

Job: Lands and Lives Project 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 include a [Commitment to Diversity](#) and Respect for People, Communities, and Cultures. Whether it's career development, flexible schedules, or a rewarding mission, there are lots of reasons to love life #insideTNC. Want a better insight into 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:

Virginia's Marketing and Communications Team is looking for an intern to continue the work of our [Lands and Lives project](#). This person will research selected places where TNC works, helping enhance our understanding of the experiences of Indigenous peoples, African Americans, and other underrepresented communities on those lands. Collaborating with the team, the intern will have the opportunity to identify one or more personally meaningful topics to develop, from conducting initial research to potentially crafting a bylined piece suitable for TNC channels or external media. The intern will gain exposure to all facets of our marketing and communications work, which may include social media, auditing and editing online and print materials, developing media pitches, and exploring new partners to advance team efforts.

We are looking for a Lands and Lives Intern to fill a full-time, paid, 10-week internship. This position will be based in Charlottesville, preferably, or Richmond, with a hybrid work schedule allowed, and housing assistance may be available. The internship will run from May-August 2023. Main responsibilities include:

- Conduct research to identify/enrich stories about people's lives, past or present, in selected places where we work
- Collect and organize resources (documents, photos, etc.) uncovered during research
- Help integrate Lands and Lives throughout our marketing and communications portfolio

We're Looking for You:

Do you have a keen interest in people and places—and ensuring that history tells the richest, most inclusive stories? Are you excited by the idea of uncovering stories of different peoples' experiences on the land, especially underrepresented communities? Are you curious, and do you have a passion for research, writing, and turning the results of your explorations into shareable stories? If so, our Marketing and Communications Team has an opportunity for you. This position will support the entire team and will work with TNC staff throughout Virginia.

This position will be part of our Summer 2023 intern cohort who receive an orientation, professional development resources, exposure to TNC lands and preserves, and real-world work experience to further academic and/or career goals.

What You'll Bring:

- Currently enrolled in an undergraduate or graduate program (anticipated graduation 2023-2024) in the humanities or social sciences, including history, communications, journalism, political science, anthropology or related fields, or a recent graduate (2020-2023) with a degree in one of these fields or a related one
- Knowledge of/interest in conservation, history, environmental justice, or similar issues
- Excellent written and oral communication skills
- Experience in research, writing, and editing
- Close attention to detail

DESIRED QUALIFICATIONS

- Coursework and/or exposure related to communications, history, and/or social/environmental justice
- Demonstrate a commitment to contributing to the diversity of The Nature Conservancy by bringing multi-lingual, multi-cultural or cross-cultural experience with an ability to work together across differences and an understanding of the issues of human diversity, equity, and conservation.
- Self-starter, taking initiative, and demonstrating confidence to ask questions and seek input
- Strong organizational skills
- Access to a reliable internet connection
- Proficient with computer software such as word processing and interested in learning new technologies

What We Bring:

Since 1951, The Nature Conservancy has been doing work you can believe in, protecting the lands and waters on which all life depends. 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.

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: Lands and Lives Intern

Job Family: Marketing

Internal Job Code: 950009

Salary Grade: 1

Status: Hourly

PeopleSoft Job ID Number:

Date: February 2023