



# Invasive Species and Climate Change Programming Intern

## Lake Stewards of Maine

### Introduction and Job Description

**LSM Overview** - LSM promotes lake stewardship through widespread citizen participation in the gathering and dissemination of credible scientific information pertaining to lake health. LSM trains, certifies, and provides technical support to hundreds of volunteers who monitor a wide range of indicators of water quality, assess watershed health and function, and screen lakes for invasive aquatic plants and animals (IAS) and more. In addition to being the primary source of lake data in the State of Maine, LSM volunteers benefit their local lakes by playing key stewardship and leadership roles in their communities.

**Invasive Species Programming** - LSM's Invasive Plant Patrol (IPP) program promotes prevention, early detection and rapid response at the local level by providing a wide range of training and educational resources, as well as technical support to groups and individuals across the State of Maine. To date over 4,000 individuals (mostly volunteers, but also state agency personnel, professionals, teachers, students and others) have participated in one or more IPP workshops. LSM also works in close collaboration with Maine DEP and regional partners to coordinate effective community-based rapid responses to new invasive aquatic plant (IAP) infestations; provides invasive aquatic species identification services; hosts weekly online technical support sessions; curates the [Field Guide to Aquatic Phenomena](#) app and website; participates in a host of invasive species and lake-oriented events; and manages data from hundreds of IPP volunteers. ***This internship will provide opportunities to play a vital role in all of the program elements described above.***

**Climate Change Programming** - In response to a changing climate, Maine lakes are getting warmer, greener (more prone to algal blooms, including toxic algal blooms) and more vulnerable to new, climate-driven invasive species. Lake watersheds, with their enormous influence on the health of our lakes, are also threatened by more frequent extreme weather events (both droughts and floods) as well as a steady tide of incoming invasive forest and agricultural pests. There is no doubt that LSM's mission and core work of monitoring water quality, screening for invasive species and fostering resilience in lake watersheds is already helping Maine lake communities hold the line with respect to climate-driven threats. This work will only become more critical as the climate warms and more extreme-weather becomes the norm. But given LSM's particular strengths as an organization—the ability to help mobilize and support the knowledge, skills, and innovative can-do spirit of lake-minded people across the state of Maine—what more can we be doing? We have begun putting this question out to our vast network of partners, meeting with some of Maine's top climate scientists, State agency personnel, our fellow NGOs, Maine Climate Council members, community leaders, educators and of course, our volunteers. With input from all quarters, our initial objectives, at minimum, will be to: begin to develop an active Climate Resilient Lake Communities program; help bring more climate education programming to Maine Lake communities via conferences, summits, webinars, trainings, etc.; and strengthen our partnerships with Maine climate researchers and innovative sustainability leaders. ***This internship will provide an opportunity to be in on the ground floor of this initiative, assisting LSM in the development of this critically important new focus area.***

### Intern Responsibilities

- Participate and assist with Invasive Plant Patrol workshops and plant identification sessions both in person (throughout the state) and online
- Help provide technical assistance to volunteers and members of the public, as appropriate
- Help update and disseminate published and online materials and resources, as appropriate
- Participate and assist with IAP rapid response projects
- Participate and assist with other special projects, conferences, presentations, etc., as needed
- Assist with development and implementation of climate change programming, as needed
- Assist in the continued development of the Field Guide to Aquatic Phenomena content development, crowd-sourcing and public engagement

- Assist with data entry
- Provide general assistance to LSM staff as needed

**What we are looking for in a candidate:**

- Ability to work and communicate well with others; able to work independently, as well as part of a team
- Strong communication skills, including writing skills
- Passion for lake/water conservation and preservation
- Willingness to spend time on the water in boats (kayaks and motorized boats)
- Critical attention to detail and accuracy
- Eagerness to learn
- Means of transportation and a valid driver's license (work related mileage will be reimbursed by LSM)
- Competency as a swimmer
- Willingness to work a somewhat flexible work schedule (field work is weather dependent; some workshops and events take place on weekends)
- Familiarity with educating, mentoring and/or engaging others in a learning experience

**Beneficial but not required:**

- Botany skills and/or familiarity with dichotomous keys
- Basic understanding of climate science
- Training related to outdoor emergency care, first-aid or similar

**What you will gain from the experience:**

- Increased knowledge, skills, and abilities
- First-hand experience and understanding of the key role nonprofits and Tribal governments play in advancing social and environmental benefit
- Valuable practical experience in the field of water resource protection, especially as related to invasive aquatic species and climate impacts.
- Outdoor experience and adventure on and among some of Maine's most beautiful lakes

**Pay, hours, benefits, and certifications**

- Full time internship
- Access to a kayak, paddle, and PFD for the summer (when not in programmatic use)
- Opportunity to participate in networking and social events through the Maine Career Catalyst program
- Travel across various parts of the state of Maine (mileage reimbursement by LSM)
- Opportunities to meet and network with experienced professionals in State government and partnering NGOs
- Opportunities to meet and work with some of Maine's most capable and dedicated volunteers
- Invasive Aquatic Plant Identification Certification
- Water Quality Certification
- This is an unpaid internship, but we encourage the applicant to apply for funding through their institution. (We can offer resources if need be)

**APPLICATIONS DUE TUESDAY MARCH 15th**  
**APPLICATIONS WILL BE EVALUATED ON A ROLLING BASIS**

How to Apply: Please send along a PDF including your resume and letter of interest to [stewards@lakestewardsmo.org](mailto:stewards@lakestewardsmo.org) with the subject [last name] Northern Maine Intern. We will follow up with time slots for interviews and if you have any questions, please direct them to [topher@lakestewardsmo.org](mailto:topher@lakestewardsmo.org).