



TNC Virginia STEP Internship Program

The goal of STEP is to create pathways for people seeking to gain experience with a conservation focused organization. All STEP interns will attend an orientation, professional development webinars, and a group field trip. Along the way, interns will have the opportunity to broaden their experiences through interactions with Nature Conservancy staff and partners.

Positions will run for 10 weeks from May - August 2025.

2025 STEP Positions



Invasive Species GIS Intern

Charlottesville

- Conduct invasive species surveys on preserves across the state
- Utilize survey data to create and test GIS Field Maps tools
- Gain experience in the field and behind the scenes



Preserve Stewardship Intern

Charlottesville

- Work on preserve maintenance including invasive removal, cutting trees, and more across the state
- Maintain tools, equipment, and vehicles
- Gain experience with various land management techniques



Lands & Lives Project Intern

Richmond/Charlottesville

- Research the history of lands in Virginia
- Use unique perspective to tell stories about how lives and lands intersect
- Gain experience with writing, editing, and general marketing practices



Wetlands GIS Intern

Richmond

- Work with our Chesapeake Bay Team and external partners
- Use GIS software to analyze wetland restoration processes
- Create maps to assist with wetland prioritization projects



Conservation Marketing Intern

Richmond

- Work with our stream and wetland restoration team
- Create marketing materials to celebrate their upcoming anniversary
- Gain experience in photo editing, video editing, and writing



Pinelands Stewardship Intern

Location?

- Work on preserve maintenance including invasive removal, cutting trees, and more
- Maintain tools, equipment, and vehicles
- Gain experience with various land management techniques



Coastal Conservation Intern

Nassawadox

- Assist with land and water based marine and beach nesting birds habitat restoration
- Engage the community through visitor outreach and education events
- Gain experience with boating and coastal conservation efforts



Land Monitoring Intern

Lexington

- Monitor the effects of fire on vegetation in the Allegheny Highlands
- Manage and organize data collected from the field
- Gain experience working outdoors and identifying plants

How to apply:

1. Visit careers.nature.org
2. Search for the role
3. Submit a resume and cover letter
4. Expect to hear back within two-weeks of the position close date





STEP Summer 2025 Internships

All interns will participate in professional development trainings, TNC webinars, and field trips to gain hands on experience on our landscapes. Internships are paid and housing assistance is available as needed.

Internships will open for applicants in late January and the term will run from May - August 2025.

Stewardship Positions

- Work on our statewide preserves to manage public access and trails
- Monitor the effects of fire on vegetation in the Allegheny Highlands
- Conduct invasive species surveys and utilize data to create GIS tools and maps for our statewide stewardship work
- Manage lands in TNC's Piney Grove preserve
- Assist with marine habitat restoration on Virginia's Eastern Shore
- Use GIS to help prioritize wetland restoration efforts in the Chesapeake Bay

Communications and Operations Roles

- Work with our Marketing team to tell untold stories and histories about lives related to the lands TNC works on
- Create digital marketing pieces for our stream and wetland restoration team's 30th anniversary celebration

Scan to learn more!



Reach out to taylor.fanelli@tnc.org with any questions