



## 2021 Residential Summer Intern Position Description

Eagle Eye Institute is a nonprofit organization based in Western Mass creating opportunities for youth from urban communities, especially youth of color, to learn about, make connections with, and play an active role in caring for the natural world. Eagle Eye offers hands-on learning programs that raise environmental awareness, develop responsibility, and cultivate leadership.

### Location

The Residential Summer Internship takes place at Eagle Eye's 220-acre conservation site in the Berkshires of Western Mass. Our site has been stewarded for the past 30 years to be a beautiful and welcoming retreat for people of all ages and backgrounds. With spacious tent platforms, mapped trails, bathhouse with flush toilets, and outdoor kitchen overlooking the Eagle Eye gardens and forest, visitors are fully immersed in nature while living in comfort and community with others.

### Position Summary

The Residential Summer Internship is a unique experience for college students and recent graduates to connect with themselves, others, and nature at our beautiful forest site in the Berkshires. The program is intended for students interested in sustainability, environmental education, land stewardship, and environmental justice. The four-week experience is intentionally designed for interns to learn and work collaboratively, build hands-on skills, learn to engage youth outdoors, and reflect on their role as advocates for social and environmental justice. As a nature-based experience, interns live, work, prepare meals, and spend their down time outdoors. The program is collaborative, from work projects to cooking to camp chores, but it is balanced with ample solitary time for exploration and self-reflection.

### Responsibilities

- Participate fully in the internship program, including daily work projects, communal living and meal preparation, training and development opportunities, and youth education activities.
- Learn and work hard while completing hands-on projects including carpentry, trail work, firewood production, planting, hand weeding, weed-whacking, and organic vegetable gardening.
- Help develop and lead outdoor youth programs.\*
- Engage in self-reflection, journaling, and group discussions to facilitate learning and growth.
- Develop a collaborative project with other interns.
- Complete media and writing assignments as needed to help with program promotion.

*\*If the pandemic allows for on-site youth programs.*

### COVID-19 Policy

Interns will be required to produce a negative test result prior to the start of the internship and remain on site throughout. COVID safety protocols will be in place, including masks, distancing, and sanitizing.

## Timeline

The internship is fully residential for four weeks, **July 6th-31st, 2021**. Interns work Monday-Friday for 35 hours per week. Weekends are a combination of structured and unstructured time, including group check-ins and hand washing laundry. Phone and internet access are available on an as-needed basis.

## Daily Schedule

6:45-7:00 AM Morning meditation  
7:00-8:00 AM Breakfast and cleanup  
8:00 AM-12:00 PM Land management projects with Site Manager  
12:00-1:00 PM Lunch and cleanup  
1:00-4:00 PM Garden and trail projects  
4:00-6:00 PM Free time, journaling, waterfall  
6:00-8:00 PM Dinner and cleanup

*On youth program days:*

6:45-7:00 AM Morning meditation  
7:00-8:00 AM Breakfast and cleanup  
8:00-9:00 AM Ready site and walk up to meet group  
9:00 AM-4:00 PM Learn About Forests™ youth program  
4:00-6:00 PM Free time, journaling, waterfall  
6:00-8:00 PM Dinner and cleanup

## Evaluation

Interns will complete a self-assessment based on our program goals and also set and track their own learning goals throughout. Through regular journal prompts and group check-ins with staff, interns will be encouraged to reflect on their experience and support each other's growth.

## From Past Interns

*"After three weeks of living sustainably outdoors, I have found everything I was looking for. There is truly no other place like this. First, there is the focus on sustainability that offers a plant-based diet and food grown on-site, and asks us all to be caring stewards of the forest. But Eagle Eye doesn't end with that. There is also a needed focus on equity and inclusion that has encouraged heavy but necessary conversations. Since being here I have felt completely part of a family in spite of my traditionally marginalized identities." -Argenis, 2020 Summer Intern*

*"Working with Eagle Eye was one of the most impactful experiences I have been lucky enough to have. When I was an intern at Eagle Eye, I gained so many life skills, underwent personal growth, and made life-long connections with very special people. The internship helped me to realize that I want to pursue a career in education, especially in an urban community." -Madi, 2019 Summer Intern*

## Qualifications

- Current college student or recent graduate.
- Able and willing to do physical work in all conditions, including heat and rain.
- Self-motivated, energetic, and self-advocating.
- Demonstrated commitment to racial, social, and environmental justice.
- Outdoor experience and interest.
- Excellent communication and interpersonal skills.

- Able to work well independently and in a small team.
- Community-minded and open to sharing about oneself.
- Openness to a sustainable and intentional lifestyle, including a plant-based diet. *Note that Eagle Eye is a 100% plant-based site, all food brought in or prepared must be plant-based.*
- Generally tidy and mindful of shared spaces.

### Preferred Qualifications

- Education, youth development, or mentoring experience.
- Manual labor, trail work, or gardening experience.
- Prior direct work with underserved communities.
- Food prep and cooking experience.

### Compensation

The internship provides a valuable opportunity to learn, build skills, and explore areas of interest. We provide a stipend of \$1,500 that is paid on completion of the internship or in two installments. A spacious and private stand-up tent, cot, and all meals are provided. We can also provide gear and apparel on loan, including sleeping bags and pads, rain jackets, fleeces, and some sizes of hiking boots.

### How To Apply

The deadline to apply is **Monday, March 15th, 2021**. Applications will be reviewed on a rolling basis, but hiring decisions will not be made until after the application deadline.

Please submit a resume, letter explaining your interest and relevant experience, and the names and contact information of three references. In your letter, please state why you are interested in the internship, what skills you have to contribute, and what you would like to gain from the experience on a personal and professional level.

For more information and to apply, contact Cass Pastorelle at [cpastorelle@eagleeyei.org](mailto:cpastorelle@eagleeyei.org).

*Eagle Eye Institute is an equal opportunity employer. Employment decisions are made without regard to race, color, religion, national or ethnic origin, sex, sexual orientation, gender identity or expression, age, disability, protected veteran status, or other characteristics protected by law. Eagle Eye is committed to diversity, equity, and inclusion in our hiring and employment practices. **We encourage applicants who are typically underrepresented in the outdoors, based on race, ethnicity, socioeconomic status, ability, age, gender identity, or sexual orientation.***