

Brownsville Historical Research Intern



Who We Are:

The Nature Conservancy's mission is to protect the lands and waters upon which all life depends. As a science-based organization, we create innovative, on-the-ground solutions to our world's toughest challenges so that we can create a world in which people and nature thrive. We're rooted in our Mission and guided by our Values, which includes a [Commitment to Diversity](#) and Respect for People, Communities, and Cultures. Whether it's career development, flexible schedules, or a rewarding mission, there's lots of reasons to love life #insideTNC. Want a better insight to TNC? Check out our [TNC Talent playlist on YouTube](#) or on [Glassdoor](#).

Our goal is to cultivate an inclusive work environment so that all our colleagues around the globe feel a sense of belonging, and that their unique contributions to our mission are valued. We know we'll only achieve our Mission by hiring and engaging a diverse workforce that reflects the communities in which we work. In addition to the requirements in our postings, we recognize that people come with talent and experiences outside of a job. Diversity of experience and skills combined with passion is a key to innovation and a culture of inclusion! Please apply – we'd love to hear from you. To quote myriad TNC staff members, "you'll join for our mission, and you'll stay for our people."

What We Can Achieve Together:

TNC's Volgenau Virginia Coast Reserve team is looking for an intern to continue the important work of researching and documenting a more inclusive history of our headquarters at Brownsville Preserve. This uncovered history will be shared with the public to provide a different connection and perspective to people and nature. The intern will also have opportunities to work alongside conservation staff that are focused on land protection, migratory birds, marine habitat restoration, and education and outreach as well as other seasonal staff and interns.

The Brownsville Historical Research Internship is a full-time, paid, 10-week opportunity. This position is based in Nassawadox Virginia. The internship will run from May-August 2023 and shared housing accommodations may be available. Main responsibilities include:

- Mapping family relationships of enslaved people, resulting in a visual representation that illustrates the data
- Transcribing handwritten notes from the Upshur Family papers that contain genealogical details of enslaved people
- Conducting research to highlight personal narratives of the people enslaved at Brownsville
- Designing a creative final project to highlight findings

We're Looking for You:

Brownsville Preserve was patented in 1655 to John Browne, and subsequently passed through the Upshur family up until the 1970's. There has been a history of using enslaved persons to work the land. While a lot of documents and background information have been written for the white Upshur families that thrived on Brownsville, little has been done to document the lives of the African Americans on the property. We are looking for an intern with a keen interest in people and places – and ensuring that history tells the richest, most inclusive stories. If you're excited by the idea of uncovering stories and have a passion for research, writing then the Brownsville History Internship may be for you. This position will work collaboratively with a team including TNC staff and academic partners.

This position will be part of our Summer 2023 intern cohort and will receive an orientation, professional development resources, exposure to TNC lands and preserves, and real-world work experience to further academic and/or career goals. Intern term runs from May 30th – August 11th 2023.

What You'll Bring:

- Experience and/or interest in African American history and culture
- Currently enrolled or a recent graduate with an interest in pursuing a career in public history, preservation, or a related field
- Interest in pursuing a career in public history, preservation, or a related field
- Ability to learn procedures and follow instructions

DESIRED QUALIFICATIONS

- Major in Public History
- Willing to work in a dynamic office setting and remotely, if needed, with occasional travel for research
- Experience with technology as related to public history projects
- Experience with digital humanities projects
- Multi-lingual skills and multi-cultural or cross-cultural experiences are appreciated

What We Bring:

Since 1951, The Nature Conservancy has been doing work you can believe in protecting the lands and waters that all life depends on. Through grassroots action, TNC has grown to become one of the most effective and wide-reaching environmental organizations in the world. Thanks to more than 1 million members, over 400 scientists, and the dedicated efforts of our diverse staff, we impact conservation throughout the world!

We're proud to offer a work-environment that is supportive of the health, wellbeing, and flexibility needs of the people we employ!

This description is not designed to be a complete list of all duties and responsibilities required for this job.

Current funding provides for \$16.50 per hour. Few benefits. Assistance with housing may be available.

TO APPLY:

Go to www.nature.org/careers, click *Search Careers* and search by the position title and/or location, then click *Apply Now* to submit an online application. It is necessary to complete the application in its entirety. In addition, **please attach as one document your resume and a letter of interest.** For assistance with the online process, go to:

<http://www.nature.org/aboutus/careers/external-applicant-userguide.pdf>.

Interested TNC employees should apply through PeopleSoft:

<https://peoplesoft.tnc.org/psp/tnchrprd/?cmd=login&errorPg=ckreq&languageCd=ENG>

Application deadline is 11:59 PM on March 19, 2023.

Our Competencies:

BUILDS RELATIONSHIPS	Builds productive relationships by interacting with others in ways that enhance mutual trust and commitment.
COLLABORATION & TEAMWORK	Works collaboratively with stakeholders across levels, geographies, backgrounds, and cultures to improve decisions, strengthen commitment, and be more effective.
COMMUNICATES AUTHENTICALLY	Communicates proactively and in a timely manner to share information, address important issues, persuade, and influence with the appropriate level of detail, tone, and opportunities for feedback.
DEVELOPS OTHERS	Takes ownership to help develop others' skills, behaviors, and mindsets to help them strengthen their workplace contributions.
DRIVES FOR RESULTS	Sets challenging goals and objectives based on a strong sense of purpose and high-performance standards and steadfastly pushes self and others for tangible results, while ensuring work-life balance.
LEVERAGES DIFFERENCE	Demonstrates commitment to harnessing the power of differences strategically; consistently sees, learns from, and takes strategic action related to difference; and demonstrates the self-awareness and behaviors to work across differences of identity and power respectfully and effectively with all stakeholders. Actively seeks to build and retain a diverse workforce and fosters an equitable inclusive workplace by drawing upon diverse perspectives.
SYSTEMS LEADERSHIP	Thinks and acts from a broad perspective with a long-term view and an understanding of 1) the dynamic nature of large-scale challenges and 2) the need for integrating five key practices: skillfully engaging appropriate people; providing a clear process for change; taking a holistic view of situations; focusing on a small number of strategic actions, while learning from and adapting them over time; and being aware of how one's own thinking or patterns of behavior may be limiting change.

The Nature Conservancy is an Equal Opportunity Employer. Our commitment to diversity includes the recognition that our conservation mission is best advanced by the leadership and contributions of people of diverse backgrounds, beliefs, and cultures. Recruiting and mentoring staff to create an inclusive organization that reflects our global character is a priority and we encourage applicants from all cultures, races, colors, religions, sexes, national or regional origins, ages, disability status, sexual orientations, gender identities, military, protected veteran status or other status protected by law.

TNC is committed to offering accommodations for qualified individuals with disabilities and disabled veterans in our job application process. If you need assistance or an accommodation due to a disability, please send a note to applyhelp@tnc.org with Request for Accommodation in the subject line

For Internal Reporting:

Job Title: Marketing Intern

Job Family: Marketing

Internal Job Code: 950009

Salary Grade: 1

Status: Hourly

PeopleSoft Job ID Number:

Date: February 2023