



Intertribal Agriculture Council (IAC) & Natural Resource Conservation Service (NRCS) Partnership Third Party (Non-Federal) Internships

Tribal Land Stewards Internship Program

The IAC is recruiting innovative, collaborative, and focused high school and early college aged youth that are passionate about promoting the regeneration of natural resources within their communities. IAC will be offering up to 10 Tribal Land Steward Intern positions to American Indian youth across the country. It is the goal of IAC to keep these interns rooted in their home communities for a full summer of work embracing their interests in natural resources through a dynamic partnership with the NRCS.

Selected interns will engage in a 8-10 week paid internship between May and September 2020. This is a paid internship position and will be compensated at an hourly rate of \$12.50, not to exceed more than 40 hours per week. Each intern will experience a tailored learning plan to enhance their knowledge of natural resource management in Indian Country, exploring their strengths and improving their weaknesses. Additional support for traveling to and from work site may be available.

IAC has designed these internships to not only educate youth on NRCS employment opportunities, but to also support their ability to collaborate with local stakeholders involved in managing Indian Country's natural resources. Throughout the summer, these interns will gain an in depth perspective and innovative understanding of how to effectively inspire conservation on the landscape. Internships will be designed to fit within the youth's community and embrace their passions through a detailed, individualized learning opportunity.

The IAC targets students who:

- Have participated in IAC's Leadership Development Programming (local, regional, and national youth summits and conferences);
- Intend to pursue a career in agriculture, natural resources or any other ecosystem-related profession;
- Understand the value and importance of working independently and on a team;
- Demonstrate the ability to communicate effectively in written and oral conversation; and,
- Express a passion for supporting conservation practices across Tribal ecosystems.

How it Works:

- This is an 8-10 week summer internship program, not to exceed 360 total hours worked. Target start date is in May. Target end date is in August.
- IAC coordinates and facilitates the activities of the Tribal Land Steward Interns positioned within their communities across the country.
- IAC will work with NRCS to establish host location, based on Tribal Land Steward Intern's proximity to NRCS offices.
- IAC will utilize partnership funding from NRCS to compensate the student's salary, as well as provide a stipend to help defray some of the housing and travel costs when necessary (this could also include travel expenses during the internship). The IAC will

pay the salary and stipends directly to the intern. To the extent possible, students are encouraged to travel to their work site in their personal vehicle.

- NRCS agrees to host student(s), assist in selecting placement location(s), provide supervision and a challenging work experience with respect to both office and field going activities/assignments, and access to office space/government computer/lincPass. NRCS-State Office (host state) will work diligently with IAC in completing all on-boarding requirements.
- NRCS supports IAC with the development of a flexible learning plan for the intern, exposing them to all facets of natural resource management in Indian Country.
- NRCS supports intern's completion of their individualized Internship Capstone Project (refer to MEMO: 2020 IAC-NRCS Internship & Capstone Project).
- Upon completion of the on-boarding process, interns will be authorized to ride and operate a government vehicle per NRCS-Chief Decision Memo, dated 6/21/18.
- Intern commits to serve as a trainee, learn and gain experience as well as contribute their knowledge and skills to advance the NRCS mission.
- Intern will communicate any issues that may arise to their assigned Supervisor, and if necessary, to the Natural Resources Director at the IAC.

Application & Hiring Process:

- High school and college aged youth submit their online application at www.indianag.org/internship by 11:59 Pacific Time on February 20, 2020.
 - Online Application includes:
 1. Fully completed IAC Tribal Land Stewards Internship Application
 2. Submitted resume to include 2 references
- Top ranked candidates will be scheduled for a phone/video conference interview by February 25, 2020. Interviews will be conducted March 1 - 3, 2020.
- IAC will make an official offer of internship positions by March 9, 2020. Students will have three days to accept an offer. All applicants will be notified of final decisions no later than March 13, 2020.
- Interns work with IAC & NRCS to complete on-boarding process no later than April 15, 2020.
- Interns work with IAC to finalize their individualized work plan before May 15, 2020.
- Interns start their 9 week internship no later than June 22, 2020.
- Interns publish their capstone project no later than September 15, 2020. Capstone projects will be utilized by IAC to inspire future internship opportunities that will further recruit youth involvement in natural resource management.

Through this partnership, the IAC will help NRCS to address the persistent American Indian underrepresentation in the NRCS workforce by increasing the number of American Indian students aware of the Pathways Internship and Recent Graduate programs. The summer internship and subsequent workshops will increase student's understanding of the Pathways program, learn how to apply through USAJOBS, and help build a competitive application. The ultimate objective is to propel students forward into a rewarding career in natural resource management.

Questions?

Please contact Kelsey Ducheneaux, IAC Natural Resources Director, at kelsey@indianag.org.