

**2026 RACHEL CARSON NWR INTERNSHIP ANNOUNCEMENT**  
**DEADLINE TO APPLY: FEBRUARY 8, 2026**

**Avian Monitoring Internship:**  
**12 weeks ~May 4<sup>th</sup> – July 24<sup>th</sup>, 2026**

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.

One full time intern is needed to support avian monitoring projects (piping plover, least tern, and saltmarsh sparrow) on Rachel Carson National Wildlife Refuge in Wells, Maine. This position requires a strong interest in bird conservation, the ability to locate and monitor cryptic shorebirds and their young, as well as identify avian and mammalian predators by tracks and sign. Prior experience bird banding (mist net extraction, banding), and nest searching are not required, but are advantageous.

Primary responsibilities (70% of duties) include but are not limited to: censusing a variety of beach nesting birds, nest searching, monitoring productivity from egg laying to fledging, erecting predator exclosures, posting and maintaining symbolic fencing, re-sighting and recording band codes, assisting with tidal marsh bird monitoring, data entry, and providing public outreach and education. Additional responsibilities (30% of duties) include but are not limited to: vegetation surveys, habitat restoration and management, and general refuge maintenance/operations.

The intern will work flexible hours (sunrise/sunset) and some weekends and holidays. Intern must be able to work in varied climatic conditions (harsh sunlight to rain, firm to unstable footing such as sand and salt marsh; shallow to hip- deep water), exposure to high temperatures/humidity, biting insects, carry moderate loads (30-50lbs) over long distances, and use hand tools. Intern must possess valid driver's license, have good communication and organizational skills, ability to work well with others and independently with minimal supervision, and be an enthusiastic field worker.

**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 skills and communication skills.
- Schedule flexibility, including weekend, 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. Modern furnished facilities with laundry and Wi-Fi may be available.
  - Professional development, training, and networking opportunities.
  - Work vehicle and equipment provided.

## How to Apply:

**Email application package as a single .PDF file to HELEN MANNING (helen\_manning@fws.gov) by February 8, 2026 that includes:**

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\_Avian\_FirstLast

- To be considered, application packet must have all four items preferably combined into a SINGLE PDF file and follow the naming convention above.
  - Candidates are required to participate in a phone/Microsoft Teams interview.

