



**Berkshire Natural
Resources Council**



**THE
HIGH ROAD**

Job Posting: Stewardship and Trails Intern February 2025

BNRC is a land trust that conserves natural landscapes, protects wildlife and habitat, preserves local farmland, and provides free public access to the Berkshire outdoors at reserves across the region. BNRC's mission is to protect and preserve the natural beauty and ecological integrity of the Berkshires for public benefit and enjoyment. BNRC cares for the ancestral homelands of the Stockbridge-Munsee Band of Mohicans, who were forcibly displaced from the region by European colonization.

The High Road is a BNRC initiative to establish a network of interconnected trails across Berkshire County. By linking towns through scenic and accessible hiking trails that traverse conserved lands, The High Road will enhance both local connectivity and access to natural landscapes for residents and visitors to the Berkshires. Designed to provide positive social, economic, and environmental benefits, The High Road promotes outdoor recreation while preserving the area's unique ecosystems.

Berkshire Natural Resources Council (El Consejo de Recursos Naturales de Berkshire) es una organización sin ánimo de lucro que conserva el terreno, protege la vida silvestre y el hábitat, preserva las granjas locales y contribuye a mantener los exteriores de Berkshire libres y accesibles para todos. El BNRC está contratando personal. Aunque el trabajo que se describe a continuación se inicia completamente o casi completamente en inglés, el BNRC agradece el interés de los candidatos bilingües que puedan ayudar a la organización a ser más inclusiva en su trabajo.

The High Road es una iniciativa del BNRC para establecer una red de senderos interconectados por todo el condado de Berkshire. Al unir pueblos/comunidades a través de rutas de senderismo panorámicas y accesibles que atraviesan tierras protegidas, The High Road mejorará la conectividad local y brindará a residentes y visitantes un mayor acceso a los paisajes naturales de los Berkshires. Diseñados para generar beneficios sociales, económicos y ambientales, este proyecto The High Road promueve la recreación al aire libre mientras preserva los ecosistemas únicos de la región.

Position Description.

BNRC is seeking a **Stewardship and Trails Intern** to join its Stewardship and High Road team. This full-time seasonal position will assist with the implementation of BNRC's High Road trail initiative, as well as coordinate the monitoring of and assist with the stewardship of BNRC's conservation restrictions (CRs) and reserves. All work will occur with the supervision and support of BNRC's Stewardship Coordinator and High Road Manager and at times, other BNRC staff. There is room for flexibility in schedule based on individual interests.

This is an exciting opportunity to learn trail design skills, network with area land managers and community stakeholders, and work with our partner organizations such as Massachusetts Department of Fish and Wild, Mass Audubon. This role will also be able to attend industry conferences and gain first aid and CPR training.

Responsibilities include:

Conservation Restriction Stewardship

- Annual monitoring of CRs, including all applicable CR stewardship administrative duties;
- Work with Stewardship Coordinator to respond to CR-related questions, and potential encroachment issues;
- Learn to prepare baseline documentation reports for new CRs;
- Learn to use Landscape Conservation software.

BNRC Reserve Stewardship

- Annual monitoring of BNRC properties;
- Boundary maintenance and marking

High Road Support:

- Assist High Road staff with field work, including conducting site visits, performing trail design work, collecting field data, etc.
- Learn about and support trail design work including scouting trail alignments, conducting slope assessments, creating trail inventories, and mapping trail alignments
- Represent and share information about BNRC at community tabling events as needed.
- Participate in the creation of public facing materials, including brochures, maps, etc.
- Maintaining a database of data collected from the field
- Work alongside external stakeholders on High Road related initiatives

Qualifications.

The successful candidate may not have all these qualifications so if you have some, and/or demonstrably related experience, please go ahead and apply.

- Effective and collaborative communication skills. Ability to communicate with different personalities with tact and diplomacy;
- Enthusiastic, well-organized, detail-oriented, able to work independently;
- Physical ability to hike rough terrain, navigate in the field via GPS;
- Comfortable working alone in the field in all weather conditions;
- Ability to work collegially and effectively with colleagues and landowners;
- A valid driver's license, personal transportation, and ability to travel extensively throughout Berkshire County (mileage will be reimbursed at IRS reimbursement rates).

Compensation: \$18.00/hour

Benefits Include:

- Paid time off, personal days, and 4 paid holidays
- 40 hours of paid sick time
- Option to enroll in group medical or dental coverage

- Flexible hours and hybrid remote/office work
- Travel reimbursement
- \$150 reimbursable allowance for personal work gear (backpack, work boots, etc.)
- A great team of coworkers in a welcoming office setting in Lenox, Massachusetts

Start date: May 5 - November 7, but we're anticipating some flexibility. Resumes will be reviewed on a rolling basis until the position is filled.

To apply: Email your resume to jobs@bnrc.org with "**Stewardship and Trails Intern**" in the subject line and tell us why you're a great fit for this role. Final candidates will be asked to provide references.

BNRC is an equal opportunity employer.

BNRC does not discriminate on the basis of race, creed, color, ancestry, religion, national origin, sex, sexual orientation, gender identification and expression, age, physical or mental disability, marital status, genetic information, veteran status, being a member of the Reserves or National Guard, status as disabled or Vietnam Era veteran or status in any group protected against discrimination by federal, state, or local law.

We welcome applications from BIPOC, LGBTQ+, women, and veterans. BNRC is actively engaged in ensuring its properties are welcoming to all, and in increasing diversity, equity, and inclusion in all aspects of its work.

Though the job described above will begin entirely or almost entirely in English, BNRC welcomes interest from bilingual candidates who can support the organization in being more inclusive in its work.