



Habitat Restoration Internship Job Announcement September 2025 - June 2026

Grassroots Ecology is a non-profit with over 30 years of experience engaging and educating the community to restore local ecosystems in Santa Clara County and San Mateo County. We focus on habitat restoration, increasing native plant cover, invasive plant control, creek and watershed stewardship, environmental education, and volunteer engagement.

Program Description

Grassroots Ecology's 10-month paid habitat restoration internship allows emerging professionals to explore the environmental conservation career path through hands-on fieldwork, community engagement, and in-depth training. The goal of the program is to support personal and professional growth for those underrepresented in the environmental field, such as those identifying as Black, Indigenous, People of Color, LGBTQIA+, low-income, and/or first-generation college students. Responsibilities include invasive plant management, native plant revegetation, site maintenance (e.g. watering, mulching), volunteer facilitation, and monitoring. Interns are invited to participate in monthly staff trainings on topics related to community engagement and ecology. Up to 10 interns will be hired. Interns will be assigned to work alongside Grassroots Ecology staff in one of the following focus areas:

- 1) East Palo Alto ([Cooley Landing](#) and [Ravenswood Open Space Preserve](#))
- 2) Redwood City ([Stulsaft Park](#) and [Redwood Creek](#))
- 3) Palo Alto/Mountain View ([San Francisquito and Matadero Creeks](#) and [Shoreline](#))
- 4) Palo Alto foothills ([Pearson-Arastradero Preserve](#))
- 5) Cupertino/Sunnyvale ([McClellan Ranch Preserve](#) and [Sunnyvale Baylands](#))

Schedule

- The internship period is September 8, 2025 until June 2026.
- Interns will work with their supervisor to determine a regular schedule for **an average of 10-15 hours per week**. This will include two 4- to 5-hour weekday field sessions per week and 1 to 2 weekend community events per month. There will be some remote computer work.
- The weekly schedule will depend on the placement team, seasonal field priorities, staff training, and community volunteer programs, including a weekly high school program held in the afternoons in spring 2026.
- Required group events include in-person orientation held **Tuesday, September 16, 2025 from 9:30 AM-12:30 PM**, in-person first aid and CPR training, as well as additional training and professional development opportunities.

Required Qualifications

- At least 18 years of age
- Provide documents that establish identity and employment authorization for United States
- Ability to accommodate changing schedules based on trainings, fieldwork, and community engagement needs (including weekday morning fieldwork, weekend volunteer events, and afterschool programs)
- Ability to work outside in physically demanding conditions for multiple hours
- Reliable access to transportation that can reach remote restoration sites
- Self-motivated, passionate, professional, eager to learn, and has a positive attitude
- Interested in learning about habitat restoration, ecology, and community engagement
- Enthusiastic about working with both youth and adult volunteers, and interested in connecting people to nature
- Enjoys working in a team and independently
- Proficiency in Spanish is a plus

Compensation

- This is a paid internship at \$23.00/hour, with an average of 10-15 hours/week. Over 10 months, the total maximum employment per intern is 550 hours. Accrued sick time is available. If applicable, interns are also encouraged to pursue academic credit from their school.
- A 3% Bilingual Pay Bonus is available for interns who deliver programming in Spanish and English.
- Some interns may be eligible to participate in this program through the [California Youth Leadership Corps](#) (CYLC) instead of getting paid through Grassroots Ecology. CYLC interns are paid up to \$15,000 per year by CYLC and work up to 10 hours per week. Along with the responsibilities listed above, CYLC interns take courses at De Anza College to earn a Certificate in Leadership and Social Change. We encourage community college students to consider this program and will discuss this option with qualified candidates during the interview process.

How to Apply

Applications are due through [the online form](#) by **Sunday, June 22, 2025 at 11:59 PM**. [The application questions can be viewed here](#). Panel interviews with qualified candidates will be held in mid-July 2025. Acceptances will be announced by Friday, August 8, 2025 at 5:00 PM. We will contact all applicants.

Info Sessions

Learn more about the Habitat Restoration Internship by attending a virtual informational session. The same information will be covered at both sessions.

- Friday, May 30, 2025, 10:00-11:00 AM PDT (register [here](#)), or
- Wednesday, June 11, 2025, 4:00-5:00 PM PDT (register [here](#))

Grassroots Ecology values the participation of people from all identities and backgrounds. We recognize that there have historically been many barriers keeping certain communities from participating in the environmental field. We strongly encourage people who identify as BIPOC, LGBTIQ+, first- and second-generation immigrants, and other groups underrepresented in the conservation field to apply.