



2023 Land Stewardship and Community Engagement Intern

The Kingston Land Trust is looking for an intern to join our Land Stewardship Team in 2023. The Land Stewardship and Community Engagement Intern will join the Seasonal Land Steward(s) and Director of Conservation and Stewardship in the caretaking, stewardship, and monitoring of KLT-protected land in the City of Kingston, Town of Ulster, and Town of Hurley, in accordance with the mission and culture of our organization represented by our tagline “Land for All, All for Land”. A secondary role will be community outreach and engagement to support the KLT’s efforts in connecting people with the land. This internship is a unique opportunity to gain hands-on experience with a dynamic social- and justice-oriented conservation organization that works in a variety of environments in a vibrant community.

Schedule and duration: This will be a summer internship, with the possibility of beginning in the Spring and/or continuing into the fall. Minimum internship length is 8 weeks. Minimum weekly hours will be 8 hours, with up to 20 hours possible. A weekly schedule will be set at the beginning of employment, but will be flexible throughout the year.

Organizational culture: The KLT staff is governed by a Shared Leadership Team, which the Conservation and Stewardship Director is a part of. This culture of mutual accountability and collaboration extends to the land stewardship team. We approach our work with the spirit of being in a mutually beneficial relationship with the land and incorporating ecological caretaking techniques that we acknowledge are based on practices of indigenous people, including those whose long-standing presence on this land we work to bring to light. We are also committed to authentic and democratic processes of community involvement in our work.

Location: The intern will mostly work “in the field” on KLT-protected land in the City of Kingston, Town of Ulster, and (less frequently) Town of Hurley. There may be some minimal “office work” which can take place at home or at our office in Midtown/Uptown Kingston.

Compensation: Although the KLT is offering this as an unpaid internship, there may be opportunities for it to be paid if you are a student at a local university via funding provided by your university.

Expectations and opportunities for professional experience:

- Work with the KLT land stewardship team to learn about and carry out ecological land stewardship in both urban and rural environments. Stewardship projects may include edible landscape design, planting and maintaining plants, stewarding opportunistic and spreading plant populations to increase diversity, building soil, building and maintaining trails, and installing and maintaining landscape amenities.
- Intern will learn about and contribute to land trust practice of monitoring and documentation of protected land.
- Intern will support workshops, volunteer stewardship days, and other events, and have an opportunity to interact with the KLT’s partner organizations
- Intern will support community outreach such as engaging neighbors and flyering
- Learn about community-centered land conservation with a focus on justice and equity

Necessary experience and qualifications:

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- Enthusiasm for working on the land and in a diverse community
- Must be able to lift 50 lbs.
- Comfortable working outside in varying weather conditions and temperatures
- Good communication and people skills

Preferred experience and qualifications (helpful but not necessary):

- Basic landscaping, gardening, horticulture, and/or farming experience (not necessarily as a profession)
- Bilingual Spanish-English candidates preferred but not required (proficiency in *either* Spanish or English OK too)
- Valid driver's license
- Basic plant identification skills are a plus, but can be trained on the job
- Firsthand knowledge of Kingston, NY, its community and geography

The KLT encourages applicants of all ages. The Kingston Land Trust is committed to building a culturally diverse staff and strongly encourages applications from BIPOC (Black, Indigenous, and People of Color), which includes Latinx folks. The Kingston Land Trust is committed to the principle of equal employment opportunity for all employees and to providing employees with a work environment free of discrimination and harassment. All employment decisions are based on organization needs, job requirements and individual qualifications, without regard to race, color, religion or belief, national, social or ethnic origin, sex (including pregnancy), age, physical, mental or sensory disability, HIV Status, sexual orientation, gender identity and/or expression, marital, civil union or domestic partnership status, past or present military service, criminal record, family medical history or genetic information, family or parental status, or any other status protected by the laws or regulations in the locations where we operate. The Kingston Land Trust will not tolerate discrimination or harassment based on any of these characteristics.

Interested applicants should email opportunities@kingstonlandtrust.org by Sunday April 23rd with an explanation of their interest in this internship opportunity, along with an attached resume.

Contact greg@kingstonlandtrust.org with any questions