



RANGER/ NATURALIST VIRTUAL INTERNSHIP



<i>Company:</i>	East Bay Municipal Utility District (EBMUD)
<i>Location:</i>	Online via video-conferencing and other remote collaboration platforms
<i>Position:</i>	Junior Ranger Intern (EBMUD Diversity & Inclusion Office)
<i>Number of Openings:</i>	Up to three (3)
<i>Dates:</i>	July 20 - September 25, 2020 (10 weeks, ~20 hours/week; up to 200 total hours)
<i>Stipend/ Pay:</i>	Each intern will receive a stipend through Peralta Colleges Foundation (PCF) equivalent to \$18/hour paid in three installments
<i>Shift:</i>	TBD (primarily within normal business hours M-F, 8AM-5PM)
<i>DUE:</i>	Applications due by <u>Friday, June 12, 2020</u>
<i>Contact/Process:</i>	Email your resume, cover letter and unofficial transcript to: steven.currie@ebmud.com . For more information, please contact Steven Currie via email or at 510-287-0353. NOTE: Internship Interviews for selected candidates will be held June 23rd - 26th via online video-conferencing.

Internship Description: As a **Junior Ranger Intern** at EBMUD (i.e. "the District") assigned to the Diversity & Inclusion Office (DIO), you will be working, virtually, as part of a small project team. This project team will develop a workforce report analyzing the critical issues and challenges related to recruiting qualified and diverse job candidates for the District's **ranger/ naturalist** positions. The project report will include significant analysis of the relevant issues, informed by research gathered through web searches, reviews of relevant literature, white papers, and reports, as well as interviews and surveys of key stakeholders. The report will also put forth recommendations that are creative, fact-based, and implementable given the workplace realities within the District as well as the demand within the broader Bay Area labor market for workers with **ranger/ naturalist** skills, education, and experience. The District's relative advantages and disadvantages as an employer-of-choice will be evaluated and a strategic plan for candidate development and outreach for related recruitments will be proposed. Through this project, you will gain valuable knowledge and insights about **ranger/ naturalist** careers including:

- Insights gained from informational interviews of **ranger/naturalists** at EBMUD and other workplaces.
- Comparative career pathways (e.g. public vs. private sector careers, skills specialization, training, etc.)
- Various opportunities and strategies related to workforce, professional, and career development.
- Civil-service recruitment processes: on-line applications, test-prep, test-practice, and panel interviews.
- Hands-on, field-based **ranger-related** work in the watershed area (COVID-19 restrictions permitting), e.g. engaging visitors, minor construction/ repairs, fire prevention, recording field observations, etc.

Internship Requirements

- High school graduate by internship start date.
- Strong interest in pursuing a career as a **ranger/ naturalist**.
- Reliable access to computer, phone, internet and related technology necessary to participate in a virtual work environment.
- Familiarity & experience w/ online collaboration tools (video conferencing, email, Google docs, etc.)
- Availability and willingness to perform some limited hands-on, field-based **ranger/naturalist**-related work in the East Bay watershed area (EBMUD workplace health and safety considerations permitting).