

Working Title: Fisheries Intern
Job Class: Intern
Agency: MN Department of Natural Resources

- **Job ID:** 90687
- **Location:** Various
- **Telework Eligible:** No
- **Full/Part Time:** Full-Time
- **Regular/Temporary:** Intern
- **Who May Apply:** Open to all qualified job seekers
- **Date Posted:** 01/02/2026
- **Closing Date:** 02/02/2026
- **Hiring Agency/Seniority Unit:** Department of Natural Resources
- **Division/Unit:** Fish and Wildlife
- **Work Shift/Work Hours:** Day Shift
- **Days of Work:** Monday - Friday
- **Travel Required:** No
- **Salary Range:** \$19.00 /hr
- **Classified Status:** Non-Status
- **Bargaining Unit/Union:** 223 - Non-Employee/Unrep
- **Anticipated Start Date:** May 2026
- **Anticipated End Date:** August 2026
- **FLSA Status:** Nonexempt
- **Designated in Connect 700 Program for Applicants with Disabilities:** No

The work you'll do is more than just a job.

At the State of Minnesota, employees play a critical role in developing policies, providing essential services, and working to improve the well-being and quality of life for all Minnesotans. The State of Minnesota is committed to equity and inclusion, and invests in employees by providing benefits, support resources, and training and development opportunities.

Job Summary

To Ensure Consideration You Must Follow The Instructions In The How To Apply Section Below.*

The Department of Natural Resources (DNR) provides outdoor recreation activities and manages Minnesota's natural resources to create economic opportunity and a sustainable quality of life. We are driven to find talented, innovative employees to help us carry out this mission.

This posting will be used to fill up to 50 internships in the following locations: Aitkin, Baudette, Bemidji, Brainerd, Detroit Lakes, Duluth, Fergus Falls, Finland, Garrison, Glenwood, Grand Marais, Grand Rapids, Hinckley, Hutchinson, International Falls, Lake City, Lanesboro, Little Falls, Ortonville, Sauk Rapids, Shakopee, Spicer, St. Paul, Tower, Waterville, and Windom.

These internships require the interns to do a variety of fisheries survey work as part of a crew. They also may be involved in various aspects of fisheries management, research, or facility operations at the local level. These positions require teamwork and communication skills. The internships will provide opportunities to learn about and help implement DNR fisheries investigational programs. The work will be physically demanding, including climbing in and out of a boat in up to waist-deep water, heavy lifting (up to 50 pounds) and walking on soft or uneven ground, often in waist-deep and/or flowing water, and often through soft substrate and dense aquatic vegetation. Work often occurs in inclement weather, including hot summer days working without shade, heavy rain, and wind. Interns will be working in wet conditions frequently handling live and dead fish and other aquatic organisms, some with sharp teeth and spines including dissection of fish that are in varying degrees of decay.

These positions may be required to work nights, weekends, and holidays. Housing is not provided with any of these internships, but local staff can provide suggestions on potential options. These internships may require overnight travel. When traveling, lodging and transportation are provided, and the cost of meals will be reimbursed per contract. After provided training, interns must be able to operate motorboats and large vehicles, sometimes towing trailers. The anticipated dates for these positions are variable, depending on the location but are typically mid-May through late August; positions may start in early May or not until early June, or could extend into September at some locations. Some internships may require the intern to work four 10-hour days with frequent overnight travel.

Primary emphases for each internship are:

- Fisheries assessment work on lakes (including IBI) and rivers involving gill net, trap net, seining, electrofishing, and habitat surveys (Aitkin, Baudette, Bemidji, Brainerd, Detroit Lakes, Duluth, Fergus Falls, Finland, Glenwood, Grand Marais, Grand Rapids, Hutchinson, International Falls, Lake City, Lanesboro, Ortonville, Shakopee, Spicer, St. Paul, Tower, Waterville, and Windom locations).

- Invasive carp and river monitoring (St. Paul and Lake City).
- Minnesota River monitoring (Hutchinson).
- Mille Lacs fisheries management (Garrison).
- Research projects (Lake City)
- Lake Superior fisheries management (Duluth)

Qualifications

Minimum Qualifications

To be eligible for an internship, you must meet the following requirements:

1. You must be a student at an accredited educational institution; **AND**
2. Your advisor must certify that you will either receive academic credit or fulfill an academic requirement. The signature of a sponsoring academic instructor is required prior to beginning an internship.

AND

- Majoring in one of the following areas: Biology, Natural Resources, Fisheries or Wildlife Management, Recreation Resource Management, Ecology, Environmental Science, or related degree. Please contact us if you are unsure if your major qualifies.
- Ability to handle live and dead fish.
- Interpersonal skills to effectively interact and communicate in person and remotely with staff and a diverse customer base interested or involved in resource management.
- Knowledge of personal computers and applications sufficient to complete data entry.
- Ability to work in adverse weather and environmental conditions from a boat or while wading in the water.
- Excellent human relations and communication skills sufficient to represent the position and Division in a professional, efficient, and clear manner.

Preferred Qualifications

- Coursework in fisheries management, fisheries science, ichthyology, fisheries techniques, general ecology, aquatic ecology, limnology, natural resource management, or related courses with a grade of C- or better.
- Experience identifying native fish species and aquatic plants using taxonomic keys.
- Experience with GPS and Geographic Information System (GIS).
- Safety, CPR, First Aid training, and boater education safety certification.
- Demonstrated attention to detail in recording data.
- Experience trailering, backing, and operating boats.
- Experience with outdoor field work, especially on water.
- Demonstrated experience with physically demanding work, sports, or hobbies.
- Experience handling live and dead fish.

Additional Requirements

This position requires an unrestricted Class D Driver's license with a clear driving record; per DNR Fleet Policy, only those 18 years of age or older with a valid driver's license may operate equipment and vehicles on behalf of the Agency.

Applicants must have the ability to meet the physical requirements and work in the environmental conditions of the position, with or without reasonable accommodations.

In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification form upon hire. Candidates must be legally authorized to work in the United States without sponsorship for employment visa status (e.g. H1B status).

It is policy of the Department of Natural Resources that all candidates submit to a background check prior to employment. The background check may consist of the following components:

- Conflict of Interest Review
- Criminal History Check
- Education Verification
- Employment Reference / Records Check
- License / Certification Verification

Application Details

How to Apply

1. Select "Apply for Job" at the top of this page to submit an application that clearly describes how you meet the minimum qualifications listed above. If you have questions about applying for jobs, contact the job information line at [651-259-3637](tel:651-259-3637).
2. Within your application, submit two attachments. In the 'Resume' attachment, include a copy of your resume that includes three professional or academic references. In the 'Cover Letter' attachment, include a copy of your academic transcripts (unofficial transcripts are acceptable). These two attachments must be in either .doc or .pdf format.

Select “Apply for Job” at the top of this page. If you have questions about applying for jobs, contact the Careers Help Desk at [651-259-3637](tel:651-259-3637) or email careers@state.mn.us. For additional information about the application process, go to <http://www.mn.gov/careers>.

Contact

If you have questions about this position, contact Brian Nerbonne at brian.nerbonne@state.mn.us or [651-259-5789](tel:651-259-5789). If you are an individual with a disability and need reasonable accommodation to assist with the application process, please contact the ADA Coordinator at ADA.DNR@state.mn.us.

Working together to improve the state we love.

What do Minnesota's State employees have in common?

- A sense of purpose in their work
- Connection with their coworkers and communities
- Opportunities for personal and professional growth

Benefits

As an employee, you'll have access to one of the most affordable health insurance plans in Minnesota, along with other benefits to help you and your family be well.

Your benefits may include:

- Paid vacation and sick leave
- 12 paid holidays each year
- Low-cost medical, dental, vision, and prescription drug plans
 - Fertility care, including IVF
 - Diabetes care
 - Dental and orthodontic care for adults and children
- 6 weeks paid leave for parents of newborn or newly adopted children
- Pension plan that provides income when you retire (after working at least three years)
- Employer paid life insurance to provide support for your family in the event of death
- Short-term and long-term disability insurance that can provide income if you are unable to work due to illness or injury
- Tax-free expense accounts for health, dental, and dependent care
- Resources that provide support and promote physical, emotional, social, and financial well-being

Support to help you reach your career goals:

- Training, classes, and professional development
- Federal Public Service Loan Forgiveness Program (Some positions may qualify for the Public Service Loan Forgiveness Program. For more information, visit the Federal Student Aid website at studentaid.gov)

Employee Assistance Program (EAP) for work/life support:

- A voluntary confidential program that helps employees and their families with life challenges that may impact overall health, personal well-being, or job performance
- Common sources of stress can be addressed through the EAP: mental health, relationship challenges (personal and work), grief and loss, finances, and legal issues
- Daily Living/Convenience Services: Chore services, home repair, trip planning, child/elder care

Programs, resources and benefits eligibility varies based on type of employment, agency, funding availability, union/collective bargaining agreement, location, and length of service with the State of Minnesota.

EQUAL OPPORTUNITY EMPLOYERS

Minnesota state agencies are equal opportunity, affirmative action, and veteran-friendly employers. State agencies are committed to creating a workforce that reflects the diversity of the state and strongly encourages persons of color and Indigenous communities, members of the LGBTQIA2S+ community, individuals with disabilities, women, and veterans to apply. The varied experiences and perspectives of employees strengthen the work we do together and our ability to best serve Minnesotans.

All qualified applicants will receive consideration for employment without regard to race, color, creed, religion, national origin, sex (including pregnancy, childbirth, and disabilities related to pregnancy or childbirth), gender identity, gender expression, marital status, familial status, age, sexual orientation, status regarding public assistance, disability, veteran status or activity in a local Human Rights Commission or any other characteristic protected by law.

APPLICANTS WITH DISABILITIES

Minnesota state agencies make reasonable accommodations to their employees and applicants with disabilities. If you have a disability and need assistance in searching or applying for jobs with the State of Minnesota, call the Careers Help Desk at [651-259-3637](tel:651-259-3637) or email careers@state.mn.us and let us know the support you need.

How to Apply:

Go to: <http://www.mn.gov/careers>

Select: 'Search for Jobs' (header at top of page)

Select 'search for jobs now' (green box under 'External Applicants')

Type in the Job Title or Job ID number