA's Bronx & Harlem Rivers Urban Waters Federal Partnership. The collected data will provide site managers, community organizations, and practitioners with uniform environmental baseline data needed to measure progress and achievement of improved shoreline resiliency through NNBF features. Interns will also



participate in data analysis using data collected with support and guidance from staff at the NY-NJ Harbor & Estuary Program, NYC Parks, NYS Department of State , and/or CUNY professors.

The NAC is offering two (2) **NNBF Crew Member** positions, which are available only to enrolled or recently graduated students in any CUNY college (two year post graduation).

MAJOR RESPONSIBILITIES

Under the supervision of NAC and Hudson River Foundation staff, as well as NYC Parks and SRIJB partners,

NNBF Crew Members will receive project-specific training. Tasks will include:

- Actively contributing to accurate data collection of shoreline types using the Measuring Success monitoring framework and inputting information into Survey 123
- Accurately navigating to study areas using a GPS
- Reviewing tidal data to determine best dates, times, and sites for field monitoring
- Assisting in data review, visualization, and/or analysis of resiliency data
- Identifying flora present in NYC natural areas
- Working outdoors for long hours in NYC natural areas in various weather conditions
- Reporting promptly to field sites or reporting locations
- Communicating any issues associated with the project or transportation to supervisors
- Participate in professional development activities and group stewardship events offered
- Collaborating and clearly communicating with project partners and supervisors
- Interacting with staff and the public in a courteous and professional manner

REQUIRED SKILLS/QUALIFICATIONS

- Current CUNY student or recent graduate (graduated Spring 2023 or later)
- Demonstrated coursework in environmental science, wetland ecology, botany, or related fields
- Interest in studying and improving local ecosystems
- Excellent organizational, analytical, and written communication skills
- Ability to travel/work independently
- Ability to walk up to 3 miles a day while carrying surveying gear that can weigh up to 30 lbs.
- Positive and collaborative attitude to work in remote locations in varying weather conditions
- Computer/Microsoft Office skills

PREFERRED SKILLS/QUALIFICATIONS:

- Knowledge of NYC ecology
- Plant identification knowledge
- Wetland management knowledge
- Data collection and field surveying experience
- Data analysis experience
- Familiarity with ArcGIS and Survey123
- Proximity to the Bronx and Harlem Rivers or access to a vehicle



JOB LOCATION:

The **NNBF Crew Member** position will be reporting to work sites along the Harlem River and potentially the Bronx River. Please note that this position is 60% outdoors and 40% office based out of the [NYC Parks Arsenal North office](#); 1234 Fifth Avenue, New York, NY, 10029 or the [Hudson River Foundation HEP office](#).

During this internship there will also be stewardship events planned at sites that can be located in all five boroughs of New York City (Manhattan, Queens, the Bronx, Brooklyn, and Staten Island), but that are accessible via public transportation.

COMPENSATION/BENEFITS

\$18.50/hour. As a seasonal position, the role is paid for hours worked and is not eligible for medical benefits. This position will accrue sick/safe leave in accordance with company policy.

The schedule for this position will be as follows:

- Summer 2025 (full-time; 35 hours/week): Monday, June 23rd - Friday, August 15th (8 weeks)

APPLICATION

To apply for the **NNBF Crew Member** role at the Natural Areas Conservancy, apply by filling out [the following Google Form](#) with PDF attachments of your resume, cover letter, unofficial transcripts from your CUNY institution and your responses to [the NNBF questionnaire](#) in the format listed below. You may be asked to provide the contact information of two references later during the interview process.

Please upload all materials as PDF files with each labeled as follows:

- A. Cover letter → 2025_last name_first init._CL (i.e. '2025_Jones_J_CL.pdf');
- B. Resume → 2025_ last name_first init_R (i.e. '2025_Jones_J_R.pdf');
- C. Unofficial transcript → 2025_ last name_first init_UOT (i.e. '2025_Jones_J_UOT.pdf')
- D. [Questionnaire](#) → 2025_ last name_first init_Q (i.e. '2025_Jones_J_Q.pdf')

Applications will be reviewed on a rolling basis until the closing date of **11:59 pm on Wednesday, April 30th**. Please address any questions to jobs@naturalareasnyc.org.