



## **Bob Marshall Wilderness Foundation**

# **2024 Wilderness Internships Announcement**

### **Wilderness Internship Position Summary**

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The Bob Marshall Wilderness Foundation (BMWF) offers three different types of Wilderness Internships each summer: Wilderness Steward (WS) Internships, Wilderness Conservation Crew (WCC) Internships, and the Wilderness Invasives and Restoration Crew (WIRC). All three internships are field based training programs for college and high school age students planning to pursue careers in natural resources and related fields. Interns gain valuable skills that build career opportunities in the Forest Service and non-profit partner field.

### **About the Bob Marshall Wilderness Complex**

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Considered by many to be the “crown jewel” of the wilderness preservation system, the Bob Marshall Wilderness Complex in Northwest Montana is the third largest Wilderness area in the lower 48. ‘The Bob’, as it’s known locally, straddles the Continental Divide and comprises towering limestone reefs (including the famous Chinese Wall), range after range of majestic mountains, lush forests, broad basins and valleys, and two Wild and Scenic Rivers.

The area is named for forester and conservationist Bob Marshall, an early advocate for protecting roadless areas, organizer and benefactor of the Wilderness Society, and legendary hiker who sometimes hiked 30 to 50 miles in a day. Today the Bob Marshall Wilderness Foundation (BMWF) continues to promote Bob’s legacy by providing stewardship for the Bob.

### **About the Bob Marshall Wilderness Foundation**

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The Bob Marshall Wilderness Foundation (BMWF) has been serving the wilderness recreation community for twenty six years. The foundation works in coordination with the US Forest Service to organize over 40 trail projects annually with 300 to 400 volunteers, ages 12 to 80, that clear trails, restore damaged areas and remove noxious weeds. Since its incorporation in 1996, the Bob Marshall Wilderness Foundation and its volunteers have cleared over 5,000 miles of trail and donated millions of dollars of labor to improve public lands.

BMWF is committed to providing a more inclusive Wilderness opportunity for all people. We are working to remove barriers for those that have not traditionally seen themselves as part of the American public lands story, including Black, Indigenous, People of Color and LGBTQ+ communities. Read more about our commitment to this work at [www.bmwf.org/dei](http://www.bmwf.org/dei).

## About Wilderness Intern Positions

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Wilderness Interns will be placed into one of three types of internships at the discretion of BMWF's program staff with consideration taken for personal preference, availability, and relevant experience:

### 1. **Wilderness Steward (WS) Interns**

Following orientation and field-based training with the Bob Marshall Wilderness Foundation, WS interns are placed individually within Ranger District offices to work as part of a team with Forest Service Wilderness Rangers, trail crews, or other interns. Duties will vary depending on placement location, but generally includes trail maintenance projects, noxious weed removal, and campsite impact monitoring. It is also expected that interns help with project preparation, meal planning, backcountry cooking and tool maintenance.

### 2. **Wilderness Conservation Crew (WCC) Interns**

Following orientation and field-based training with the Bob Marshall Wilderness Foundation, WCC Interns work as part of a four member team led by an experienced Wilderness Crew Leader. Project work includes five 10-day backcountry "hitches," one on each of the five Ranger Districts that manage the Bob Marshall Wilderness Complex. Interns will conduct trail maintenance projects, noxious weed removal, and campsite impact monitoring. It is also expected that interns help with project preparation, meal planning and shopping, backcountry cooking and tool maintenance.

### 3. **Wilderness Invasives and Restoration Crew (WIRC) Interns**

Following orientation and field-based training with the Bob Marshall Wilderness Foundation, WIRC Interns work as part of a four member team led by an experienced Wilderness Crew Leader. Project work will include survey for invasive plants in frontcountry and backcountry locations, on and off-trail, and treating invasive plants with herbicides and hand tools. Hitch length will vary from 3 to 8 days depending on work, but interns should expect the equivalent of 50 working days over the course of the season. It is also expected that interns help with project preparation, meal planning and shopping, backcountry cooking and equipment maintenance.



Requirements include: camping at primitive sites, extensive hiking over varied terrain and working in a variety of weather conditions. There may be opportunities to work with pack stock on some projects, but stock will not be provided for every project. Wilderness Interns may occasionally work with adult and youth volunteers.

Wilderness Interns will have the opportunity to meet numerous professionals in the wilderness management field and make connections for future opportunities in wilderness and recreation management.

This internship is based out of Hungry Horse Montana. Interns are required to be present in Hungry Horse for: Training, pre-trip planning, a midseason review, final review and exit interview.

Other requirements:

- Set learning objectives for the summer and complete an Individual Action Plan (IAP).
- Participate in a mid-season review, exit interview and final review.
- Prepare and present a final project (video, photo journalistic report, or other report detailing summer achievements and learning experiences) at the Intern Graduation ceremony. This is due at the end of the summer field season and is a public presentation.
- Write and provide photos for one blog entry for the BMWF website on a topic relevant to the Wilderness Internship experience.

## Training

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On the job training with BMWF Staff, Crew Leaders, and the US Forest Service will take place during the first three weeks of the internship based out of Hungry Horse Montana. BMWF training includes:

*Wilderness First Aid Certification*

*Stock Use/Safety*

*Wilderness Orientation*

*Backcountry Safety*

*Leave No Trace Backcountry Living Skills*

*Crosscut Saw Certification*

*Bear Awareness/Safety*

*Natural History Education*

*USFS Trail Maintenance Standards*

## Required Skills & Background

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- Ability to work as a member of a team
- The stamina to backpack carrying up to 40lbs in mountainous terrain for up to eight consecutive days for multiple hitches. History of physical activity is recommended.
- Backcountry living and travel experience
- Maintain a positive attitude throughout a rigorous field season
- Flexibility, adaptability, and ability to function effectively both independently and under pressure. Project plans and logistics may change on a weekly basis; flexibility is a MUST!
- Oral and written communication skills including ability to resolve team conflict
- Ability to work with limited supervision in a field and office environment
- Ability to keep neat and accurate records and reports

- Motivation and willingness to work non-traditional hours, including nights and weekends
- Basic computer proficiency including email communication, knowledge of Microsoft Word, digital photo downloading and sharing, ability and willingness to learn other software as needed.

## **Dates and Duration**

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Interns will report to the BMWF office in the Hungry Horse Ranger Station on May 16<sup>th</sup>, 2024 for orientation and field training. The internship will end around August 15th, with end date flexibility depending upon school start dates. An Intern Graduation Ceremony will take place on Friday, August 11th. Attendance at training, projects and the Intern Graduation ceremony is required.

Some internship positions have the potential to be hired on with the Forest Service through September; please inquire during the interview process if this is of interest to you.

## **Location**

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Orientation and field training are based out of Hungry Horse, MT. At the completion of your training, Wilderness Steward Interns will then be embedded with one of the following districts:

- Lincoln Ranger District, Lincoln, MT
- Hungry Horse Ranger District, Hungry Horse MT
- Spotted Bear Ranger District, Spotted Bear Ranger Station, MT
- Seeley Lake Ranger District, Seeley Lake, MT

Wilderness Conservation Crew and Wilderness Invasives and Restoration Crew Interns will be roving across the Bob Marshall Wilderness Complex, with projects based around the entire complex.

## **Transportation**

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For WS Interns, a reliable personal vehicle is required to facilitate local transportation. Once you are embedded within a district, you will receive a Government Drivers License (if you pass!) and will drive Forest Service rigs to and from project locations. On days off, your personal vehicle is to be used.

For WCC and WIRC Interns, a reliable personal vehicle is not required but encouraged to facilitate local transportation. Northwest Montana simply does not have public transportation, and is a bit too rural to walk everywhere on your days off. The WCC and WIRC Crews will be provided with a BMWF truck for use to drive to and from project locations. On days off, personal vehicles are to be used.

## **Duty Station, Housing, Meals and Gear**

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- WS Interns: Housing is provided for this position. You will receive bunkhouse or trailer placement at the district you are assigned to for the duration of your internship.
- WCC and WIRC Interns: Housing **IS NOT** provided for this position. It is recommended that interns obtain seasonal housing in the Flathead Valley (Whitefish, Kalispell, Columbia Falls, Hungry Horse) or Missoula. BMWF Staff can help assist in finding local housing.
- Meals are provided when working in the backcountry. Some group meals are provided while at BMWF training. Interns are expected to cover their own food expenses while on personal time.
- Personal backpacking gear is required for this position: a good sleeping bag, backpack, rain gear, tent, and sturdy hiking boots. BMWF has a Gear Library to supplement any gear you may need. Stoves, water filters, and other group gear will be provided.

## **Living Allowance and Benefits**

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This position is a paid internship. Intern will receive a stipend of \$5,500 per 14-week season. WCC and WIRC Interns will get an additional \$150 housing stipend per pay period to assist with seasonal housing costs.

Other benefits include:

- Uniform and maps provided by BMWF and/or the US Forest Service.
- Valuable skill building and career building opportunities with the Forest Service and experience with non-profit Wilderness Stewardship.
- Academic Credit: BMWF will work with colleges or universities to facilitate course credit by providing all necessary coordination, documentation, and evaluation for the internship course.

## **To Apply**

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All applicants must complete the [online application](#) by February 1st, 2024. Selected applicants will be contacted by BMWF to schedule an interview.

To gain an understanding of the Foundation and its relationship to the Forest Service visit: [www.bmwf.org](http://www.bmwf.org). Please contact Field Coordinator Ian Bartling at [ian@bmwf.org](mailto:ian@bmwf.org) or 651-249-3556 with any questions.

Internship Positions	Positions available	Duty Station	Housing	Details
Wilderness Steward- Lincoln Ranger District/ TRAILS	1	Lincoln Montana	Yes	<p>Intern will be embedded with the LRD backcountry trail crew. This crew will complete trail clearing for the early part of the season, then switch to project work after clearing is done. Project work will involve puncheon reconstruction and retread/brushing projects. Utilizing pack and saddle stock will be a big part of the position.</p> <p>Work schedule is 8 days on, 6 days off, working Tuesday to Tuesday. Housing will be provide at the FS cabin near the Indian Meadows Trailhead. A per diem is provided for food during projects.</p>
Wilderness Steward- Hungry Horse Ranger District- RANGER	1	Hungry Horse Montana	Yes	<p>Interns will be embedded with the HHRD Wilderness Ranger program. Work will include clearing and maintaining trails with hand tools like crosscuts and axes, conducting wilderness monitoring which includes inventorying campsites and tracking encounters with wilderness visitors while using new software applications, installing wilderness signs and maintaining trailhead bulletin boards, and conducting visitor education including "pop-up info tables" at trailheads. A variety of training will be provided with the goal of the intern becoming a well-rounded, potentially self-sufficient Wilderness Ranger in the future.</p> <p>Once through training, the work schedule will be 8 ten-hour days on in the wilderness, and 6 days off. Bunkhouse space will be provided at the Hungry Horse Ranger Station. Selected interns need to come prepared to physically hike with heavy packs for up to 10 miles per day while doing intermittent work in a self-supported manner. Needed gear and equipment will be provided. A per diem is provided for food during projects.</p>
Wilderness Steward- Spotted Bear Ranger District/ RIVER	2	Spotted Bear Ranger Station	Yes	<p>SBRD River Ranger interns will work directly with Spotted Bear's River Rangers. The main job duties will be assisting the ranger with visitor contacts, campsite inventory and clean up and some trail clearing. One intern will be based at the Spotted Bear Ranger Station and the other will be stationed at the Big Prairie Work Center in the heart of the "Bob".</p> <p>The typical schedule will be 9 or 10 days on and 4 or 5 days off. Days off will be spent at Spotted Bear Ranger Station in a bunkhouse situation. Food is provided by the District by order. The job entails a good deal of hiking to access the river put-ins for the Wilderness sections. Interns will be fully trained and red-carded for fire duty. Physical fitness and a good attitude is a must.</p>
Wilderness Steward- Spotted Bear Ranger District/ INVASIVE PLANTS	2	Spotted Bear Ranger Station	Yes	<p>SBRD Invasive Plants interns will be spraying noxious weeds around the Spotted Bear frontcountry and backcountry with a couple of trips into the Wilderness for backcountry spraying. Interns will be trained in spraying as well as other training including being red carded for fire duty. One intern will be based at the Spotted Bear Ranger Station while the other will be based at the Schafer Meadows Work Center in the heart of the "Bob".</p> <p>The schedule will mainly be 5 days on and 2 days off, except for backcountry trips which will be 10 on and 4 off. Housing is provided at the Spotted Bear Ranger Station in bunkhouse type living. Food is provided by the District by order.</p>
Wilderness Steward- Spotted Bear Ranger District/ Developed Rec	2	Spotted Bear Ranger Station	Yes	<p>SBRD Developed Rec interns will be based out of the remote Spotted Bear Ranger Station and will be helping to maintain frontcountry campgrounds and facilities in the district. Main job duties for this internship include digging post holes, replacing signs, building trailhead kiosks, installing fire rings and bear boxes, cleaning and maintaining campground facilities, and lots of visitor contact. This intern will be interacting with the public on a daily basis and working independently and with a co-worker.</p> <p>The schedule will mainly be 5 days on and 2 days off. . Housing is provided at the Spotted Bear Ranger Station in bunkhouse type living. Food is provided by the District by order.</p>

Wilderness Steward- Seeley Lake Ranger District- Wilderness Ranger	1	Seeley Lake	Yes	<p>Interns will be embedded with the SLRD Wilderness Ranger program. Work will include clearing and maintaining trails with hand tools like crosscuts and axes, conducting wilderness monitoring which includes inventorying campsites and tracking encounters with wilderness visitors while using new software applications, installing wilderness signs and maintaining trailhead bulletin boards, and conducting visitor education including “pop-up info tables” at trailheads. A variety of training will be provided with the goal of the intern becoming a well-rounded, potentially self-sufficient Wilderness Ranger in the future.</p> <p>Bunkhouse space will be provided at the Seeley Lake Ranger Station. Selected interns need to come prepared to physically hike with heavy packs for up to 10 miles per day while doing intermittent work in a self-supported manner. Interns may work alone at times, and must be comfortable working solo in backcountry settings for days at a time.</p>
Wilderness Conservation Crew	4	Flathead or Missoula area	No	<p>Interns work as part of a four member team led by an experienced Wilderness Crew Leader. Project work includes five 10-day backcountry “hitches” – one on each of the five Ranger Districts that manage the Bob Marshall Wilderness Complex. Interns will conduct trail maintenance projects, noxious weed removal, and campsite impact monitoring, while getting the opportunity to see many different parts of the Bob.</p> <p>The work schedule will be 10 days on and four days off. Housing is not provided for this position; BMWF staff are available to help locate housing in the area for the season. Food is provided while on projects; the crew will work with the Crew Leader to meal plan and shop for groceries within a budget before each project.</p>
Wilderness Invasives and Restoration Crew	4	Flathead or Missoula Area	No	<p>Interns work as part of a four member team led by an experienced Wilderness Crew Leader. Project work will include survey for invasive plants in frontcountry and backcountry locations, on and off-trail, and treating invasive plants with herbicides and hand tools. Hitch length will vary from 3 to 8 days depending on work, but interns should expect the equivalent of 50 working days over the course of the season, with the final hitch schedule determined by the end of March.</p> <p>Housing is not provided for this position; BMWF staff are available to help locate housing in the area for the season. Food is provided while on projects; the crew will work with the Crew Leader to meal plan and shop for groceries within a budget before each project.</p>
<b>Total Internships Available</b>	<b>17</b>			