

**2020 Summer Intern Job Descriptions
Arizona Game and Fish Department**

Lead	Interns requesting	Job Description	Location	Housing	Expected hours weekly	Physical Exam Rqrd?
BEACH, COLIN NELSON, HALEY	3	<p>The Wildlife interns will gain knowledge in field data collection with various software and tools, including ArcGIS Collector and Survey123, and understanding and utilization of image analysis software, species identification through image analysis and roadkill identification. Will also gain experience in data entry and basic analysis for wildlife research projects.</p> <p>The interns will work on a variety of habitat connectivity/wildlife-vehicle collision reduction research projects focusing on mule deer, elk, desert bighorn sheep, pronghorn, burros and tortoise. The interns will perform duties that include camera trap data retrieval and maintenance, animal GPS movement data gathering, animal movement barrier inventories, and database management. Experience with Excel and hiking in various environments is beneficial. The interns will be mentored as part of a research team, including collaboratively and independently completing tasks. Projects are located around the state but the positions will be based out of Phoenix.</p> <p>Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonably accommodate any restrictions.</p> <p>Preferred skills - passion for wildlife conservation, strong work ethic, detail oriented, ability to work a part of team or independently, Excel experience, ability to hike in various environments, radio telemetry, GIS, GPS, remote (trail) camera use, Survey 123, ArcGIS Collector, and other mobile device applications</p>	Phoenix	No	40	Yes
BEACH, COLIN NELSON, HALEY KING, MATT	1	<p>The Wildlife intern will play a critical role in the planning and execution of a BioBlitz event, which the primary objects are to 1.) promote public engagement in wildlife conservation across the Hassayampa plains, and 2.) address gaps in occurrence data for species of interest to stimulate further research that will inform development mitigation recommendations. The intern will also contribute to the wildlife connectivity and highway's program efforts to address habitat fragmentation and wildlife road mortality.</p> <p>The intern's primary task will be to support the coordination and execution of 2020 BioBlitz efforts, including but not limited to developing materials, recruiting participants, site scouting, and planning implementation logistics. These duties will include working with the HDMS program to compile occurrence records and prepare species distribution models to facilitate targeted BioBlitz data collection. The intern will also work on numerous habitat connectivity/wildlife-vehicle-collision reduction projects involving mule deer, elk, bighorn sheep, pronghorn, burros, and tortoise. Specific task will camera trap image review and analysis and documentation of wildlife road mortalities.</p> <p>Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonably accommodate any restrictions.</p> <p>Preferred skills - adept at public communications; able to work independently and as a team member; experience with MS Excel or Google Sheets; ability to hike through strenuous terrain in desert conditions; spend long hours performing tedious, detail oriented office task, interest in GIS, mobile/web applications; diverse array of Arizona's indigenous species; iNaturalist, ArcGIS Online, remote (trail) camera use, Survey123, Quick Capture, radio telemetry, Google Earth, G Suite, MS Office, graphic design</p>	Phoenix	No	40	Yes
BENEDICT, CHUCK	1	<p>The Sport Fish intern will be responsible for conducting comprehensive angler creel surveys at various locations throughout the region. Creel surveys include conducting site visits to recreational lakes and streams to survey anglers on the fishing experience, along with entering creel data in established databases. Other duties include assisting in collecting water quality data, assisting with zooplankton surveys, analyzing zooplankton samples, assisting with sportfish education activities and assisting with fish surveys on various waters in the region. Fish habitat work may also occur during the summer including making concrete weights and placing fish habitat in lakes. The position may assist with native aquatic wildlife activities such as stream surveys, garter snake surveys and non native removals as needed. Opportunities to assist other programs (such as Habitat program or Terrestrial Wildlife program) in the Region with other projects may also be available.</p> <p>Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonably accommodate any restrictions.</p> <p>Required skills - communication skills, walking, reading and computer use. Preferred skills - experience working with the public, fishing experience</p>	Flagstaff	No	40	Yes

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BOUCHER, CHERI	1	<p>The Project Evaluation Program (PEP) internship will be a combination of field work and office tasks to assist the PEP program. Field work will include the monitoring of monarch butterfly habitat to determine success of previous habitat restoration efforts, and potential monitoring/tagging of monarch butterflies at the restoration sites. In-office preparation for field work, and post processing of the collected data, will be required. Other office task will include scanning, filing, organizing, and prepping documents pertaining to the Department's environmental compliance with the Endangered Species Act, National Environmental Policy Act, and the Historic Preservation Act (NHPA), on various projects.</p> <p>The intern will gain an understanding of Monarch butterfly's biology, population dynamics in Arizona, habitat needs and basic restoration techniques. Will gain skills with mobile device data collection and post-processing of data on an ArcGIS online platform.</p> <p>Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonably accommodate any restrictions.</p> <p>Preferred skills - possess good communication skills (oral and written); be open to learning about environmental laws and regulations; field data collection and mapping platforms; ability to walk/hike through rough terrain, and crouch or ben over repeatedly to collect field data; ability to sit for long hours in an office environment performing tedious tasks; general knowledge of Adobe Acrobat, Microsoft Office, Google Suites and ability to operate smart phone or tablet</p>	Phoenix	No	40	Yes
BUCK, HEATHER (Tortoise)	1	<p>The Tortoise Adoption Program intern will gain hands-on experience and knowledge to begin a career in wildlife conservation education, wildlife biology, or similar profession. The intern will acquire skills to complete all daily care and record keeping for desert tortoises at the adoption facility. This may include diet preparation, cleaning animal enclosures, collecting and documenting animal weights, completing daily health log and check lists, assisting in medication administration and gain experience with tortoise adoption process.</p> <p>The intern will assist with animal husbandry duties at our tortoise adoption facility, tortoise adoptions, select outreach events, and occasional transport of tortoises to and from regional offices and veterinary clinic.</p> <p>Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonably accommodate any restrictions.</p> <p>Preferred skills - strong attention to detail and passion for learning, must be comfortable working around animals and all aspects of caring for animals e.g. animal waste, etc., be a team player, possess initiative and follow directions, ability to bend/stoop/crawl and work in extreme temperatures, possess excellent observation and documentation skills.</p>	Phoenix	No	30-39	Yes
BUCK, HEATHER (WL Center)	1	<p>The Wildlife Center intern will gain hands-on experience and knowledge to begin a career in wildlife conservation education, wildlife biology, or similar profession. The intern will acquire skills to complete all daily care and record keeping for selected animals at the center. This will include diet preparation, cleaning animal enclosures, collecting and documenting animal weights, completing daily health log and check lists, assisting in medication administration, creating animal enhancement, basic wildlife handling skills, and delivering a basic wildlife education program using an animal ambassador.</p> <p>The intern will assist with captive wildlife husbandry of our animal ambassador collection and conservation education outreach including: daily animal care and animal enrichment, behavioral observation, record keeping, medical care, educational programming.</p> <p>Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonably accommodate any restrictions.</p> <p>Preferred skills - strong attention to detail and passion for learning, must be comfortable working around animals and all aspects of caring for animals e.g. animal waste, preparing diets for carnivores, etc., be a team player, possess initiative and follow directions, ability to bend/stoop/crawl and work in extreme temperatures, possess excellent observation and documentation skills.</p>	Phoenix	No	20-24	Yes
DICKENS, BRYANT	1	<p>The Aquatic Habitat intern will assist in helping to improve sport fish habitat in Arizona streams and reservoirs. The intern will gain knowledge in sportfish habitat enhancement, reservoirs and boating.</p> <p>The intern will assist in managing and enhancing the quality, abundance, availability and diversity of sport fishing opportunities and implementing strategies related to aquatic habitat and sport fish populations. Participate in the Department assessment of reservoir fish habitat suitability for resident sport fish populations including, but not limited to, largemouth and smallmouth bass, channel and flathead catfish, various trout species, crappie, sunfish and/or walleye. Aids in the identification of habitat enhancement needs. Maintains records and files related to reservoir fish habitat research and prescriptions.</p> <p>Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonably accommodate any restrictions.</p> <p>Preferred skills - knowledge of sportfish and reservoirs; ability to work in extreme heat and long hours; ability to use handheld power tools; ability to lift 50 pounds.</p>	Phoenix	No	40	Yes

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ELMS, GENE	1	<p>The Law Enforcement Branch intern will gain exposure to law enforcement processes and logistical needs for labor intensive projects and to public in law enforcement situations. The intern will gain experience in communication and customer service skills and receive a greater understanding of wildlife laws/regulations and gain operational skills of OHV, trailers and boats.</p> <p>The intern will experience multiple assignments including customer service while interacting with the public at the Department's headquarters, assisting the communications center with answering calls from the public and providing information regarding wildlife and wildlife encounters, assisting the OHV and watercraft programs with logistically preparing officer training programs and law enforcement operations including sobriety checkpoints, OHV checkpoints and logistically supplying regions with maintained and or repaired equipment and vehicles. May involve filing, categorizing files or transporting vehicles where needed for law enforcement operations.</p> <p>Preferred skills - knowledge of Department laws and/or regulations, computer skills, Microsoft Office, Google Suites, camping and hunting knowledge, boat operation ability, OHV operation ability, ability to drive a truck with trailer in tow, to include backing skills</p>	Phoenix	No	40	No
FABIAN, GARRETT	1	<p>The Silver Creek Hatchery intern will develop an understanding of basic aquaculture and cold-water fish production, understand the reasons and implication of stocking trout throughout the State of Arizona, and the importance of the North American Model to wildlife conservation.</p> <p>This Silver Creek Hatchery intern will assist with routine aquaculture duties such as cleaning rearing units, monitoring water quality, feeding fish, removing mortalities, sampling fish, transferring fish, and loading and stocking fish under the supervision of the Hatchery Manager or Fish Culturist. Various other duties may include regular landscaping, and equipment maintenance to upkeep the facilities and property. This will include operating various hand tools, lawn mowers, string trimmers, and other basic power tools. Normal administrative tasks as required along with providing basic public outreach to the public recreating on the property. Silver Creek Hatchery is located on 840 acres of AZGFD land. The property is located approximately 10 miles northeast of Show Low Arizona at an elevation of 6200 feet.</p> <p>Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonably accommodate any restrictions.</p> <p>Preferred skills - experience caring for live animals (preferably fish), knowledge of fish biology, experience with use of hand tools and grounds keeping equipment (such as lawnmowers and string trimmers), attention to detail in repetitive tasks, repeated lifting and carrying of 50 pound bags of feed, 30-50 pound nets of fish, and 25-40 pound buckets of fish, ability to work in a remote location, ability to work in all types of weather conditions</p>	Silver Creek Hatchery, Show Low, AZ	Yes	40	Yes
FOLEY, BRANDON	2	<p>The Kingman Regional interns will monitor water levels and wildlife use at waters using camera traps in extremely hot desert conditions. Will conduct dove baiting and banding. Enter data using a personal computer in various databases. Participate in regional outreach activities and other regional duties (which may include nuisance wildlife calls, fish surveys, prairie dog transects, ride-a-longs, habitat evaluations, etc.). Applicants must be able to hike up to 3 miles in a day and be prepared to conduct fieldwork in harsh conditions (extreme temperatures and terrain). Applicants must be hard-working, open to diverse tasks and responsibilities, be willing to ask question or for help, have a good attitude and be proven to work well with others. Applicants must be able to work independently and as part of a team.</p> <p>The interns will learn to plan daily/weekly activities, hiking and driving 4x4 in rough terrain using GPS/maps to navigate, problem solving skills, classification of a variety of wildlife species and some dove behaviors and how to trap/band.</p> <p>Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonably accommodate any restrictions.</p> <p>Preferred skills - ability to hike at least 3 miles in a day and be prepared to conduct fieldwork in harsh conditions (extreme temperatures and terrain)</p>	Kingman	Yes	40	Yes
GILL, CURT	1	<p>The Conservation and Mitigation Program (CAMP) intern will gain experience in using various techniques to conduct fish, and native snake surveys, field work preparation, data collection, data entry, and updating database records. The intern will also gain knowledge and experience in the methods, theories and practices of aquatic conservation biology.</p> <p>The CAMP intern will assist the program in conducting fish and native snake surveys. Various techniques will be used including: electrofishing, snorkeling, seining, hoop netting, visual surveys, etc. You will assist with the translocation of fish and other aquatic fauna resulting from drought as well as nonnative aquatic species removals. Duties will also include operation of OHV, UTV, and 4x4 vehicles, field work preparation, data collection, data entry, updating database records, and reporting weekly accomplishments. This position involves strenuous hiking and camping in remote areas as well as swimming in environments ranging from low elevation desert streams to high elevation mountain streams.</p> <p>Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonably accommodate any restrictions.</p> <p>Preferred skills - ability to hike long distances in steep, rugged terrain, in adverse weather and heat, computer and data management skills, ability to swim, ability to work independently, be a self-starter and good communicator</p>	Mesa	No	40	Yes

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GRIMSLEY-PADRON, ASHLEY	3	<p>The Flat-tailed Horned Lizard (FTHL) Interns will be assisting a field crew leader (technician/Wildlife Biologist) in conducting yearly occupancy monitoring for the FTHL. Monitoring requires field experience or the ability to conduct arduous field surveys by hiking in extremely hot, dry conditions in the Sonoran Desert. Experience with GPS, driving 4x4 trucks, back country navigation, and handling herpetofauna are highly recommended but not required. Monitoring involves finding lizards through tracking or visual encounters, and processing (weighing, measuring) upon capture. For each survey session, crew members will survey 75 plots across 130,000 acres of the Barry M. Goldwater Range and Bureau of Reclamation Lands in teams of two. Tasks involve extensive off-roading on sandy roads and back road navigation to each of the plots. Surveys start at sunrise and continue through the FTHL activity periods (ending when temperatures reach >45C. Daily office duties after field work include data entry, data organization, and field/gear preparation and organization. The intern will work in an 8-day-on, 6-day-off schedule for 6 survey sessions near Yuma, Arizona, with the potential for 5-day work weeks (dependent on temperatures and lizard occupancy). The position can be either Phoenix or Yuma based, with available housing in/near Yuma through the field season. Participate in other projects, including FTHL demography, Tucson Shovel-nosed snake road cruising surveys, and Chuckwalla population surveys, are possible at the beginning and end of the FTHL occupancy field season, dependent on availability.</p> <p>The interns will gain knowledge of FTHL biology, Sonoran Desert ecology, excellent field work skills, herpetofauna, including lizards and venomous and non-venomous snakes and skill in accurate morphological measurements, weather recordings, data recording and data entry skills and leadership skills. In addition, navigational skills and off-road driving ability.</p> <p>Preferred skills - passion for wildlife and conservation, ability to hike up to 6 miles while carrying heavy pack, experience working with reptiles, have general outdoor skills, GPS navigation, experience working in harsh conditions, off-road driving, attention to detail, data recording and entry</p>	Phoenix	Yes	40	No
GROVER, MARK	1	<p>The Colorado River Basin Native Aquatic Species intern will assist crews with conducting a wide variety of activities that may include (but not limited to) any of the following: Fish collection and transport, fish stocking, nonnative fish removals, angler surveys, stream surveys, aquatic snake surveys, piscicide treatments, water quality collection, zooplankton surveys, habitat assessments, cleaning and disinfecting gear, stock tank surveys, warehouse cleanup and organization, lake surveys, fish habitat construction, and transporting of equipment for repair/maintenance. Gear types will include, but not limited to: electrofishing equipment (backpack and boat), seines, hoop-nets, minnow traps, trammel nets, angling equipment, and snorkeling equipment/wet suits. Crews may work for extended periods of time (up to 5 days) in remote wilderness settings. Crews may work alternating shifts (day and night) up to 16 hour days. Crews will be required to hike in rough terrain over long distances (up to 10 miles). Crews will work in varying environmental conditions ranging from freezing to over 100 degrees F. Multi-day backpacking and camping trips, will be required. Lifting and carrying up to 50 lbs. for 5-10 miles at a time is not uncommon. Swimming in cold and moving water is not uncommon. Qualified candidates will require a positive attitude, ability to work well in a group setting, ability to work well under stressful situations, and willingness to conduct a variety of tasks knowing that those tasks may be subject to change. Interns are expected to maintain a positive attitude, be willing to learn, maintain a professional demeanor (both with the public and other employees), have a strong work ethic, be punctual, work well with others, dress appropriately, and ask questions.</p> <p>The exact timing and activities may be subject to change during the course of the appointment for any of the following reasons: changes in favorable weather conditions, emergencies/work priority (when other projects take priority over originally scheduled activities), forest closures (drought, fire, other), illness, or other.</p> <p>Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonably accommodate any restrictions.</p> <p>Required skills - hiking/backpacking, swimming, reading/writing, effective communication (oral and written) Preferred skills - fish identification, fish sampling, data collection, use of GPS units, operation of 4x4 vehicles, first aid training, fish handling & transport</p>	Flagstaff	No	40	Yes
HEIMANN, HEATHER	3	<p>The Black-footed Ferret interns will be working on the black-footed ferret project at 3 ferret reintroduction sites. Primary duties will include trapping and processing prairie dogs for a plague study, which will also include visual counts of prairie dogs and dusting prairie dog colonies. Interns will also map prairie dog colonies which requires walking up to 10 miles per day, spotlighting for black-footed ferrets at night, and index surveys of prairie dogs. Other duties may include presentations to the public, collection of predator samples, and yellow-billed cuckoo surveys if time permits. Interns will share a house, which also serves as an office, with 2 other interns in the rural town of Seligman, an hour away from the project sites.</p> <p>The interns will gain knowledge in navigation by GPS, use of small mammal, prairie dog, and ferret traps, collection of samples from prairie dogs, spotlighting of searches for ferrets and collection of accurate data.</p> <p>Preferred skills - ability to hike up to 10 miles per day in inclement weather, handling small mammals and prairie dogs, use of live traps, ability to work independently, attention to detail and accurate data collection</p>	Seligman	Yes	40	No

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HERVERT, JOHN	3	<p>The interns will assist at the Sonoran pronghorn captive breeding pens near Ajo and Yuma, Arizona. Your duties will include providing basic care for a captive herd of Sonoran pronghorn, checking electric fences and making necessary repairs to achieve the desired voltage output, providing supplemental feed inside and outside the pen, maintaining trail cameras and water sources. You will learn to use radio telemetry equipment to locate captive and free roaming Sonoran pronghorn. You will be given the opportunity to observe pronghorn during aerial telemetry flights. You will assist the program with compiling data, records, and observations of Sonoran pronghorn. We will provide instruction on the use of Delorme devices, GPS navigational tools, map reading and basic survival skills.</p> <p>The interns will gain knowledge in the basic requirements (forage, water, and shelter) for the captive breeding of Sonoran pronghorn and understanding of the unique aspects (temperature, rainfall patterns) of the Sonoran Desert that influence Sonoran pronghorn ecology.</p> <p>Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonably accommodate any restrictions.</p> <p>Preferred skills - use of optics for spotting animals; operation of 1/2 ton truck over dirt roads, driving in rugged, outdoor situations; accurate collection of field data; ability to work in adverse weather conditions</p>	Yuma Ajo	Yes	40	Yes
HICKERSON, BRIAN	2	<p>The Native Fish interns will learn about native fish conservation in Arizona by participating in field surveys from gear preparation through data entry. Specific knowledge will be obtained in utilizing various gear types, recording and entering data accurately, outdoor skills including camping and hiking, and working in groups in wilderness settings.</p> <p>The interns assist with native fish conservation projects in Gila River Basin streams, particularly those focusing on Loach Minnow, Spikedace, Roundtail Chub and Gila Topminnow. Projects include surveying and monitoring native fish species, and removing nonnative fish species using multiple gear types including backpack electrofishing, seining, netting and angling; collecting, transporting and stocking of native fish; hiking, backpacking, and carrying buckets of fish in extreme temperatures over rough terrain; camping in remote locations; navigation using GPS; identifying, handling, and processing of native and nonnative fishes and other aquatic organisms; assisting with standardized stream habitat surveys; preparing for field work; maintaining and organizing field equipment; and recording and entering data, field notes, and field photos. Fieldwork may involve long days, weekends, and/or being out of town for up to one week at a time. Interns will use standard and 4WD vehicles with trailers, operate UTVs, and will operate and maintain a variety of specialized equipment common to fisheries work. Opportunities may arise where interns will be able to join other work units for field days.</p> <p>Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonably accommodate any restrictions.</p> <p>Preferred skills - outdoor skills (including camping and swimming), hiking long distances carrying a heavy pack, work in adverse weather conditions, general biology background (interest in fisheries preferred), experience with backpack electrofishers, hoop nets, and four wheel drive vehicles.</p>	Phoenix	No	40	Yes
HICKS, HOLLY (Prairie dogs)	2	<p>The Wildlife interns will conduct surveys for Gunnison's prairie dog and assist on other small mammal activities as needed. Duties will include monitoring, mapping using GPS technology, trapping and handling of GPD, and collection of blood and parasites. Interns will be required to use 4x4 to access sites and be capable of using maps for navigation to travel between them. Camping while in the field is required and some work will be necessary on weekends. Interns will be hiking long distances at times in extreme conditions. Knowledge of Microsoft software and G-Suites will be necessary to write trip reports and enter data.</p> <p>Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonably accommodate any restrictions.</p> <p>Preferred skills - knowledge and use of GPS, ability to navigate using maps, small mammal trapping and handling experience, camping and hiking experience, 4x4 experience, Microsoft Windows and G-Suites knowledge.</p>	Phoenix	No	40	Yes
HICKS, HOLLY (Small mammal)	4	<p>The Wildlife interns will assist with small mammal conservation projects in the White Mountains. Field work includes track plate and vegetation surveys for New Mexico jumping mice and other small mammal but may involve assisting with other small mammal projects statewide. The internship requires hiking in extreme temperatures over rough riparian terrain, camping, navigating with GPS and landmarks, identifying small mammals and vegetation, and accurately collecting data with minimal supervision. Field work will require thorough planning before a trip, including site inspections and mapping travel routes. Long days, weekends, and/or being out of town in remote areas for up to a week at a time. Other duties include data entry, writing assignments, reading and producing maps, researching literature, operating 4WD vehicles, cleaning and maintaining equipment.</p> <p>Two internships are proposed for May 2020 - September 25, 2020. (19 weeks) Two internships are proposed for May 2020 - August 21, 2020. (14 weeks)</p> <p>Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonably accommodate any restrictions.</p> <p>Preferred skills - knowledge and use of GPS, ability to navigate using maps, camping and hiking experience, ability to identify small mammals, 4x4 experience, Microsoft Windows and G-Suites knowledge</p>	Sipe Wildlife Area	Yes	40	Yes

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HOFFMAN, JOSH	2	<p>The Boating Safety Education interns will provide Arizona boating safety education courses, classes and information programs as directed in various locations within the state as well as the Phoenix metro area to increase public awareness, appreciation and understanding of safe and responsible watercraft recreation. These classes will be presented to various different boaters of varying ages and boating interests. Interns will also assist existing program staff on the water, in a boat and shore-side in conducting boating safety, carbon monoxide awareness, and the agency's "Wear It" life jacket campaign across the state. Additionally, the successful candidate will help develop new, experimental, and/or innovative information and education efforts to reach new audiences with programs and products to diversity revenue bases and to increase awareness, appreciation, and understanding of safe and responsible watercraft recreation. Interns may also assist with an array of education and interpretive projects for the summer. These may include such tasks as assisting with off highway vehicle or related education classes, research, customer service inquires; database development and/or data input, assisting in developing meaningful reports with informative graphs and charts highlighting program area achievements via computer entry and MS Office Suite software. The successful candidates will work to improve and enhance the Department's commitment to meeting customer needs through quality services and will have other duties as appropriate or assigned. The positions are primarily field-oriented, with approximately 50% to 70% of the time spend in the field. It may require extensive travel and working on weekends.</p> <p>The intern will demonstrate competency and the ability to apply safe boating principles.</p> <p>Preferred skills - power boat operation, canoe, kayak or SUP operation, trailer backing skills, off-highway vehicle operation, public speaking, classroom instruction, outdoor recreation</p>	Phoenix	No	40	No
JUSTICE-ALLEN, ANNE	1	<p>The Wildlife Health intern assists with mortality investigations, wildlife research, sample processing and archiving, data entry, laboratory procedures, and CWD sample collection under the supervision of the Department Veterinarian and Wildlife Health Biologist.</p> <p>The intern will gain knowledge in CWD sample collection, wildlife necropsy, laboratory testing of wildlife samples, packaging and shipping of biological specimens, data analysis, basics of epidemiology, statistics, sample size determination and risk analysis.</p> <p>Preferred skills - good communication skills (oral and verbal), good organizational skills, skill in basic laboratory procedures and safety (use of a centrifuge, ppe, microscope), basic knowledge of vertebrate anatomy, small mammal trapping and handling</p>	Phoenix	No	40	No
KING, MATT	1	<p>The HDMS intern will assist the Heritage Data Management System (HDMS) by organizing, mapping, compiling, doing quality control checks, and updating special status wildlife species occurrence records using standardized procedures and conventions for inclusion into GIS and database files from various sources, including raw biological field forms. Data to process will include location information, status, taxonomy, and biology of the species. Use GIS to develop Species Distribution Models. Writing and editing biological abstracts and management guidelines for special status species of animals and plants. Performs other duties as assigned by Supervisor.</p> <p>Preferred skills - possess good communication skills (oral and written); be open to learning, evaluating and interpreting detailed biological data with the ability to identify and resolve inconsistencies in biological and geographical data; have familiarity with topographic maps; ability to sit for long periods in an office environment performing tedious tasks; technical writing; interest in GIS and relational databases, Endangered Species Act, SW Ecosystems and distribution of rare species in Arizona</p>	Phoenix	No	40	No
LARSON, ANDREW SMITH, KALEB	3	<p>The Pinetop Regional Fisheries interns will gain experience and knowledge in fisheries management techniques and aquatics best management practices. Interns will develop a proficiency in a variety of fisheries sampling techniques, especially backpack electrofishing, native/non-native fish ID, proper data collection and organizations, experience in logistic fieldwork planning and experience with field gear maintenance/repair.</p> <p>The interns will assist regional biologists with ongoing native trout and native aquatics conservation projects. Duties may include backpacking and boat electrofishing surveys; removal of nonnative species; narrow-headed gartersnake and leopard frog surveys; netting surveys; identifying and handling fish; mapping stream reaches. The intern may be responsible for preparing for field trips; maintaining and organizing data and equipment; preparing for overnight camping and backpacking trips; driving vehicles over rough terrain. Fieldwork will include hiking long distances in extreme temperature over rough terrain; carrying upwards of 30 pounds at times. The ideal candidate will be comfortable working outdoors for extended periods of time and have interest in wildlife conservation. A positive attitude and ability to well with others in stressful situations will be key to success in this position. Housing is provided at the regional office bunkhouse.</p> <p>Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonably accommodate any restrictions.</p> <p>Required skills - willingness and ability to work in varying field conditions which may require hiking many miles over rough terrain carrying heavy loads Preferred skills - experience and/or interest in native conservation, fish and wildlife management, or outdoor recreation. Fish ID skills, camping, and outdoor recreation experience</p>	Pinetop	Yes	40	Yes

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LOUBERE, ALEX OLIVER, DEVOR	2	<p>The Sports Fish Research Interns will work within the Departments Research Branch conducting research on sport fish restoration projects. Under the direction of the Sport Fish Research Biologist, the interns will be primarily be responsible for conducting angler interviews, assisting with surgical implantations of radio tags in Gilas Trout, and tracking Gila Trout using radio antenna equipment. Duties will also include other duties associated with other sport fish restoration projects. The interns will also be responsible for assisting with entering and quality checking data and may perform other duties as assigned. These internships will require travel and working irregular hours, including weekends.</p> <p>The Sports Fish Research interns will gain skill in radio telemetry techniques, fish sampling techniques, creel survey methodologies, data entry and management and 4x4 and trail operation.</p> <p>Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonably accommodate any restrictions.</p> <p>Preferred Skills - must be able to hike for extended periods of time, comfortable interacting with general public in the field, working towards a degree in fisheries, wildlife, or related field with interest in research</p>	Phoenix	No	40	Yes
MARSH, MADDY MOSLEY, CODY	2	<p>The Ranid Frogs Project interns will assist amphibian and reptile biologists with the conservation of leopard frogs and other herpetofauna (herps) and their habitats through active, hands-on surveys and recovery work. Field work will be focused in the sky islands of southern Arizona and the Mogollon Rim and White Mountains of central Arizona. Interns will gain proficiency in techniques for surveying for riparian herps; identifying, handling and processing herps; preparing for field trips; and maintaining and organizing field equipment. While in the field, interns can expect to hike in rough terrain during sometimes inclement weather, camp for several days at a time, use 4WD vehicles, potentially operating ATVs or UTVs in remote areas. Office work will provide experience entering and managing data in Microsoft Access/Excel, ArcGIS, and other software commonly used in wildlife agencies.</p> <p>The interns will gain knowledge in identification, handling, processing, and survey methods of amphibians and reptiles, 4WD driving, GPS, ArcGIS, and other mapping applications; methods of aquatic habitat construction; methods of data collection and entry; importance of native amphibian and reptile conservation; border safety.</p> <p>Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonably accommodate any restrictions.</p> <p>Preferred skills - hiking, camping in remote areas, navigating with maps and GPS, identifying herpetofaunal species, data entry and management (MS Office), off-highway driving, production of maps using GIS</p>	Phoenix	No	40	Yes
MARTINEZ, ALEX STEIGHLER, KATE	3	<p>The Aquatic Invasive Species (AIS) interns will be responsible for assisting the AGFD Aquatic Invasive Species (AIS) Program with various functions and activities. Primary duties will be to educate and inform the public about AIS as well as learning proper inspection and decontamination techniques and protocols. Duties may include: outreach and education efforts at various Arizona lakes and streams to inform the public about AIS, supervised decontamination on contaminated boats and equipment, general equipment maintenance and repair, surveys for AIS at various waters, data entry and may assist other aquatic programs. Fieldwork may involve long days outdoors in extreme temperatures and occasional overnight travel. Office duties will include data entry and management, literature searches and generate reports.</p> <p>The interns will gain understanding of AIS, aquatic ecosystems, and water chemistry. In addition, knowledge and experience will be expanded in fish and fish management, trailering experience, water quality testing skills, basic laboratory skills, and excellent customer service skills. Interns may also gain knowledge in waterfowl identification and biology as well as Microsoft Access database management.</p> <p>Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonably accommodate any restrictions.</p> <p>Required skills - strong customer service skills, ability to work independently in the field following established protocols and procedures, basic understanding of aquatic ecosystems or water chemistry, and basic understanding of fishing or fish biology</p> <p>Preferred skills - knowledge of 4-wheel drive operation, basic trailering skills, ability to work outside, in remote location for extended period of time in all types of weather, attention to detail, cursory knowledge of aquatic invasive species and their effects to the larger environment</p>	Various - (Phoenix, Lake Havasu City, Page)	No	35	Yes
MCCALL, TOM	1	<p>The Terrestrial Wildlife intern will trap and band doves; conduct radio telemetry for elk; assess causes of mortality; assist with big game aerial and ground surveys; assist with big game captures; assist with habitat monitoring; assist with bison work on wildlife areas; data analysis; and other wildlife and habitat duties as assigned.</p> <p>Preferred skills: wildlife telemetry, wildlife surveys, field work, work in remote areas, working independently and as a part of a group</p>	Flagstaff	No	40	No

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Lead	Interns requesting	Job Description	Location	Housing	Expected hours weekly	Physical Exam Rqrd?
MESLER, JACOB	2	<p>The Terrestrial Research interns will help provide a direct contribution to the success of a wildlife research project by assisting with field data collection and data processing to evaluate whether camera trap methods can be used to effectively estimate Mexican wolf abundance in Arizona.</p> <p>The Terrestrial Research Interns will assist with office (40%) and field work (60%) for a project evaluating the use of camera traps to estimate Mexican wolf abundance in Arizona. Office work will involve working within a database application to process camera trap photos collected from the field. Field work will involve hiking off-trail in moderate to rugged terrain and using GPS units to navigate to camera trap locations to download photos. Office work will follow a standard 8-hour day, 5 day work-week while field work schedule will follow a 10-hour day, 8 day work-week followed by 6 days off. While assisting with field work, these positions will require tent-camping with occasional stays at a bunkhouse.</p> <p>Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonably accommodate any restrictions.</p> <p>Preferred skills: hiking both on- and off-trail, experience navigating in remote settings, experience navigating on- and off-trail with a GPS unit and map, ability to learn and operate a database application, ability to make independent decisions and to focus for long periods of time.</p>	Phoenix	No	40	Yes
MILLER, MAEGHAN	2	<p>The Wildlife interns will gain knowledge in small mammal handling and sampling techniques.</p> <p>The interns will manage for Gunnison's prairie dogs and assist in other small mammal activities as needed. Duties will include collecting population density data, conducting visual count surveys, distributing vaccinated baits and applying insecticide dust, trapping, processing, and collecting samples of GPD. Interns will be required to operate a 4x4 vehicle to access sites and have knowledge of maps for navigation to travel between them. Camping in the field is required and some work will occur on weekends. Interns will be hiking long distances at times in extreme condition. Knowledge of Microsoft programs and G-Suites will be necessary to write trip reports and enter data.</p> <p>Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonably accommodate any restrictions.</p> <p>Preferred skills - use and knowledge of GPS, map and navigational skills, small mammal trapping and handling experience, camping and hiking experience, 4x4 experience, knowledge of Microsoft Windows and G-Suites.</p>	Phoenix	No	40	Yes
MONTGOMERY, BRETT	1	<p>The Native Fish intern will assist with native fish conservation projects, including surveying and monitoring; transporting and stocking of native fishes; removal of nonnative species; hiking, backpacking, and carrying buckets of fish in extreme temperatures over rough terrain; camping in remote locations; navigation using GPS and topographic maps; identifying, handling, and processing of native and nonnative fishes and other aquatic organisms; preparing for field work; maintaining and organizing field equipment; recording, organizing, filing and entering data, field notes and photos; stream habitat surveys; installing and removing temperature monitors. Fieldwork may involve long days, weekends, and/or being out of town for up to one week at a time. Interns will use standard and 4WD vehicles with trailers and will operate and maintain a variety of specialized equipment common to fisheries work. Opportunities may arise where interns will be able to join other work units for field days.</p> <p>The intern will gain knowledge of aquatic invasive species sampling methods, species identification, 4x4 driving, wilderness survival and camping experience.</p> <p>Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonably accommodate any restrictions.</p> <p>Preferred skills - outdoor skills (including camping), hiking long distances carrying a heavy pack, work in adverse weather conditions, general biology background (interest in fisheries preferred), experience with backpack electrofishers, hoop nets, and four wheel drive vehicles.</p>	Phoenix	No	40	Yes
MORENO, EDUARDO	2	<p>Interns will assist wildlife biologist with multiple species surveys statewide, data entry and other various field activities. Project activities may include acoustic bat station maintenance, bat surveys (caves and mines) and captures, bird surveys, burrowing owl surveys and banding and wildlife video monitoring. Intern may assist project biologist with mitigation efforts at abandoned mines, installing bat friendly gates. Duties will include occasionally working late night into the early morning hours and include working in extreme temperature, hiking and camping in desert and mountainous terrain for up to a week at a time.</p> <p>The interns will come away with an understanding of wildlife surveys and wildlife identification and the understanding of how wildlife management projects are managed. In addition, experience with project design, planning and execution, as well as the budget process.</p> <p>Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonably accommodate any restrictions.</p> <p>Preferred skills - outdoor skills (including camping), hiking long distances, lifting/carrying a heavy pack/materials over short distances, work in adverse weather conditions, navigational aids involving GPS</p>	Phoenix	Yes	40	Yes

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Lead	Interns requesting	Job Description	Location	Housing	Expected hours weekly	Physical Exam Rqrd?
NELSON, TREVOR	1	<p>The Canyon Creek Hatchery intern will learn daily hatchery fish culture tasks and procedures and how to identify fish pathogens and treat with therapeutic chemicals. Will gain experience feeding, cleaning, diagnosing pathogens, treating with therapeutic chemicals, fish distribution techniques, using various fish enumeration and inventory methods, transferring, loading and stocking live fish. In addition, will provide skills needed to maintain hatchery buildings, grounds and equipment.</p> <p>The intern will assist with the care for live fish, cleaning tanks, feeding fish, removing mortalities, transferring fish, loading fish onto stocking trucks, stocking fish under the supervision of hatchery staff. Will also daily record mortality, feeding and water quality information. Assist with routine maintenance and upkeep of facility and grounds, utilizing various hand tools and other basic power tools, performing basic maintenance work and painting.</p> <p>Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonably accommodate any restrictions.</p> <p>Preferred skills - attention to detail during repetitive tasks, ability to work in all types of weather conditions (including extreme heat and sun exposure), ability to lift and carry 50 lb. bags of feed, 30-50 lb. nets of fish, and 25-40 lb. buckets of fish, willingness to work at a remote location in a national forest 42 miles from the nearest town that is accessible only be a combination of paved and unpaved roadways.</p>	Canyon Creek Hatchery, Forest Lakes, AZ	Yes	40	Yes
O'DELL, JOHNATHAN	2	<p>The Small Game interns will assist with the capture, banding, and releasing of wild doves including data collection. Often this work takes place at remote field sites under typical weather conditions of Arizona. May be asked to assist with other Terrestrial Wildlife program related activities as well.</p> <p>The interns will gain skills necessary for capture, handling and banding of wild doves and collecting, recording and maintaining biological data.</p>	Phoenix	No	40	No
O'DONNELL, RYAN	1	<p>The intern will contribute to data collection for a wide range of projects and will gain experience in finding, handling, measuring and recording data from a range of conservation-dependent species in Arizona and will learn or improve field identification of wildlife, handling of wildlife, data recording techniques and other field craft.</p> <p>The interns will assist in a wide variety of field work projects around the state of Arizona focusing primarily on reptiles, amphibians, and birds but potentially including work on mammals and plants. Likely focal species to include Mexican Gartersnakes, Narrow-headed Gartersnakes, Mt Graham Red Squirrels. Much of the appointment will include travelling during the work week for field surveys including camping at field sites or staying in department-provided housing. As with most internships, some time in the office for data entry, gear maintenance, cleaning, and other tasks will be included.</p> <p>Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonably accommodate any restrictions.</p> <p>Preferred Skills - positive attitude, eagerness to gain experience working with animals, skill in identification of reptiles, birds, amphibians; excellent attention to detail; field craft skills including navigation by GPS; and physical fitness to endure long days hiking and climbing in difficult field conditions</p>	Phoenix	No	40	Yes
PEARCE, GRANT JONES, AMBERLE	1	<p>The Sportfish intern will gain experience using various techniques in sampling fish populations, learning which sampling techniques are used for different fish species. In addition, will gain experience in communicating with the public, field gear preparation and repair, data collection and entry. The intern will also gain knowledge and experience in the methods, theories and practices of fisheries biology.</p> <p>The intern will assist with sport fish surveys in streams and rivers using a variety of gear types; gill nets, trap nets, seines, hoop nets and electrofishing. Performs maintenance on watercraft, vehicles and various fisheries equipment. Operate 4x4 vehicles. Work duties may require strenuous hiking in extreme temperatures and overnight stays in remote locations. Duties will also include field work preparation, data collection, data entry, updating database records and reporting weekly accomplishments. This position may involve strenuous hiking and camping in remote areas, ranging from low elevation desert streams to high elevation mountain streams.</p> <p>Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonably accommodate any restrictions.</p> <p>Preferred skills - ability to communicate effectively, ability to hike long distances in rugged terrain, in adverse weather and heat, computer and data management skills, ability to work independently, ability to swim</p>	Mesa	No	40	Yes

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Lead	Interns requesting	Job Description	Location	Housing	Expected hours weekly	Physical Exam Rqrd?
PENROD, STEPHEN	1	<p>The Page Springs Hatchery intern will learn daily hatchery fish culture tasks and procedures and how to identify fish pathogens and treat with therapeutic chemicals. Will gain experience feeding, cleaning, diagnosing pathogens, treating with therapeutic chemicals, transferring, loading and stocking live fish. In addition, will provide skills needed to maintain hatchery buildings, grounds and equipment.</p> <p>This intern will feed and care for fish, clean units, adjust water flows, remove dead fish. Capture, load, transport, and stock live fish and assist with delivering fish. Communicate with the public. Maintain hatchery buildings, grounds and support systems, performing minor maintenance. Maintain and repair hatchery vehicles and equipment and maintain hatchery security. Assist in diagnosis of fish disease and administer chemical treatments. Gather fish culture data, size of fish, fish condition and water quality data. Daily lifting of 50 pound feed sacks and occasional lifting of 50 pound salt bags. Required to work a rotating weekend duty with other interns and culturists. Work at least one in every six weekends performing daily fish culture activities.</p> <p>Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonably accommodate any restrictions.</p> <p>Preferred skills - good communication, motivated, ability to work independently or as a team member, able to follow written directions, experience caring for live animals, basic mechanical skills, computer skills, good time management, ability to lift 50 pounds</p>	Page Springs Hatchery, Cornville, AZ	Yes	40	Yes
POLLOCK, MATT	1	<p>The Habitat, Evaluation and Lands intern will gain knowledge in fish and wildlife habitats in the area, active riparian restoration and monitoring, game bird surveying and general office duties.</p> <p>The intern maintains the responsibility for providing assistance and support to the Program through various field and office work experiences. Field work may include: various monitoring, evaluating and implementing the various ongoing habitat improvement and/or enhancement projects, maintenance and operation of farming equipment. This work may include weekend hours and potentially overnights as needed to complete work. The Intern may assist other work units and/or field personnel in the implementation of habitat projects, surveys, and data entry. In office work may include data entry, compiling maps, filing, scanning, updating web page project information and other duties as assigned. Experience with the use of Microsoft office software (Excel, Word, Outlook) and gsuite is required. Work duties may include hiking in remote locations, physical activities such as fence removal/reconstruction, long hours in the heat and camping in primitive conditions. Use of a shared 4wd truck and OHV will be provided.</p> <p>Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonably accommodate any restrictions.</p> <p>Preferred skills -experience with Microsoft Office and Google Suite, GIS, southwestern plant and grasses identification</p>	Mesa	No	40	Yes
PROCTOR, ERIC	1	<p>The Wildlife Education-Teacher Development intern will gain hands-on experience and knowledge in wildlife conservation education specifically as it pertains to teach development resources. The intern will learn about how to plan a teacher workshop, develop subject material, execute a workshop and gain experience in assisting in Summer Camp programs.</p> <p>The intern will assist the Wildlife Education Coordinator in development and delivery of teacher workshops; Summer camp duties; and help organize educational resources and materials.</p> <p>Preferred skills - strong attention to detail and passion for learning, must be comfortable working around the public, be a team player, possess initiative and follow directions, ability to work some after 5pm or weekend events</p>	Phoenix	No	20-24	No
RINKER, MATTHEW	2	<p>The exact timing and activities may be subject to change during the course of the internship for any of the following reasons: change in weather, emergencies/work priority, forest closures, illness or other. The work schedule may vary on any given week.</p> <p>The Conservation and Mitigation Program (CAMP) interns will be conducting a wide variety of activities that may include (but not limited to): fish collection and transport, fish stocking, non-native fish removals, angler surveys, stream surveys, aquatic snake surveys, piscicide treatments, water quality collection, Zooplankton surveys, habitat assessments, cleaning and disinfecting gear, stock tank surveys, driving 4x4 vehicles, warehouse cleanup and organization, lake surveys, fish habitat construction and deployment, transporting equipment for repair/maintenance and other duties as assigned. Crews will be using any combination of gear types including (but not limited to): electrofishing (backpack and boat), seines, hoop-nets, minnow traps, gill-nets, trammel nets, angling equipment, snorkeling equipment/wet suits and others. Crews may work for extended periods of time (up to 5 days) in remote wilderness settings. Crews may work alternating shifts (day and night) up to 16 hour days. Will require hiking in rough terrain over long distances (up to 10 miles) and will work in varying environmental conditions ranging from freezing to over 100 degrees F. Multi-day backpacking and camping trips will be required. Lifting and carrying up to 50 lbs. for extended periods is not uncommon. Swimming in cold and moving waters is not uncommon. Qualified candidates will require a positive attitude and ability to work well in a group setting, ability to work under stressful situations and willingness to conduct a variety of tasks.</p> <p>Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonably accommodate any restrictions.</p> <p>Required skills - driving, swimming, reading, writing, hiking/backpacking, typing, effective communication skill Preferred skills - Fish ID, stream and lake surveying, water quality surveying, data collection, GPS use, 4x4 operation, first aid, fish transport</p>	Flagstaff	No	40	Yes

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Lead	Interns requesting	Job Description	Location	Housing	Expected hours weekly	Physical Exam Rqrd?
RYAN, MASON	1	<p>The Gartersnakes Projects intern is needed to spend the summer looking for, and studying, two threatened gartersnake species in the streams of Arizona. This work will take you to diverse habitats across Arizona, from the mountains of the Mogollon Rim to the grasslands of the San Rafael Valley in SE south of Tucson as we collect population and distribution data for the conservation of each species. You may also have the opportunity to participate in ongoing studies testing new techniques to increase capture rates and/or track snakes with harmonic transponders of these elusive species, and collect data on a snake disease. In addition, there may be opportunities to survey ranid frogs, turtles, or snails.</p> <p>The work may require being in the field four to five days/week (occasionally on weekends) with long work days, as well as weeks spent mostly in the office. While in the field you will learn and use standard snake trapping and visual encounter techniques to find snakes, process and mark snakes for on-going long-term mark-recapture studies and presence/absence surveys for population monitoring. During field work you will be required to camp, hike moderate distances in extreme temperatures in rough terrain, drive 4WD vehicles on primitive roads, GPS navigation, identify and handle amphibians & reptiles, prepare for field trips, maintain field equipment, and collect data. While in the office, your duties may include data entry, reading & producing maps, using specialized software to record snake measurements, report writing, or other tasks as needed.</p> <p>The intern will learn multiple amphibian and reptile survey and monitoring techniques, how to conduct mark-recapture studies, data collection (including disease samples) for specific uses and analyses, Arizona amphibian and reptile identification, principles of applied ecology and conservation, and importance of statistical approaches and application to inform conservation.</p> <p>Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonably accommodate any restrictions.</p> <p>Preferred skills - ability to hike and carry a pack up to 30 pounds, camping basics, Microsoft Office, plant or wildlife population surveys and techniques, handling, processing, and marking of small animals, field data collection, GPS/map navigation, amphibian and reptile identification, ArcGIS experience</p>	Phoenix	No	40	Yes
SCHMITT, LACEY	2	<p>The Community Fishing Program (CFP) interns will obtain knowledge related to environmental parameters of catfish, trout, and sunfish and attain knowledge about transporting these species, basic urban lake biology, and water quality monitoring. Interns will develop/enhance skills and experience in fish handling and stocking and improve proficiency in data collection, entry, validation, and analysis of creel data, water quality and stocking data.</p> <p>The CFP program is seeking student (or recent graduate) interns to assist in the Phoenix Metropolitan area. The interns will assist staff in various fieldwork including sportfish stockings throughout the state, water quality data collection, CFP sign maintenance/installation, and support other Department aquatic related projects as needed. Fieldwork may include long days outdoors in extreme temperatures. Office duties include data entry, data validation and management, literature searches, and report generation. These are part time temporary assignments expected to run from May 2020 - December 2020, with the possibility through May 2021, depending on project needed and funding.</p> <p>Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonably accommodate any restrictions.</p> <p>Preferred skills - experience caring for live animals (preferably fish), knowledge of fish biology, ability to work in all types of weather conditions, have flexible, open schedule willing to work over night or very early mornings and long days, have strong attention to detail for data management</p>	Phoenix	No	20-29	Yes
SISSON, BRYCE	1	<p>The Tonto Creek Hatchery intern will learn daily hatchery fish culture tasks and procedures and how to identify fish pathogens and treat with therapeutic chemicals. Will gain experience feeding, cleaning, diagnosing pathogens, treating with therapeutic chemicals, fish distribution techniques, using various fish enumeration and inventory methods, transferring, loading and stocking live fish. In addition, will provide skills needed to maintain hatchery buildings, grounds and equipment.</p> <p>The intern will assist with fish culture duties including feeding, cleaning rearing units and disinfecting equipment, completing inventories, sample counts and moving fish on station. Assist with routine maintenance and upkeep of facility and grounds. Provide periodic maintenance on hatchery equipment. Helps load stocking trucks and assist with stocking local bodies of water. Provide hatchery tours and answering questions from hatchery visitors.</p> <p>Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonably accommodate any restrictions.</p> <p>Preferred skills - experience caring for live animals (preferably fish), knowledge of fish biology, experience with use of hand tools and grounds keeping equipment (such as lawnmowers and string trimmers), high attention to detail during repetitive tasks, ability to work in all types of weather conditions, ability to repeatedly lift and carry 50 lb. bags of feed, 30-5- lb. nets of fish, and 25-40 lb. buckets of fish</p>	Tonto Creek Hatchery, Payson, AZ	Yes	40	Yes

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SORENSEN, JEFF	1	<p>The Invertebrate Wildlife Program internship will assist with invertebrate projects (mollusk and crustaceans) throughout the State, and may assist with native amphibian, reptile and fish projects as available. Field locations include: Verde Valley, Mogollon Rim, White Mountains, Huachuca Mountains, San Rafael Valley, Safford, Pinaleno Mountains, and possibly Grand Canyon. The position will require hiking and camping in remote areas under various weather conditions. Kayaking on rivers and ponds. Other duties include: data entry, writing assignments, researching literature, examining and preparing specimens for preservation, cleaning gear, and equipment loading and maintenance.</p> <p>The intern will gain knowledge in identification of native and introduced mollusks of Arizona, along with survey techniques for mollusks, crustaceans, and other aquatic wildlife. In addition, gain proficiency in the use of tables with ArcGIS Collector and Survey123 apps for field data entry. Will learn to implement control and eradication efforts used to combat aquatic invasive species and nuisance plants and gain understanding of how conservation agreements and the Endangered Species Act are used to manage rare and at risk native wildlife species.</p> <p>Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonably accommodate any restrictions.</p> <p>Required skills - ability to swim, hike and camp Preferred skills - experience using GPS, using ArcGIS, kayaking</p>	Phoenix	No	40	Yes
SORIA, CYNTHIA	1	<p>The International and Borderlands intern will assist the International and Borderlands Program Manager and biologist to: a) conduct terrestrial and aquatic wildlife surveys throughout Arizona and/or Mexico; b) write and communicate with various cooperators from Mexico and the United States in English and Spanish; c) analyze and summarize technical information on wetlands, migratory birds, and endangered species; d) assist with trail camera deployment, maintenance, photo data processing, and photo database management; e) other duties as needed. Intern will be expected to work independently and as a team. Fieldwork may involve long days, weekends, and/or being out-of-town for up to one week at a time. Occasionally, fieldwork may be under extreme temperatures over rough terrain, and camping in remote areas. This position will consist of field work (40%) and office duties (60%).</p> <p>The intern will obtain knowledge regarding the intricacies of working with international partners and collaborators; cross cultural communication; knowledge about shared species of common conservation concern between Arizona and Mexico; photographic data processing and management skills; opportunity to improve written and oral bilingual skills.</p> <p>Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonably accommodate any restrictions.</p> <p>Preferred skills - fluent Spanish speaker, verbal and written translation skills from English to Spanish and vice versa, GIS skills, basic computer skills</p>	Phoenix	No	40	Yes
TAYLOR, SARAH	1	<p>The Bubbling Ponds Hatchery intern will learn daily hatchery fish culture tasks and procedures and how to identify fish pathogens and treat with therapeutic chemicals. Will gain experience feeding, cleaning, diagnosing pathogens, treating with therapeutic chemicals, transferring, loading and stocking live fish. In addition, will provide skills needed to maintain hatchery buildings, grounds and equipment.</p> <p>This intern will feed and care for fish, clean units, adjust water flows, remove dead fish. Capture, load, transport, and stock live fish and assist with delivering fish. Communicate with the public. Maintain hatchery buildings, grounds and support systems, performing minor maintenance. Maintain and repair hatchery vehicles and equipment and maintain hatchery security. Assist in diagnosis of fish disease and administer chemical treatments. Gather fish culture data, size of fish, fish condition and water quality data and with fish predator harassment. Additional duties include: weed eating, mowing, tree trimming, invasive vegetation removal, trail maintenance, otter tracking and trap setting, cleaning and organizing of hatchery building, interacting with visitors, and hatchery security. Must be able to lift 50 pounds.</p> <p>Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonably accommodate any restrictions.</p> <p>Preferred skills - good communication, motivated, ability to work independently or as a team member, able to follow written directions, experience caring for live animals, basic mechanical skills, computer skills, good time management, ability to lift 50 pounds, ability to drive a 4x4 vehicle and UTV</p>	Bubbling Ponds Hatchery, Cornville, AZ	Yes	40	Yes
WILCOX, RENEE	5	<p>The Wildlife interns will assist wildlife biologist with field surveys searching for sensitive plant species and habitat monitoring projects. Will be hiking long distances over rugged terrain and camping for extended periods of time. May also assist as needed on other fish and wildlife and wildlife surveys, computer data entry, and other various field activities. Duties may include working in extreme temperatures, hiking and camping in desert and mountainous terrain for up to a eight days at a time. Will require operation of a 4x4 vehicle.</p> <p>The interns will gain knowledge with plant and wildlife identification and surveys, camping, experience and exposure to outdoor working conditions.</p> <p>Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonably accommodate any restrictions.</p>	Phoenix	No	40	Yes

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<p align="center">WOLTERS, PILAR WALTERS, JOSHUA</p>	<p align="center">1</p>	<p>The Fisheries Research intern will provide an introduction to fisheries research and management. This includes conducting creel (angler) surveys, working in a hatchery, sampling fish (electrofishing), conducting experiments, data entry and processing. Primary duties are: 1.) 6 days a month conducting creel surveys at Lees Ferry, Colorado River, 2) implementation of game cameras and image processing to supplement creel data, 3) one day a week working at the Aquatic Research and Conservation Center hatchery (e.g. maintain facility grounds, feeding fish, cleaning tanks and raceways, spawning raceway setup and maintenance, stocking fish spawn in the previous year, assist with ongoing laboratory experiments, assist with outreach and education, assist with facility projects including plumbing and other construction techniques, etc.), 4) laboratory research into hybridization between Razorback and Flannelmouth Suckers, 5.) fish monitoring trip(s) on the Colorado River and tributaries, capturing, tagging, identifying and measuring fish, and 6) other projects as needed and as time permits, such other creel or fish surveys with Region 2 personnel. Work hours will include weekends, overnight stays, long hours and some night work. Internship is expected to run from May4 (or 21st) to August 21, 2020 with the potential for extension part-time through December 2020, depending on availability/funding.</p> <p>Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonably accommodate any restrictions.</p> <p>Preferred skills - comfortable interacting with the general public, data collection and entry, attention to detail, familiarity with Microsoft Excel, interest in fish, fish management and research</p>	<p align="center">Flagstaff</p>	<p align="center">No</p>	<p align="center">40</p>	<p align="center">Yes</p>