

JOB TITLE

Naturalist Intern – High School/Recent Graduate

POSITION SUMMARY

The Teen Naturalist position is a paid internship within the Catalina Island Conservancy's Education Department that provides hands-on experience in environmental education and public engagement. This role supports the growth and development of high school students and recent graduates by building on their existing skills while introducing them to environmental interpretation and conservation education.

Teen Naturalists support interpretation and visitor education for both residents and guests, primarily at the Wrigley Memorial & Botanic Garden and the Trailhead Visitor Center in Avalon. In this role, Teen Naturalists serve as ambassadors for the Conservancy, helping connect the public to Catalina Island's natural and cultural resources.

Interns work closely with Education Department staff to assist with educational programming, visitor interactions, and day-to-day operations, helping ensure programs run smoothly and professionally.

This internship is intentionally structured to build transferable, real-world skills—including communication, teamwork, public speaking, time management, and professional responsibility—preparing participants for future education, employment, and career pathways in conservation, education, and related fields.

KEY RESPONSIBILITIES

Interpretive Activities

- Support outreach activities and programming at WMBG and The Trailhead.
- Support public understanding of The Conservancy's mission and work.
- Support the Education Department with public and school programming.
- Assist with hands-on garden activities, including planting and other onsite tasks.
- Maintain records of program attendance and visitor interactions.
- Support the Education Department with on-site evaluation such as visitor surveys.
- Assist with programs as needed.

Office Responsibilities

- Record and organize program attendance data in spreadsheets.
- Record and organize survey data in spreadsheets.
- Prepare for upcoming program needs.
- Clean and maintain program equipment.
- Other duties may be assigned.

End of Season Report

Interns will be required to present a hands-on lesson at Avalon School informing younger grades on island ecology or conservation at the end of the internship. Teen Naturalists will deliver a final report and presentation to Education, Conservation, and other Conservancy colleagues.

PHYSICAL REQUIREMENTS

- Must be able to stand for extended periods of time and hike over moderate terrain on an incline such as providing walking tours of WMBG.
- Must occasionally lift and/or move up to 25 pounds.
- Must be able to spend entire workday outside.

QUALIFICATIONS

Skills and Abilities

Ideal candidates will demonstrate the following:

- **Interest in Environmental Education** – Enthusiasm for learning about local ecology, conservation, and natural history, with a willingness to explore topics related to Catalina Island's unique environment.
- **Communication and Public Engagement** – Willingness to develop and refine public speaking skills, with the ability to engage diverse audiences in a positive and informative manner.
- **Initiative and Professionalism** – Self-motivation, reliability, and a strong sense of responsibility in representing the Conservancy and its mission.
- **Collaboration and Adaptability** – Ability to work effectively as part of a team, while also demonstrating independence and problem-solving skills in a dynamic outdoor setting.



- **Outdoor Experience** – Comfort with working in an outdoor environment, whether through work, academic experiences, or personal activities.
- **Technical Skills** – Basic proficiency with word processing and spreadsheet software for data collection and reporting.
- **Multilingual Skills (Preferred)** – Spanish language proficiency is a plus, enhancing the ability to connect with a broader range of visitors.
- **Schedule** – One full 8-hour weekend day plus two 2-hour weekday shifts, for a total of 12 hours per week required. (There may be opportunities for additional hours.)

Education & Experience

- This internship is an opportunity for individuals to gain practical experience in environmental interpretation while contributing to the Catalina Island Conservancy's mission. No prior formal experience is required—just a passion for learning and engaging with the public in a meaningful way.
- Current Avalon high school student or recent high school graduate preferred. Other high school students will be considered.

COMPENSATION & BENEFITS

Estimated Starting Salary Range:

\$22.00 per hour.

HOW TO APPLY

Please send a resume to jobs@catalinaconservancy.org, listing the job title in the subject line or submit a job application form: [Apply Here](#)

EQUAL OPPORTUNITY COMMITMENT

Catalina Island Conservancy is an equal opportunity employer, and all qualified applicants will receive consideration for employment without regard to race, color, religion, age, sex, national origin, ancestry, disability status, genetics, marital status, medical condition, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state, or local laws.

OUR STORY

The mission of the Catalina Island Conservancy is to be an exemplary steward of Island resources through a balance of conservation, education, and recreation.



The Conservancy's vision is for a beautifully functioning Island ecosystem for all to enjoy. Just off the densely populated Southern California coast, Catalina Island is home to approximately 4,000 year-round residents and more than 60 endemic species of plants and animals found nowhere else on Earth.

The Catalina Island Conservancy protects 88 percent of Catalina Island's approximately 48,000 acres, including the region's longest publicly accessible undeveloped coastline.

The Conservancy is a research and conservation leader, protecting and restoring vulnerable habitats and species in its Mediterranean climate. Conservancy staff guides Island ecosystem recovery with the goal of generating a resilient, self-sustaining ecosystem with no endangered forms of life.

The Conservancy offers recreational experiences and educational programs for not only the 300,000 annual visitors who choose to visit the unique and special Conservancy "Wildlands Ecosystems" but also inspires the nearly 1.2 million visitors to other parts of the Island. Recreation, educational engagement, service opportunities, and partnerships connect the Island's unique resources to people's lives, inspiring environmental stewardship and action.

The Catalina Island Conservancy is a 501(c)(3) non-profit public charity established in 1972 to protect and restore Catalina Island for future generations to experience and enjoy.