



Internship Opportunity Stewardship Program Intern

The Laguna de Santa Rosa Foundation's internship program provides a unique opportunity for undergraduate and graduate students to gain experience and skills directly applicable to local jobs in the environmental field, with a focus on environmental education, habitat restoration, conservation science, native plant propagation, and invasive-exotic plant species management.

The Stewardship Internship provides the opportunity for students to:

- Enhance their understanding of the Laguna de Santa Rosa's watershed ecosystem;
- Build important hands-on skills necessary to enter the field of environmental restoration in Sonoma County;
- Support the restoration of degraded areas within the watershed, including riparian corridors along the Laguna and its tributaries, vernal pools, and wetlands;
- Help improve the general public's understanding of the importance of the Laguna and the surrounding watershed areas.

The Laguna de Santa Rosa Foundation is a watershed-based 501(c)3 non-profit organization in Sonoma County. We work to restore and conserve the Laguna de Santa Rosa and inspire the local community to appreciate this vital resource. Our work primarily focuses on restoring riparian forest habitat along creeks that flow into the Laguna de Santa Rosa, conserving vernal pools and the endangered species that depend on them, growing locally collected native plants in our nursery, and teaching children and the community about the watershed.

General Responsibilities

- Assist with nursery operations. Tasks may include collecting seeds and cuttings, planting, upsizing, and sanitizing plants and equipment using the latest best management practices.
- Aid in conducting plant surveys and vegetation monitoring. Tasks may include collecting and entering project data into a database or Google Drive.
- Provide support with installing restoration plantings and irrigation systems.
- Assist with the maintenance, mowing, and irrigation system repairs in the landscape at the Laguna Environmental Center and other project locations.
- Aid in the control of invasive-exotic plant species through manual and mechanical techniques. May be required to operate power tools such as brush cutters, mowers, and string trimmers.
- Assist with the maintenance of shop tools and equipment, including organization and repairs.
- Perform occasional debris and trash removal associated with restoration projects.
- Contribute to the success of volunteer workdays, helping with set-up or check-in, engaging with volunteers to build community and achieve ecological goals.
- Write short postings for social media about highlights and learning moments.



Required Qualifications

Graduate or undergraduate students who have completed at least two years of college are eligible for Laguna Foundation internships. The Foundation seeks motivated and responsible individuals who are committed to a career in the field of environmental science, geography, habitat restoration, or other similar field, particularly in a nonprofit setting. Interest in environmental justice is a plus. Ideal applicants will have these qualities and experience:

- Current coursework in habitat restoration, conservation science, plant biology, ecology, or other related field;
- Good interpersonal skills, with a willingness to ask questions and share;
- Attention to detail and ability to follow directions and implement procedures;
- Familiarity with power tools is a plus;
- Enjoy working in an outdoor environment;
- Ability to perform physical tasks and labor outdoors in variable weather conditions.

Physical Requirements

- Ability to perform physical activities such as mowing, digging, or using a weed-whacker; walking over rough terrain; lift 70 lbs.
- Comfortable working in variable weather conditions with the potential to encounter poisonous plants and stinging and biting insects.
- Requires capacity to navigate a two-story building via stairs.
- This job's specific vision abilities include close vision, peripheral vision, depth perception, and the ability to adjust focus; ability to see and respond to dangerous situations.
- The noise level in the work environment ranges from quiet to loud, depending on equipment use.

Travel Requirements

Reliable transportation to and from the Laguna Environmental Center (LEC) during scheduled workdays. There are no bus stops located within walking distance from the LEC.

Schedule

The internship will be conducted on Fridays, with occasional Saturdays during the Foundation's Stewardship Volunteer Workdays. Our field staff works from 7:30 am to 4:00 pm on Fridays. Internships may be scheduled within this timeframe. Field activities involve working outdoors in all types of weather. They can include physical labor, such as operating a string trimmer or mower, raking thatch out of vernal pools, cutting back Himalayan blackberry, pulling weeds, or prolonged standing and carrying racks of plants in the nursery.



Compensation and Duration

Internships are paid via stipend. The stipend totaling \$1,630 is intended to cover travel, meals, or other personal costs incurred by the student related to the internship. Half of the total stipend is paid to the student upon the completion of 50% of the agreed-hour commitment, and the second half is paid at the end of the internship. The Laguna Foundation cooperates fully with academic credit-granting programs. Students receiving academic credit should consult with their professors or advisors concerning evaluation forms or other requirements.

Internships require a 90-hour (13 week) commitment located in Santa Rosa, CA. We offer two internship sessions that align with the academic calendar: Spring (February – May) and fall (September – December). Positions can be full-time or part-time (minimum of 7 hours per week), based on LF's needs and the intern's availability. For best placement results, please apply before the closing deadline listed below for each semester.

Our paid internship program aligns with the college semesters at Sonoma State University and the Santa Rosa Junior College, but applicants enrolled in other schools are also encouraged to apply.

Application Procedure and Deadline

Prospective interns should email **one PDF document** containing all of the following: A cover letter indicating interest and availability (dates and number of hours per week), a résumé, and an unofficial transcript. In your cover letter, please tell us about yourself, what inspires you to pursue an internship in the natural resources field, and why you are interested in an internship at the Laguna de Santa Rosa Foundation.

Applications will be reviewed on a rolling basis starting on the following dates:

- Spring: October 31-November 21, 2025. Interviews will be scheduled December 8-19, 2025

Contact

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