Chesapeake StREAM Internship
Best Practices - Capacity Building

The Chesapeake-Student Recruitment, Early Advisement, and Mentoring program (C-StREAM) is a collaboratively funded effort that develops and trains a diverse population of future leaders in environmental research, restoration, and protection by engaging them over multiple years in mentored engagement experiences. The program focuses on recruiting future leaders from populations historically excluded from the environmental field and currently under-represented in environmental research and management professions.

Project Description

The Chesapeake Bay Program (www.chesapeakebay.net) and Chesapeake Research Consortium (www.chesapeake.org) seek a C-StREAM summer intern for late May through mid-August (12 weeks) to provide support to Chesapeake Bay Program (CBP) partnership goal implementation teams and workgroups. The Chesapeake Bay Program brings together leaders from state, federal, and local government, as well as academia and the watershed's many communities, to collaborate on creating the best strategies and tools for cleaning up the Bay and the rivers and streams that flow into it. The Chesapeake Bay Program is fueled by science and driven by the partnership.

This intern will focus on data-gathering to assess the effective capacity building in the environmental sector, emphasizing the Chesapeake Bay watershed. This intern will spearhead data-gathering and synthesis of related materials that cumulatively document and compile examples, stories, and case studies about best practices for effective capacity building in the environmental sector, particularly among entities that install, inspect, maintain water quality best management practices (BMPs), or provide related training and education for associated audiences. Working with the CBP, this intern will investigate the many confluences of factors that exacerbate long-standing needs, of which the Chesapeake Bay Program partners are aware: the difficulty of maintaining and expanding capacity in public and private sector environmental entities. This intern will consider "capacity" in a cross-disciplinary sense that encompasses many aspects of Bay restoration, with an emphasis that reflects Bay Program partners' needs for technical assistance to educate stakeholders or the public as well as install, inspect and maintain restoration projects and water quality BMPs.

Opportunities

This internship will provide a unique opportunity to contribute to large-scale, long-term natural resource management and policy development critical to understanding new ways to improve Chesapeake Bay water quality and manage Chesapeake Bay living resources most effectively and efficiently across the 64,000 square mile Chesapeake Bay watershed. The C-StREAM student will gain experience in natural resource management, restoration science, and environmental policy. In addition, this internship experience will provide insights into careers in natural resource management, policy development, and science beyond those applied for and allows students to make connections with established environmental management and science professionals.

Responsibilities and Deliverables

- Gathering data on what funders can do to encourage the adoption of these best practices
- Cumulatively document and compile examples, stories, and case studies about best practices for effective capacity building in the environmental sector
- Identify and engage with entities that install, inspect, and maintain water quality best management practices (BMPs)
- Data-gathering of informational interviews and targeted literature searches or literature reviews as appropriate
- Introduction of the project to the EPA's Diversity Action Workgroup at one of their meetings in the summer of 2023.
- Presentation at the C-StREAM end-of-summer student symposium. Additional presentations to relevant Bay Program or partner groups are likely and can be arranged if desired by the intern.

Requirements

- Interest in environmental science, communication, and/or community engagement.
- Interest in, or demonstrated ability with, qualitative or quantitative analytical and communication skills.
    - Experience with certain applications or software is a plus:
        - Geographic Information Systems/mapping applications
        - Citation management software (e.g., EndNote, Zotero, etc.)
- Motivated self-starter with the ability to work and reason independently.
- Must be a college-level student entering sophomore, junior, or senior year of undergraduate study. Students are also eligible to participate during the immediate summer following their graduation if they are pursuing graduate studies in the fall.
- Must be a U.S. Citizen and willing to undergo a security background check.

Work Location and Duration

This position will be in person with options for remote work as needed. This in-person and virtual opportunity will be based out of the EPA's Chesapeake Bay Program Office in Annapolis, Maryland. The internship is scheduled to begin on May 22, 2023 and end on August

22, 2023. These are our preferred dates, but the dates can be adjusted to accommodate a student's school schedule if required. We plan on providing interns with access to an EPA computer, email, and phone services if this internship is offered in person. If the internship is virtual, interns will need to have access to suitable internet, computer, and communication resources.

Compensation

The intern will be reimbursed at the end of each month (June, July, and August), for a total of up to $6,000 ($500/week) for the equivalent of 12 weeks (480 hours) of full-time activities. Candidates should expect to follow a normal weekday work schedule (roughly 9-5, M-F) with occasional variations for possible fieldwork or other activities. No benefits are provided. We help arrange local housing if the position is an in-person opportunity. A one-time housing and transportation allowance of $1,000 is available to each intern to assist with living and transportation expenses. Funds are also available to compensate interns for occasional work-related travel and professional development activities.

Diversity and Inclusion

The Chesapeake Research Consortium and EPA Chesapeake Bay Program are committed to supporting a diverse and inclusive science-oriented workforce. Our internship program endeavors to recruit from a diverse, qualified group of potential applicants to secure a high-performing workforce drawn from all segments of American society. CRC and CBP are strongly supportive of broadening the participation of historically Black colleges and universities, Hispanic serving institutions, Tribal colleges and universities, and institutions that work in underserved areas. We highly encourage applications from students at any of the above institutions as well as students that identify as Black, Indigenous, person of color, or 1st generation college student.

Application Instructions

Application instructions required materials, and the C-StREAM application portal can be found on the C-StREAM website (http://chesapeake.org/c-stream/).

The deadline for applications is February 21, 2022.