

2026 RACHEL CARSON NWR
LMRD SALT MARSH INTERNSHIP ANNOUNCEMENT
DEADLINE TO APPLY: FEBRUARY 8, 2026

2026 Internship Opportunity

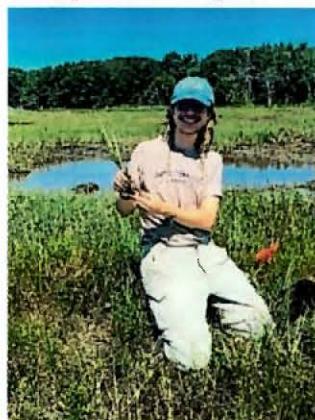
Rachel Carson National Wildlife Refuge in Wells, Maine provides an opportunity to build your biological monitoring and management skills by working with a team of skilled field biologists. Interns are an essential part of our operations, and if selected, you will become a dynamic member of our skilled and motivated team. **Deadline to apply: February 8, 2026**

LMRD Salt Marsh Internship:

22 weeks (~June 1 – October 30, 2026)

One full-time intern is needed to support the USFWS Region 5 Land Management and Research Demonstration (LMRD) program stationed at Rachel Carson National Wildlife Refuge in Wells, Maine. The LMRD salt marsh intern will assist the LMRD program with pre- and post-restoration monitoring in salt marsh habitats. Primary responsibilities include, but are not limited to, conducting salt marsh field surveys/monitoring (50% of duties), data entry/management/organization (20%), report and permit preparation (20%) and equipment maintenance and other miscellaneous tasks (10%). The field component will primarily involve assisting staff with vegetation surveys, marsh surface elevation monitoring using surface elevation tables, deploying field equipment to monitor water levels, using RTK-GNSS instrumentation to conduct elevation surveys, data recording, and establishing new monitoring transects. Duties also will include maintaining a clean and organized workplace, interacting with the visiting public by answering FAQs and maintaining visitor areas, and working alongside refuge volunteers as needed. There may be occasional opportunities to assist the refuge biological field staff with other habitat management and/or wildlife monitoring (e.g., shorebird monitoring, invasive species work) and assist with general refuge tasks (e.g., trail or kiosk maintenance) as time and workflows allow.

This position requires a strong interest in coastal ecology and enthusiasm for field work. The intern must



be able to work in small groups, work independently with minimal supervision, follow written protocols, be attentive to details, accurately complete datasheets, and communicate with senior staff members. Familiarity with and comfortability as a passenger on small watercraft are a plus. This position is heavily focused on field work tasks and the intern should expect to be in the field for at least a portion of each day and to conduct work in difficult outdoor conditions and environments (harsh sunlight to rain, firm to unstable footing, moist soil to hip deep water), carry moderate loads (30-50 lbs), use hand tools, and be exposed to high humidity and biting insects for prolonged periods. Applicants should have the ability to identify coastal/estuarine plants using prior knowledge and/or field guides. Preferred

candidates will have prior experience using ArcGIS Pro to create maps and view spatial data. The successful applicant will have experience leading small teams and will possess basic statistical, GPS, and GIS knowledge. The intern may be required to work some weekends or holidays. Intern must possess valid driver's license.



For more information about the LMRD Program visit <https://www.fws.gov/project/land-management-research-and-demonstration-areas>.

General requirements:

- U.S. citizen, national or lawful permanent resident.
- Valid state driver's license.
- Must be able to work independently; must have good observational and communication skills.
- Schedule flexibility, including possible weekends, holidays, and morning/evening shifts.
- Willingness to follow federal policies and guidance.

Benefits:

- \$300 weekly living stipend
- Free co-ed bunkhouse style lodging on Rachel Carson NWR may be available. Modern furnished facilities with laundry and Wi-Fi.
- Professional development, training, and networking opportunities.
- Work vehicle and equipment provided.

How to Apply:

Email application package as a single .PDF file to SUSAN.ADAMOWICZ@FWS.GOV by February 8, 2026, that includes:

Email subject line: RCNWR_LMRD_INTERNSHIP

1. COVER LETTER that addresses the listed qualifications for the position of interest
2. RESUME documenting your work experience, education, skills, interests, contact information, etc.
3. Contact information for three professional REFERENCES (must include email and phone number for each reference).
4. Unofficial copy of current college TRANSCRIPT.

Applications must be named with internship type and first/last name.

RCNWR_LMRD_YourLastNameFirstName.PDF

- To be considered, an application packet must have all four items combined into a SINGLE PDF file and follow the naming convention above.
- If applying to multiple positions, you must submit a separate application package to each opportunity (be sure to properly name .PDF). Other internships will be posted in a separate announcement.
- Candidates must be willing to participate in a phone/Microsoft Teams interview.