



## **Bob Marshall Wilderness Foundation 2024 Wilderness Invasive & Restoration Crew**

### **Wilderness Internship Position Summary**

The Bob Marshall Wilderness Foundation (BMWF) offers three different types of Wilderness Internships each summer: Wilderness Steward (WS) Internships, Wilderness Conservation Crew (WCC) Internships, and the Wilderness Invasives and Restoration Crew (WIRC). All three internships are field based training programs for college and high school age students planning to pursue careers in natural resources and related fields. Interns gain valuable skills that build career opportunities in the Forest Service and non-profit partner field. Currently we are only hiring for a Wilderness Invasive and Restoration Crew intern.

### **About the Bob Marshall Wilderness Complex**

Considered by many to be the “crown jewel” of the wilderness preservation system, the Bob Marshall Wilderness Complex in Northwest Montana is the third largest Wilderness area in the lower 48. ‘The Bob’, as it’s known locally, straddles the Continental Divide and comprises towering limestone reefs (including the famous Chinese Wall), range after range of majestic mountains, lush forests, broad basins and valleys, and two Wild and Scenic Rivers.

The area is named for forester and conservationist Bob Marshall, an early advocate for protecting roadless areas, organizer and benefactor of the Wilderness Society, and legendary hiker who sometimes hiked 30 to 50 miles in a day. Today the Bob Marshall Wilderness Foundation (BMWF) continues to promote Bob’s legacy by providing stewardship for the Bob.

### **About the Bob Marshall Wilderness Foundation**

The Bob Marshall Wilderness Foundation (BMWF) has been serving the wilderness recreation community for twenty six years. The foundation works in coordination with the US Forest Service to organize over 40 trail projects annually with 300 to 400 volunteers, ages 12 to 80, that clear trails, restore damaged areas and remove noxious weeds. Since its incorporation in 1996, the Bob Marshall Wilderness Foundation and its volunteers have cleared over 5,000 miles of trail and donated millions of dollars of labor to improve public lands.

BMWF is committed to providing a more inclusive Wilderness opportunity for all people. We are working to remove barriers for those that have not traditionally seen themselves as part of the American public lands story, including Black, Indigenous, People of Color and LGBTQ+ communities. Read more about our commitment to this work at [www.bmwf.org/dei](http://www.bmwf.org/dei).

## **About the Wilderness Invasives and Restoration Crew (WIRC) Intern Position**

Following orientation and field-based training with the Bob Marshall Wilderness Foundation, WIRC Interns work as part of a four member team led by an experienced Wilderness Crew Leader. Project work will include survey for invasive plants in frontcountry and backcountry locations, on and off-trail, and treating invasive plants with herbicides and hand tools. Hitch length will vary from 3 to 8 days depending on work, but interns should expect the equivalent of 50 working days over the course of the season. It is also expected that interns help with project preparation, meal planning and shopping, backcountry cooking and equipment maintenance.

Requirements include: Camping at primitive sites, extensive hiking over varied terrain and working in a variety of weather conditions. There may be opportunities to work with pack stock on some projects, but stock will not be provided for every project. Wilderness Interns may occasionally work with adult and youth volunteers.

Wilderness Interns will have the opportunity to meet numerous professionals in the wilderness management field and make connections for future opportunities in wilderness and recreation management.

The BMWF headquarters are based out of Hungry Horse Montana. Interns are required to be present in Hungry Horse for: Training, pre-trip planning, a midseason review, final review and exit interview. For the remainder of the season, WIRC interns can be based out of Missoula or other surrounding communities.

Other requirements:

- Set learning objectives for the summer and complete an Individual Action Plan (IAP).
- Participate in a mid-season review, exit interview and final review.
- Prepare and present a final project (video, photo journalistic report, or other report detailing summer achievements and learning experiences) at the Intern Graduation ceremony. This is due at the end of the summer field season and is a public presentation.
- Write and provide photos for one blog entry for the BMWF website on a topic relevant to the Wilderness Internship experience.

## **Training**

On the job training with BMWF Staff, Crew Leaders, and the US Forest Service will take place during the first three weeks of the internship based out of Hungry Horse Montana. BMWF training includes:

*Wilderness First Aid Certification*

*Wilderness Orientation*

*Leave No Trace Backcountry Living*

*Skills Bear Awareness/Safety*

*USFS Trail Maintenance Standards*

*Stock Use/Safety*

*Backcountry Safety Crosscut Saw*

*Certification Natural History Education*

## **Required Skills & Background**

- Ability to work as a member of a team
- The stamina to backpack carrying up to 40lbs in mountainous terrain for up to eight consecutive days for multiple hitches. History of physical activity is recommended.
- Backcountry living and travel experience
- Maintain a positive attitude throughout a rigorous field season
- Flexibility, adaptability, and ability to function effectively both independently and under pressure. Project plans and logistics may change on a weekly basis; flexibility is a MUST!
- Oral and written communication skills including ability to resolve team conflict
- Ability to work with limited supervision in a field and office environment
- Ability to keep neat and accurate records and reports
- Motivation and willingness to work non-traditional hours, including nights and weekends
- Basic computer proficiency including email communication, knowledge of Microsoft Word, digital photo downloading and sharing, ability and willingness to learn other software as needed.

## **Dates and Duration**

Interns will report to the BMWF office in the Hungry Horse Ranger Station on May 16<sup>th</sup>, 2024 for orientation and field training. The internship will end around August 15<sup>th</sup>, with end date flexibility depending upon school start dates. An Intern Graduation Ceremony will take place on Friday, August 11<sup>th</sup>. Attendance at training, projects and the Intern Graduation ceremony is required.

Some internship positions have the potential to be hired on with the Forest Service through September; please inquire during the interview process if this is of interest to you.

## **Location**

Wilderness Conservation Crew and Wilderness Invasives and Restoration Crew Interns will be roving across the Bob Marshall Wilderness Complex, with projects based around the entire complex.

## **Transportation**

For WIRC Interns, a reliable personal vehicle is not required but encouraged to facilitate local transportation. Northwest Montana simply does not have public transportation, and is a bit too rural to walk everywhere on your days off. The WIRC Crews will be provided with a BMWF truck for use to drive to and from project locations. On days off, personal vehicles are to be used.

## **Duty Station, Housing, Meals and Gear**

- WIRC Interns: Housing IS NOT provided for this position. It is recommended that interns obtain seasonal housing in the Flathead Valley (Whitefish, Kalispell, Columbia Falls, Hungry Horse) or Missoula. BMWF Staff can help assist in finding local housing.
- Meals are provided when working in the backcountry. Some group meals are provided while at BMWF training. Interns are expected to cover their own food expenses while on personal time.

- Personal backpacking gear is required for this position: a good sleeping bag, backpack, rain gear, tent, and sturdy hiking boots. BMWF has a Gear Library to supplement any gear you may need. Stoves, water filters, and other group gear will be provided.

**Living Allowance and Benefits**

This position is a paid internship. Intern will receive a stipend of \$5,500 per 14-week season. WIRC Interns will get an additional \$150 housing stipend per 2-week pay period to assist with seasonal housing costs.

**Other benefits include:**

Uniform and maps provided by BMWF and/or the US Forest Service. Valuable skill building and career building opportunities with the Forest Service and experience with non-profit Wilderness Stewardship. Academic Credit: BMWF will work with colleges or universities to facilitate course credit by providing all necessary coordination, documentation, and evaluation for the internship course.

**To Apply**

All applicants must send a cover letter and resume to Zack Schlanger at [zack@bmf.org](mailto:zack@bmf.org)  
Position open until filled.

To gain an understanding of the Foundation and its relationship to the Forest Service visit: [www.bmf.org](http://www.bmf.org). Please contact Invasive Species Coordinator Zack Schlanger at [zack@bmf.org](mailto:zack@bmf.org) or 503-703-3437 with any questions.