PURPOSE
This program was designed to 1) build a greater pool of inspired and culturally diverse students and young professionals, 2) provide a valuable internship experience and, 3) increase the understanding of natural resource career opportunities within the US Fish & Wildlife Service. Hispanic Access Foundation through its MANO Project will select and oversee a cohort of highly motivated students to experience hands-on work with, and training by, FWS natural resource professionals through 12-week paid internships.

Students will be introduced to various real-world public education, interpretation and communications, conservation and rehabilitation activities through work assignments, and informal and/or formal training provided by FWS employees. Participants will receive mentoring and ongoing support from HAF to effectively carry out their assignments and enhance skills such as culturally appropriate or bilingual community outreach.

BASIC ELIGIBILITY
• Local candidates strongly preferred; priority will be given to applicants currently living in the Northeast region (including the states of MA, CT, RI, NY, NJ, PA, MD, VA and DC) or individuals with previous community ties in these regions.
• Ages 18 to 35
• Possess US citizenship or US residency, must undergo a government background check if selected
• Enrolled in an undergraduate or degree-seeking program at an accredited institution OR have graduated from one within the past year
• Have a strong interest — or relevant experience — in areas pertaining to natural resource management, wildlife management, biology, community outreach, environmental education
• Bilingual skills (Spanish/English) are preferred but not required for all positions
• Valid Driver’s License

TIME FRAME
• Applications must be submitted by February 1, 2019 at 11:59pm EST.
• Final placement decisions and assignments will be made by the end of February
• The 12-week internship period will begin in late May and conclude in August 2019, depending on specific requirements of the refuge site.

SELECTION CRITERIA
Applications will be reviewed and rated according to the following criteria - relevant educational and work experience, oral and written communication skills, maturity, professionalism, technical knowledge and expertise, adaptability and ability to work effectively with diverse audiences. Specific assignments will be based on best fit with specific requirements of each USFWS location. Final candidates will undergo a background check before beginning their assignment.