

NORTH  
CAROLINA

*Wildlife*

RESOURCES  
COMMISSION

A photograph of two field researchers in waders and gear, using electrofishing equipment in a stream. They are standing in shallow water, with a large fallen log in the foreground. The background is a dense forest with green foliage. The researchers are wearing tan waders, light-colored shirts, and black gloves. One is wearing a black beanie, the other a tan cap and sunglasses. They are holding long yellow poles connected to a grey electrofishing unit on the back of the person in the foreground. The unit has a 'POWER' switch and a 'CIR' label. The water is clear, showing rocks at the bottom.

**NCWRC 2025  
SUMMER INTERNSHIPS**



The North Carolina Wildlife Resources Commission (NCWRC) is offering the following summer internship opportunities for 2025. Interns will work closely with NCWRC staff, gaining valuable experience in applied management and conservation as well as hands-on skills critical for future employment in the field of natural resources. All internships will run for a duration of 10 weeks from May 19th through July 25th and will be paid at a rate of \$15/hour. *Please note that working hours per week vary by position and housing will not be provided for any listed position. Positions requiring field work will have access to NCWRC vehicles with a valid driver's license.*

#### Minimum Requirements

- Applicants must be enrolled in an accredited college or university.
- Applicants must carry a 2.5 or greater overall grade point average on a 4.0 scale.
- Applicants must be at least 18 years old by January 1, 2025.
- Applicants must be able to provide legal proof of identity and work authorization within three working days of employment.

## How to Apply

Applicants should apply by using the link or by scanning the QR code below. Please include a one-page cover letter, resume with two to three references, and unofficial transcript with application. Applicants may apply for up to three internships and will be asked to rank preferred positions. **Deadline for application is 11:59 pm on January 24<sup>th</sup>, 2025.** Applicants selected for an interview will be notified by 5 pm on February 10<sup>th</sup>. Questions about the internships or application process can be directed to [research@ncwildlife.org](mailto:research@ncwildlife.org).

<https://www.ncwildlife.org/internships>

**SCAN ME**  
to apply



# Wildlife Internship

## Wildlife Diversity Internship

**Project:** Post-hurricane bat surveys.

**Job Duties:** Contribute to post-Hurricane Helene bat surveys throughout the French Broad River Basin. The intern will independently maintain bat acoustic stations and will work closely with staff bat biologists to monitor bat roosts. Survey data will be used to assess impacts of Hurricane Helene on bats like the endangered gray bat. The intern will gain firsthand experience on bat survey techniques, including acoustic surveys and roost surveys. Rabies pre-exposure vaccination is not needed for this internship as bat handling will not be part of the job duties.

**Location & Hours:** This position will work out of a home office in Buncombe County. Field work will primarily occur in Buncombe, Henderson, Transylvania, Haywood, Madison, and Yancey counties, but could extend outside of these counties at times. Applicants must be able to work 40 hours per week for the entire 10-week internship with much of the work occurring in the field.

**Academic Majors Desired:** Wildlife & Fisheries Science, Natural Resource Conservation, or similar.

**Skills Desired:** general knowledge of fish and wildlife species and habitats, current driver's license.



# Fisheries Internships

## Eastern Aquatic Wildlife Diversity Internship

**Project:** The intern will work directly with the Aquatic Wildlife Diversity (AWD) staff conducting field surveys for freshwater non-game fishes, mollusks, and crayfishes. Work would be throughout the Piedmont and Coastal plain of North Carolina, including the Roanoke, Tar, Neuse, Cape Fear, Lumber, Waccamaw, and Yadkin-Pee Dee River basins.

**Job Duties:** Duties include assisting AWD staff with aquatic surveys and lab work.

Skills learned include survey techniques for fishes, mussels, and crayfishes, data recording, and taxa identification. The intern will also learn data management skills and laboratory techniques. The intern will become familiar with conservation and management practices of aquatic species within North Carolina. There will be opportunities to work with NCWRC sportfish biologists conducting surveys for Largemouth Bass and other species and to work closely with NCWRC habitat coordinator propagating native plant species for habitat enhancement projects throughout the Piedmont. Other opportunities include working with Yates Mill Aquatic Center to learn about mussel propagation and captive care techniques, working with the NC Museum of Natural Sciences, and local universities.

**Location & Hours:** This position is located out of the Sykes Depot, 2430 Turner Rd, Mebane, NC 27302. Applicants must be able to work 20 to 30 hours per week for the entire 10-week internship with limited telework available.

**Academic Majors Desired:** Wildlife & Fisheries Science, Human Dimensions of Natural Resources, Natural Resource Conservation, Parks and Recreation, Geography, Communications, Outdoor Recreation, or comparable major.

**Skills Desired:** Ability to swim in 3-6 ft of water, snorkeling or scuba experience, knowledge of Microsoft Office Excel, ArcGIS Map, general familiarity with database concepts, general knowledge of fish and wildlife species and habitats



### **Western Aquatic Wildlife Diversity Internship**

**Project:** The intern will work directly with the Aquatic Wildlife Diversity (AWD) staff conducting field surveys for freshwater non-game fishes, mollusks, and crayfishes. Work would be throughout the Mountain and Foothills regions North Carolina, including the Hiwassee, Little Tennessee, French Broad, Catawba, Broad, Roanoke, and Yadkin-Pee Dee River basins.

**Job Duties:** Duties include assisting AWD staff with aquatic surveys and lab work.

Skills learned include survey techniques for fishes, mussels, and crayfishes, data recording, and taxa identification. The intern will also learn data management skills and laboratory techniques. The intern will become familiar with conservation and management practices of aquatic species within North Carolina. There will be opportunities to work with NCWRC sportfish biologists conducting surveys for Smallmouth Bass, Trout, and other species. Other opportunities include working with Marion Conservation Aquaculture Center to learn about mussel propagation and captive care techniques, working with the NC Museum of Natural Sciences, and other state agencies.

**Location & Hours:** This position is located out of the Marion Depot, 645 Fish Hatchery Road, Marion, NC 28752. Applicants must be able to work 20 to 30 hours per week for the entire 10-week internship with limited telework available.

**Academic Majors Desired:** Wildlife & Fisheries Science, Human Dimensions of Natural Resources, Natural Resource Conservation, Parks and Recreation, Geography, Communications, Outdoor Recreation, or comparable major.

**Skills Desired:** Ability to swim in 3-6 ft of water, snorkeling or scuba experience, knowledge of Microsoft Office Excel, ArcGIS Map, general familiarity with database concepts, general knowledge of fish and wildlife species and habitats

### **Aquatic Habitat Enhancement Internship**

**Project:** Aquatic habitat enhancement assistance, helping with the propagation and establishment of native aquatic plants.

**Job Duties:** Assist with propagation of native aquatic plants, assist with maintenance of the aquatic plant nursery, participate in establishment of native aquatic plants across North Carolina. The intern will be working closely with fisheries biologists and technicians to contribute to ongoing vegetation establishment efforts and gain firsthand experience in aquatic habitat enhancement. Other opportunities to assist with fish management activities may arise.

**Location & Hours:** This position is located in Mebane, NC, at the NCWRC Sykes Depot located at 2430 Turner Road, Mebane, NC, 27302. Applicants must be able to work 20 to 30 hours per week for the entire 10-week internship; telework not available.

**Academic Majors Desired:** Wildlife & Fisheries Science, Natural Resource Conservation, Botany, Horticulture, or similar.

**Skills Desired:** Knowledge of aquatic ecology, plant biology, horticulture, and general knowledge of fish and wildlife species and habitats



# Habitat Conservation Internships

## Wildlife Research Internship

**Project:** Mammal and Pollinator Surveys

**Job Duties:** Contribute to surveys for bats, small mammals, pollinators, and other taxa, if the opportunity arises, for several different projects. A portion of the internship will be assisting with bat surveys, including mist-net surveys (nighttime work) and surveys for bat roosts in culverts and bridges throughout the Piedmont. The intern will also assist with lab or fieldwork for the Multi-Taxa Study at Stinking Quarter Mitigation Project in Guilford County. This study is evaluating the response of wildlife communities to stream and wetland mitigation by measuring relative abundance and species richness of multiple taxa from pre-construction to several years post-construction within the different mitigation types. NCWRC and project partners are conducting surveys of mammals, birds, herpetofauna, mollusks, crayfish, bees, and butterflies. Specifically, the intern will assist with small mammal trapping and bee surveys and preparing bee specimens in a lab. Other duties may include field surveys for other taxa and data entry; some field work may require the intern to work independently. Rabies pre-exposure vaccination is not needed for this internship as bat handling will not be part of the job duties.

**Location & Hours:** This position can work out of Rogers Depot in Creedmoor or the Greensboro Science Center (Guilford Co). Field work will primarily occur in Guilford County, Triangle/Triad and surrounding counties, but could extend outside of these counties. Applicants must be able to work 20-30 hours per week for the entire 10-week internship with much of the work occurring in the field or lab.

**Academic Majors Desired:** Wildlife & Fisheries Science, Natural Resource Conservation, or similar.

**Skills Desired:** General knowledge of fish and wildlife species and habitats. Experience in Entomology preferred but not required. Current driver's license.



### Wildlife Action Plan Internship

**Project:** Contribute to Conservation Database Support (shared between Wildlife Action Plan (WAP) Revision and Aquatic Wildlife Diversity). Intern will work closely with the Wildlife Action Plan coordinator and Division chief to support NCWRC program and conservation data.

**Job Duties:** Tasks will involve basic data analysis for WAP taxa team database and comments from team members, compiling list of taxonomic name changes, double-checking chapter citations with references, and other tasks depending on whether they have ArcGIS experience. Additional tasks may include logging scientific reports, data entry for hatchery production records, trailcam and acoustic data interpretation.

**Location & Hours:** This position is located at the NCWRC headquarters building at 1751 Varsity Dr. Raleigh, NC 27606. Applicants must be able to work a minimum of 20 hours per week and up to 40 hours per week for the entire 10-week internship with limited telework available. The opportunity may be available for field and/or offsite opportunities.

**Academic Majors Desired:** Wildlife & Fisheries Science, Natural Resource Conservation, GIS or similar.

**Skills Desired:** knowledge of Microsoft Office Excel, ArcGIS Map, general familiarity with database concepts, general knowledge of fish and wildlife species and habitats

## Land and Water Access Internship

### GIS Internship

**Project:** Assistance analyzing spatial data on visitation characteristics across NCWRC lands and facilities that provide wildlife-associated recreational opportunities: Game Lands, Boating Access Areas, Public Fishing Areas, and Shooting Ranges.

**Job Duties:** Access data, analyze and generate reports using GIS and other data processing software on visitation characteristics for selected NCWRC-managed Game Lands, Boating Access Areas, Public Fishing Areas, and Shooting Ranges. The intern will be working closely with social research scientists and GIS analysts to contribute to a better integration of data findings into management and policies across WRC divisions and gain firsthand experience in social science research.

**Location & Hours:** This position is located in Raleigh, NC, at the NCWRC headquarters building located at 1751 Varsity Dr. Raleigh, NC 27606. Applicants must be able to work a minimum of 20 hours per week for the entire 10-week internship with limited telework available.

**Academic Majors Desired:** Geography, GIS, Environmental Sciences, Human Dimensions of Natural Resources, Natural Resource Conservation, Parks and Recreation, Communications, Outdoor Recreation, or similar

**Skills Desired:** Knowledge of GIS and database principles, experience with ArcGIS, MS Excel, and some familiarity with human dimensions of wildlife/parks and recreation methods and concepts

# Conservation Policy and Analysis Internship

## Conservation Social Science Internship

**Project:** Contribute to conservation social science research related to the human dimensions of wildlife and fisheries management, outdoor recreation, and/or game lands management to support NCWRC program and policy development. The intern will be working closely with staff social scientists on projects assessing landowner opinions towards reintroduced aquatic species and reviewing methods for optimizing environmental communication to enhance game land management.

**Job Duties:** Tasks will involve basic data analysis of survey data, development of reports or deliverables including figures and tables, and review of literature and management practices.

**Location & Hours:** This position is located at the NCWRC headquarters building at 1751 Varsity Dr. Raleigh, NC 27606. Applicants must be able to work a minimum of 20 hours per week for the entire 10-week internship with limited telework available.

**Academic Majors Desired:** Wildlife & Fisheries Science, Human Dimensions of Natural Resources, Environmental Science, Parks and Recreation, Geography, Communications, or similar

**Skills Desired:** Experience with Microsoft Word and Excel, familiarity with technical writing and conservation social science methods and concepts

# Director's Office Internship

## Research Committee Internship

**Project:** Archive past reports and publications generated by NCWRC with the state library. Develop processes for archival of future reports.

**Job Duties:** Intern will work closely with the Research Committee to accomplish the project goal and will also have the opportunity to work with the North Carolina Museum of Natural Sciences librarian. Tasks will involve creation of a database to track reports generated by NCWRC and submitted to the state library, contacting multiple staff to curate past reports, and liaising with the state library for submission of reports. Intern will also be tasked with helping to develop and document processes for the agency that will streamline future report submission to the state library.

**Location & Hours:** This position is located at the NCWRC headquarters building at 1751 Varsity Dr. Raleigh, NC 27606. Applicants are expected to work 30 to 40 hours per week for the entire 10-week internship with limited telework available.

**Academic Majors Desired:** Information Sciences or Library Sciences

**Skills Desired:** Proficient with Microsoft Suite (Word, Excel, OneDrive, Teams), detail-oriented, organized, ability to communicate well with co-workers. Experience with digitization and metadata creation preferred.



# Communications, Marketing, and Digital Engagement Internship

## Media and Internal Communications Internship

**Projects:** Master use of media monitoring software (Meltwater) to produce useful communications reports. Create media content (talking points, blogs, FAQ's); update media list, draft and edit communication documents, provide writing support for internal newsletter.

**Duties:** Collaborate and interview staff for content development, collaborate with PR manager on communication reporting needs, connect with local media state-wide.

**Location & Hours:** This position is located in Raleigh, NC, at the NCWRC headquarters building located at 1751 Varsity Dr. Raleigh, NC 27606. Applicants will be expected to work 15-20 hours per week.

**Desired majors:** Communications

**Skills desired:** Strong organizational skills, solid writer/editor; comfortable with Microsoft programs, proficient in verbal communication, ability to develop complex information into clear and concise messaging tailored to various audiences.

