

University of Tennessee & Tennessee Wildlife Resources Agency INTERNSHIP PROGRAM



Summer Internships in Wildlife, Fisheries, and Biodiversity



Wildlife Internships

- Region 1 Wildlife Intern — Meeman-Shelby WMA, John Tully WMA
- Region 1 Wildlife Intern (2 positions) — Wolf River WMA Complex
- Region 1 Wildlife Intern — Upper Obion WMA Complex and Reelfoot Lake WMA
- Region 2 Wildlife Intern (2 positions) — Laurel Hill WMA
- Region 2 Wildlife Intern — AEDC WMA
- Region 2 Wildlife Intern — Cheatham WMA
- Region 3 Wildlife Intern — Tellico Lake WMAs (South Cherokee)
- Region 3 Wildlife Data Collection Intern — Miscellaneous WMAs and Private Lands in Region 3
- Region 3 Wildlife Intern — Catoosa WMA and Miscellaneous WMAs in Region 3
- Region 3 Wildlife Intern — Oak Ridge WMA
- Region 4 Wildlife Intern (2 positions) — Miscellaneous WMAs in Region 4
- Region 4 Wildlife Intern — Elk Program

Fisheries Internships

- Region 2 Fisheries Management (ANS) Intern — Regionwide
- Region 3 Fisheries Management (ANS) Intern — Regionwide
- Region 4 Fisheries Management (ANS) Intern — Regionwide

Biodiversity Internships

- Region 5 Mussel Intern (3 positions) — Cumberland River Aquatic Center/TVA Gallatin Fossil Plant
- Region 3 Aquatic Ecology Intern — TWRA Region 3 Office in Crossville
- Region 4 Aquatic Ecology Intern — TWRA Region 4 Office in Morristown
- Wildlife Biodiversity Intern (4 positions) — Regions 1, 2, 3, 4 (1 assigned to each region)

Last Date to Apply: January 10, 2025; 5:00 pm EST

Please read through this entire packet carefully for detailed information and instructions on how to apply.

Wildlife Internships (15 positions)

Job Title

Wildlife Intern (15 positions)

Hiring Agency

University of Tennessee Knoxville, School of Natural Resources

Location

Duty Station TBD; positions in each of the 4 Tennessee Wildlife Resources Agency (TWRA) Regions.

Job Description

These are full-time, seasonal internship positions through the University of Tennessee and TWRA. We are searching for interns that have a strong work ethic, keen interest in wildlife and natural resources management, a positive attitude, and a passion for fieldwork. Interns will be expected to primarily work outdoors in hot, humid, muddy, and brushy environments with biting insects, briars and thorns, and venomous snakes. Students will need to become an official volunteer with TWRA once offered a position.

Minimum Qualifications

- Pursuing a degree in wildlife and/or fisheries science at the University of Tennessee Knoxville, Tennessee Tech University, University of Tennessee Martin, Lincoln Memorial University, or Cleveland State Community College
- At least 1 semester of classwork completed at one of the above institutions
- In good academic standing
- At least 1 semester of school remaining after completing the internship and prior to graduation
- United States citizen or permanent resident with a valid driver's license and social security number
- At least 18 years of age

Last Date to Apply: January 10, 2025, 5:00 pm EST

Tentative Interview Date: January 27, 28, 29

Interview Location: Zoom format

Proposed Start and End Dates: See individual internship announcements for dates

Stipend: Wildlife Division: \$11/hour for 40 hours/week for 10 weeks, up to 12 weeks. Housing may or may not be provided. Students will be expected to drive their own vehicles on occasion. Excessive mileage for non-commuting, business-related tasks may be reimbursable at current state mileage rate.

How to Apply: Send a cover letter, résumé, 3 references, job ranking sheet, and unofficial transcripts by email to Chris Graves, cagraves@utk.edu, and Dr. Emma Willcox, ewillcox@utk.edu. Also include in your application packet an official letter from a faculty advisor or institutional representative stating "student in good academic standing and enrolled the following fall semester." Please email the job package as one document, either pdf or Microsoft Word format.



REGION 1 WILDLIFE INTERN



Job Location

TWRA Region 1

Specific Job Location Description

Meeman-Shelby WMA in Shelby County and John Tully WMA in Lauderdale County

Is Housing Provided?

Yes. The Check Station/office has a kitchen, bathroom with shower, and a futon for sleeping.

Job Description

Habitat management and invasive plant removal activities, hog trapping, GIS mapping, dove/wood duck banding, turtle trapping, prescribed burning, and more. This intern will also perform duties at other WMAs.

Required Physical Capabilities

Physically fit and able to spend prolonged periods of time wearing waders or hip boots; capable of walking long distances, driving fence posts, lifting 50-75 pounds, and working in remote areas without getting lost.

Desired Job Skills

Computer skills, including GIS mapping; ATV, small tractor, chainsaw, and hand tool experience desired; bird ID, trapping, boating/canoeing, and firearm experience preferred.

Personal Vehicle Mileage Requirements

This position will be stationed on a WMA, and there will be very little need to drive a personal vehicle.

Work Hours and Schedule

40 hours/week with a flexible schedule that may include early mornings, late nights, and weekends.

Field Supervisor

Chris Park (chris.park@tn.gov)

Start Date (potential to start earlier)

May 19, 2025

End Date (potential to end later)

August 8, 2025



REGION 1 WILDLIFE INTERN (2 POSITIONS)



Job Location

TWRA Region 1

Specific Job Location Description

Wolf River WMA Complex in Fayette County (2 positions)

Is Housing Provided?

Yes. Housing provided on the WMA. Cabin with 2 bedrooms, kitchen with stove and refrigerator, shower, and washer/dryer.

Job Description

Summer quail whistle count surveys, habitat management and invasive plant removal activities, hog trapping, GIS mapping, dove/wood duck banding, turtle trapping, prescribed burning, and more. These interns may also perform duties at other WMAs.

Required Physical Capabilities

Physically fit and able to spend prolonged periods of time wearing waders or hip boots; capable of walking long distances, driving fence posts, lifting 50-75 pounds, and working in remote areas without getting lost.

Desired Job Skills

Computer skills, including GIS mapping; ATV, small tractor, chainsaw, and hand tool experience desired; bird ID, trapping, boating/canoeing, and firearm experience preferred.

Personal Vehicle Mileage Requirements

Both positions will be staying on the WMA, so there will be very little need to drive a personal vehicle.

Work Hours and Schedule

40 hours/week with a flexible schedule that may include early mornings, late nights, and weekends.

Field Supervisor

Brandon Gilbert (brandon.gilbert@tn.gov)

Start Date (potential to start earlier)

May 19, 2025

End Date (potential to end later)

August 8, 2025



REGION 1 WILDLIFE INTERN



Job Location

TWRA Region 1

Specific Job Location Description

Upper Obion WMA Complex and Reelfoot Lake WMA

Is Housing Provided?

Yes. Housing is at both Upper Obion and Reelfoot Lake.

Job Description

Wetland habitat management, invasive plant removal, beaver management, wood duck banding, prescribed fire and more.

Required Physical Capabilities

Physically fit and able to spend prolonged periods of time wearing waders or hip boots; capable of walking long distances, driving fence posts, lifting 50–75 pounds, and working in remote areas without getting lost.

Desired Job Skills

ATV, tractor, chainsaw, and hand tool experience desired; small boat and canoe/kayak experience and firearm experience preferred.

Personal Vehicle Mileage Requirements

There is a 40 mile one-way distance between Upper Obion and Reelfoot. Housing at Upper Obion Complex is 5 miles from the work base which is located in Kenton. Housing at Reelfoot is located on the WMA.

Work Hours and Schedule

40 hours/week with a flexible schedule that may include early mornings, late nights, and weekends.

Field Supervisor

Reelfoot: Chase Taylor (chase.taylor@tn.gov)

Upper Obion: Rob Lewis (rob.lewis@tn.gov)

Start Date (potential to start earlier)

May 19, 2025

End Date (potential to end later)

August 8, 2025



REGION 2 WILDLIFE INTERN (2 POSITIONS)



Job Location

TWRA Region 2

Specific Job Location Description

Laurel Hill WMA in Lawrence County

Is Housing Provided?

Yes. In most cases, housing will be on site. Housing may be a check station or agency housing that doubles as an office.

Job Description

Grounds maintenance; dove, duck, and goose banding; boundary marking; waterfowl blind inspections; habitat management activities.

Required Physical Capabilities

Physically fit, able to lift up to 50 pounds, and walk in variable terrain.

Desired Job Skills

Operate motor boat, tractor, lawn equipment, and ATVs/UTVs.

Personal Vehicle Mileage Requirements

Variable but up to 60 miles possible on any given day.

Work Hours and Schedule

40 hours/week, 7 am–3:30 pm, Monday–Friday.

Field Supervisor

Chad Harden (chad.harden@tn.gov)

Start Date (potential to start earlier)

May 19, 2025

End Date (potential to end later)

August 8, 2025



REGION 2 WILDLIFE INTERN



Job Location

TWRA Region 2

Specific Job Location Description

AEDC WMA in Coffee and Franklin Counties

Is Housing Provided?

Yes. Housing may be a check station or agency housing that doubles as an office.

Job Description

Grounds maintenance; dove, duck, and goose banding; boundary marking; waterfowl blind inspections; and habitat management activities.

Required Physical Capabilities

Physically fit, able to lift up to 50 pounds, and walk in variable terrain.

Desired Job Skills

Operate motor boat, tractor, lawn equipment, and ATVs/UTVs.

Personal Vehicle Mileage Requirements

Variable but up to 60 miles possible on any given day.

Work Hours and Schedule

40 hours week, 7 am-3:30 pm, Monday-Friday.

Field Supervisor

Chad Harden (chad.harden@tn.gov)

Start Date (potential to start earlier)

May 19, 2025

End Date (potential to end later)

August 8, 2025



REGION 2 WILDLIFE INTERN



Job Location

TWRA Region 2

Specific Job Location Description

Cheatham WMA in Cheatham County

Is Housing Provided?

Yes. In most cases, housing will be on site. Housing may be a check station or agency housing that doubles as an office.

Job Description

Grounds maintenance; dove, duck, and goose banding; boundary marking; waterfowl blind inspections; habitat management activities.

Required Physical Capabilities

Physically fit, able to lift up to 50 pounds, and walk in variable terrain.

Desired Job Skills

Operate motor boat, tractor, lawn equipment, and ATVs/UTVs.

Personal Vehicle Mileage Requirements

Variable but up to 60 miles possible on any given day.

Work Hours and Schedule

40 hours/week, 7 am–3:30 pm, Monday–Friday.

Field Supervisor

Chad Harden (chad.harden@tn.gov)

Start Date (potential to start earlier)

May 19, 2025

End Date (potential to end later)

August 8, 2025



REGION 3 WILDLIFE INTERN



Job Location

TWRA Region 3

Specific Job Location Description

Miscellaneous WMAs in Region 3, but the primary work locations will be Tellico Lake WMAs (South Cherokee). Some work opportunities may arise on nearby WMAs in Region 4.

Is Housing Provided?

Yes, there is an RV at the shop.

Job Description

Both wetland and upland habitat management. This includes, but is not limited to, farming (heavy equipment, crops, herbicides, disking, etc.), forestry (inventory, forest stand improvement, etc.), wetland management (managed wetland impoundments), and early successional management. Additional practices include, but are not limited to, prescribed fire, invasive plant control, wildlife damage management, waterfowl banding, biological surveys, and more. The job may also include boundary marking, construction, and maintenance. Other duties will be assigned when necessary.

Required Physical Capabilities

Physically fit, able to lift at least 50 pounds, and work independently in remote locations. Position will require strong mental and physical attributes due to working in strenuous conditions and rugged terrain.

Desired Job Skills

Wildlife and plant identification skills. Experience with ATVs, heavy equipment such as tractors and attachments, chainsaws, mowers, various hand tools, motorboat and canoe/kayak experience. Firearms experience preferred as well.

Personal Vehicle Mileage Requirements

Ability to drive to various WMAs on occasion is necessary.

Work Hours and Schedule

40 hours/week with a flexible schedule that may include early mornings, late nights, and weekends.

Field Supervisor

Clint Smith (clint.smith@tn.gov)

Mitch Clure (mitch.clure@tn.gov)

Start Date (potential to start earlier)

May 19, 2025

End Date (potential to end later)

August 8, 2025



REGION 3 WILDLIFE DATA COLLECTION INTERN



Job Location

TWRA Region 3 Office in Crossville (region-wide)

Specific Job Location Description

Miscellaneous WMAs and private lands in Region 3. The intern may also work on other private and public lands throughout Region 3. Typically, interns will report to the Region 3 office in Crossville to begin their work day.

Is Housing Provided?

Yes. Housing will be provided by TWRA in a cabin or camper located at Catoosa Ridge Refuge. Housing may be shared with other intern(s) for the duration of the internship. This location is approximately 8 miles from the Region 3 office.

Job Description

Conduct wildlife surveys as assigned. Surveys may include black bear bait stations, deer CWD/EHD sampling, dove banding, Canada goose banding, wood duck banding, deer and wild turkey surveys.

Assist with wild hog eradication efforts.

Required Physical Capabilities

Physically fit, able to lift at least 50 pounds, and work independently in remote locations. Position will require strong mental and physical attributes due to working in strenuous conditions and rugged terrain.

Desired Job Skills

Boat and ATV operation desirable; trapping experience preferred, along with experience conducting wildlife population surveys; computer skills necessary.

Personal Vehicle Mileage Requirements

Approximately 20 miles/day.

Work Hours and Schedule

40 hours/week, 7:30 am–3:30 pm, Monday–Friday.

Field Supervisor

Casey Mullen (casey.mullen@tn.gov)

Start Date (potential to start earlier)

May 19, 2025

End Date (potential to end later)

August 8, 2025



REGION 3 WILDLIFE INTERN



Job Location

TWRA Region 3

Specific Job Location Description

Miscellaneous WMAs in Region 3, but primarily at Catoosa WMA.

Is Housing Provided?

Yes. Housing will be provided by TWRA in a cabin or camper located at Catoosa Ridge Refuge. Housing may be shared with other intern(s) for the duration of the internship. This location is approximately 8 miles from the Region 3 office.

Job Description

Operating farm tractor and implements including offset plow, cutting harrow, herbicide sprayer, grain drill, and bushhog, etc. Applying herbicide to native grass fields, firebreaks, and planted crops at recommended rates, tending firebreaks and agricultural fields which will include plowing, disking, planting, fertilizing, etc. Assisting in general maintenance of wildlife management areas by mowing, bushhogging, boundary line maintenance, upkeep of parking areas, installing directional and entrance signs to management areas, etc. Conduct wildlife surveys as assigned. Perform routine maintenance on farm machinery and related equipment.

Required Physical Capabilities

Physically fit, able to lift at least 50 pounds, and work independently in remote locations. Position will require strong mental and physical attributes due to working in strenuous conditions and rugged terrain.

Desired Job Skills

Familiar with operation of farm tractors and equipment; bird identification and wildlife survey skills preferred.

Personal Vehicle Mileage Requirements

Approximately 20 miles/day.

Work Hours and Schedule

40 hours/week, 7:30 am–3:30 pm, Monday–Friday.

Field Supervisor

Aubrey Deck (aubrey.deck@tn.gov)

Don Chance (don.chance@tn.gov)

Start Date (potential to start earlier)

May 19, 2025

End Date (potential to end later)

August 8, 2025



REGION 3 WILDLIFE INTERN



Job Location

TWRA Region 3

Specific Job Location Description

Oak Ridge WMA in Anderson and Roane Counties.

Is Housing Provided?

No. Although housing is not provided, the WMA is located close to Knoxville where there are many housing options.

Job Description

The intern will help implement daily wildlife land management practices. Over the course of the internship, the intern will learn how to calibrate sprayers and seed drills; operate equipment; plan wildlife management practices; apply herbicides via broadcast spray, spot spray, girdle-and-squirt application spraying, and basal bark and application spraying; prescribed burn; create quality firebreaks, supplemental food plot planting; and conduct wildlife surveys/monitoring and forest inventories. The primary responsibility of the intern will be to conduct various application techniques of selective herbicide applications to control nonnative invasive vegetation on the WMA.

Required Physical Capabilities

Must be able to work independently in remote locations (although the applicant will work side-by-side with the WMA manager initially for training purposes), lift 25 pounds, and operate (or learn to operate) a utility vehicle (UTV; i.e. Kawasaki mule) and a pickup truck in off-road conditions utilizing 4-wheel drive.

Desired Job Skills

Experience driving in off-road conditions, pulling and backing a utility trailer; ability to operate a UTV (i.e. Kawasaki mule) and a tractor (larger than 60 H.P.).

Personal Vehicle Mileage Requirements

Must have transportation to get to the Oak Ridge WMA 5 days/week. Being able to arrive to the WMA within 45 minutes is preferable.

Work Hours and Schedule

40 hours/week (but will include weeks where there are several long 12+ hour days). Most work days will be Monday-Friday. We will not work most weekends, however, it is possible that you will be asked to work some weekends. What will be more common will be that some days will be long, and you may be asked to work until early evening hours (6-8 pm) occasionally.

Field Supervisor

Aubrey Deck (aubrey.deck@tn.gov)
Shannon Young (shannon.a.young@tn.gov)

Start Date (potential to start earlier)

May 19, 2025

End Date (potential to end later)

August 8, 2025



REGION 4 WILDLIFE INTERN (3 POSITIONS)



Job Location

TWRA Region 4

Specific Job Location Description

Region 4; Throughout the designated work period all three intern positions will opportunistically be assisting with habitat work on the WMAs of Region 4, assisting with data collection in the deer, turkey, black bear, waterfowl, elk, and non-game programs of Region 4. Specifically two positions will be assigned to Region 4 WMAs, and one position will be assigned to the elk program.

Is Housing Provided?

Yes. Buffalo Springs WMA residence, Campers at Buffalo Springs WMA and North Cumberland WMA; all facilities may be shared with other interns and/or volunteers. Distance to job location will vary according to project that needs to be completed. Chuck Swan and Lick Creek WMAs will also be available for overnight lodging when work projects are being conducted on those WMAs.

Job Description

Assisting with wildlife habitat management activities; big game, small game, and non-game data collection projects; and public programs throughout Region 4.

Required Physical Capabilities

Capable of performing physical activities that require considerable use of arms, legs, and moving whole body such as climbing, lifting, balancing, walking, stooping, and handling of material. The ability to use abdominal and lower back muscles to support part of the body repeatedly or continuously over time without "giving out" or tiring.

Desired Job Skills

- Wildland fire certified (S-130/190, etc.)
- Working knowledge of basic computer programs
- Basic knowledge of operating ATVs, UTVs, farm equipment, and boats
- Working knowledge of wildlife habitat management
- Basic knowledge of hunting, fishing, and trapping regulations
- Capable of identifying wildlife species by tracks and scat; specifically elk, white-tailed deer, and black bear
- Capable of identifying common small mammal, bird, amphibian, and reptile species that occur in Region 4
- Capable of identifying common plant and tree species that occur in Region 4

Personal Vehicle Mileage Requirements

Mileage per day will vary upon the location of the work project. Estimated minimum daily driving mileage will be 50 miles/day.

Work Hours and Schedule

40 hours/week; schedule will vary according to the work projects that need to be completed.

Field Supervisor

Joe Elkins (joe.elkins@tn.gov); Garrett Clevinger (garrett.b.clevinger@tn.gov), Elk Program

Start Date (potential to start earlier)

May 19, 2025

End Date (potential to end later)

August 8, 2025



Fisheries Internships (3 positions)

Job Title

(ANS) Fisheries Management Intern (3 positions)

Hiring Agency

University of Tennessee, School of Natural Resources

Location

Duty Station TBD

Job Description

These are full-time, seasonal internship positions through the University of Tennessee and Tennessee Wildlife Resources Agency (TWRA). We are searching for interns that have a strong work ethic, a keen interest in fisheries science and management, a positive attitude, and a passion for fieldwork. Interns will be expected to primarily work outdoors in hot, humid, wet, and dirty environments. Students will need to become an official volunteer with TWRA once offered a position. The primary focus of these positions will be Aquatic Nuisance Species (ANS) sampling, inventories, and outreach. Interns will also assist biologists and other staff members with regional fisheries monitoring duties.

Minimum Qualifications

- Pursuing a degree in wildlife and/or fisheries science at University of Tennessee Knoxville, Tennessee Tech University, University of Tennessee Martin, Lincoln Memorial University, or Cleveland State Community College
- At least one semester of classwork completed at one of the above institutions
- In good academic standing
- At least 1 semester of school remaining after completing the internship and prior to graduation
- United States citizen or permanent resident with a valid driver's license and social security number
- At least 18 years of age

Last Date to Apply: January 10, 2025, 5:00 pm EST

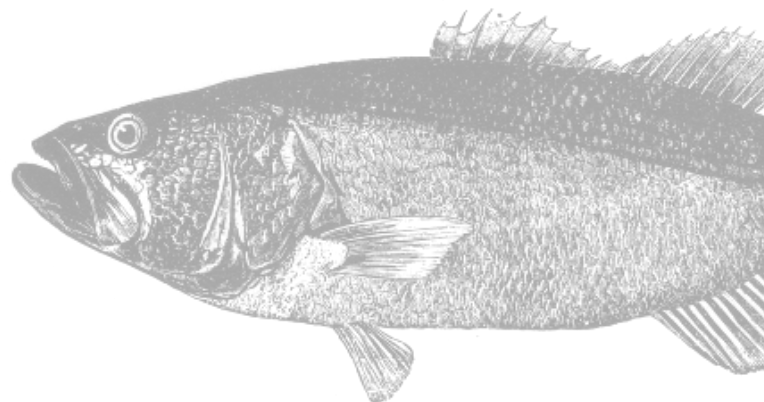
Tentative Interview Date: January 27, 28, 29

Interview Location: Zoom format

Proposed Start and End Dates: See individual internship announcements for dates

Stipend: \$11/hour for 40 hours/week for 10 weeks, up to 12 weeks. Housing may or may not be provided. Students will be expected to drive their own vehicles on occasion. Excessive mileage for non-commuting, business-related tasks may be reimbursable at current state mileage rate.

How to Apply: Send a cover letter, résumé, 3 references, job ranking sheet, and unofficial transcripts to Chris Graves, cagraves@utk.edu, and Dr. Emma Willcox, ewillcox@utk.edu. Also include in your application packet an official letter from a faculty advisor or institutional representative stating "student in good academic standing and enrolled the following fall semester." Please email the job package as one document, either pdf or Microsoft Word format.



REGION 2 FISHERIES (ANS) MANAGEMENT INTERN



Job Location

TWRA Region 2

Specific Job Location Description

This position will be based out of the Field Office near Bedford Lake (region-wide).

Is Housing Provided?

No.

Job Description

Intern will assist biologists with river/reservoir fish surveys, document occurrences of aquatic nuisance species (ANS), and conduct ANS outreach and public events. Other duties include: data entry, fish stocking, and water quality analysis. Intern would be expected to work some weekends.

Required Physical Capabilities

Must be able to lift 50 pounds, walk long distances, and negotiate rough terrain.

Desired Job Skills

Experience giving presentations and some basic knowledge of ANS issues. Previous experience with fisheries sampling equipment and basic fish ID skills are desirable.

Personal Vehicle Mileage Requirements

Intern will be expected to travel to various locations to meet with biologist when necessary.

Work Hours and Schedule

40 hours/week with some weekend duties.

Field Supervisor

Jim Pipas (jim.pipas@tn.gov)

Alex Bybel (alex.p.bybel@tn.gov)

Start Date (potential to start earlier)

May 19, 2025

End Date (potential to end later)

August 8, 2025



REGION 3 FISHERIES (ANS) MANAGEMENT INTERN



Job Location

TWRA Region 3

Specific Job Location Description

Field Office near Rhea-Meigs counties (region-wide).

Is Housing Provided?

No.

Job Description

Intern will assist biologists with river/reservoir fish surveys, document occurrences of aquatic nuisance species (ANS), and conduct ANS outreach and public events. Other duties include: data entry, fish stocking, and water quality analysis. Intern would be expected to work some weekends.

Required Physical Capabilities

Must be able to lift 50 pounds, walk long distances, and negotiate rough terrain.

Desired Job Skills

Experience giving presentations and some basic knowledge of ANS issues. Previous experience with fisheries sampling equipment and basic fish ID skills are desirable.

Personal Vehicle Mileage Requirements

Intern will be expected to travel to the Field Office and other area locations to meet with biologist when necessary.

Work Hours and Schedule

40 hours/week with some weekend duties.

Field Supervisor

Mike Jolley (mike.jolley@tn.gov)

Ashley Padgett (ashley.n.padgett@tn.gov)

Start Date (potential to start earlier)

May 19, 2025

End Date (potential to end later)

August 8, 2025



REGION 4 FISHERIES (ANS) MANAGEMENT INTERN



Job Location

TWRA Region 4

Specific Job Location Description

TWRA Region 4 Office in Morristown (region-wide).

Is Housing Provided?

No.

Job Description

Intern will assist biologists with river/reservoir fish surveys, document occurrences of aquatic nuisance species (ANS), and conduct ANS outreach and public events. Other duties include: data entry, fish stocking, aquatic habitat construction, and water quality analysis. The intern will work with the Region 4 aquatic ecology intern at times and will be expected to work some weekends.

Required Physical Capabilities

Must be able to lift 50 pounds, walk long distances, and negotiate rough terrain.

Desired Job Skills

Experience giving presentations and some basic knowledge of ANS issues. Previous experience with fisheries sampling equipment and basic fish ID skills are desirable.

Personal Vehicle Mileage Requirements

Intern will be expected to travel to Morristown and other area locations to meet with biologist when necessary.

Work Hours and Schedule

40 hours/week with some weekend duties.

Field Supervisor

Josh Cary (josh.b.cary@tn.gov)

Sally Petre (sally.petre@tn.gov)

Start Date (potential to start earlier)

May 19, 2025

End Date (potential to end later)

August 8, 2025



Wildlife Biodiversity Internships (9 positions)

Job Title

Wildlife Biodiversity Intern (9 positions)

Hiring Agency

University of Tennessee, School of Natural Resources

Location

TBD; 9 positions statewide

Job Description

These are full-time, seasonal internship positions through the University of Tennessee and Tennessee Wildlife Resources Agency (TWRA). We are searching for interns that have a strong work ethic, a keen interest in wildlife and natural resources conservation, a positive attitude, and a passion for fieldwork. Interns will be expected to work in a variety of settings and environmental conditions, both indoors and outdoors. For more details, please see the individual job description for each of the biodiversity intern positions. Students will need to become an official volunteer with TWRA once offered a position.

Minimum Qualifications

- Pursuing a degree in wildlife and/or fisheries science or an associated field of study at a Tennessee college or university
- At least 1 semester of classwork completed
- In good academic standing
- At least 1 semester of school remaining after completing the internship and prior to graduation
- United States citizen or permanent resident with a valid driver's license and social security number
- At least 18 years of age

Last Date to Apply: January 10, 2025, 5:00 pm EST

Tentative Interview Date: January 27, 28, 29

Interview Location: Zoom format

Proposed Start and End Dates: See individual internship announcements for dates

Stipend: \$11/hour for 40 hours/week for 10 weeks, up to 12 weeks. Housing may or may not be provided. Students will be expected to drive their own vehicles on occasion. Excessive mileage for non-commuting, business-related tasks may be reimbursable at current state mileage rate.

How to Apply: Send a cover letter, résumé, 3 references, job ranking sheet, and unofficial transcripts to Chris Graves, cagraves@utk.edu, and Dr. Emma Willcox, ewillcox@utk.edu. Also include an official letter from a faculty advisor or institutional representative stating "student in good academic standing and enrolled the following fall semester."

Please email the job package as one document, either pdf or Microsoft Word format.



REGION 5 MUSSEL INTERN (3 POSITIONS)



Job Location

Gallatin, TN

Specific Job Location Description

Cumberland River Aquatic Center/TVA Gallatin Fossil Plant in Sumner County.

Is Housing Provided?

No.

Job Description

The successful applicant will primarily work at the Cumberland River Aquatic Center located within the TVA Gallatin Fossil Plant under the direction of Dr. Dan Hua and gain experience in aquatic species hatchery and husbandry operations. This is an excellent opportunity to gain hands-on experience in conservation of freshwater mussels and non-game fishes.

Assist with propagation and culture of freshwater mussels and fishes including feeding and counting fish, mussels, and amphibians; setting up, cleaning, and maintaining various tanks, culture systems, sampling, data recording, and water filtration systems. Assist with occasional fieldwork to collect mussels and fishes, and conduct mussel surveys; host fish via seining and electrofishing; and mussel brood stock via wading and/or snorkeling. Assist with operation and maintenance of field and lab equipment and culture systems. Assist with monitoring water quality.

Work Hours and Schedule

40 hours/week.

Field Supervisor

Dr. Dan Hua (dan.hua@tn.gov)

Start Date (potential to start earlier)

May 19, 2025

End Date (potential to end later)

August 8, 2025



REGION 3 AQUATIC ECOLOGY INTERN



Job Location

TWRA Region 3

Specific Job Location Description

TWRA Region 3 Office in Crossville (region-wide).

Is Housing Provided?

No.

Job Description

The Aquatic Ecology intern will work with the regional biologists to monitor and assess aquatic resources in Middle and East Tennessee. The successful applicant will gain valuable experience with field sampling techniques and application of metrics to collected data. Experience will be gained with standard sampling equipment such as seines, backpack and boat electrofishers, and basic water quality instruments. Students will also be exposed to techniques for collecting and assessing aquatic insect and crayfish populations as well as data entry and hatchery work. Cooperative efforts with other resources management agencies in the region will give the student insight into partnership development and shared conservation strategies. The intern will also work with the coldwater intern, helping to assess trout populations. Monitoring and assessment projects include but are not limited to:

- Wild trout assessment/monitoring/management
- Fish community assessment through application of Index of Biotic Integrity
- Assessing distributional changes of select Greatest Conservation Need fish species
- Monitoring of federally listed fish species
- Crayfish distribution surveys
- Collection of fish and crayfish tissue for genetic research and/or disease screening
- Restoration of native fish species
- Bass surveys
- Culvert assessment for aquatic passage

Desired Job Skills

Previous experience with basic fish ID skills are desirable but not necessary. Positive attitude and willingness to work hard at any task and learn is required.

Personal Vehicle Mileage Requirements

Intern will be expected to travel to Crossville and other area locations to meet with biologist when necessary.

Work Hours and Schedule

40 hours/week. Most often 10 hours/day, 4 days/week. This could vary somewhat during the internship.

Field Supervisor

Connor Ballard (connor.e.ballard@tn.gov)

Start Date (potential to start earlier)

May 19, 2025 (potential to start earlier)

End Date (potential to end later)

August 8, 2025 (potential to end later)



REGION 4 AQUATIC ECOLOGY INTERN



Job Location

TWRA Region 4

Specific Job Location Description

TWRA Region 4 Office in Morristown (region-wide).

Is Housing Provided?

No.

Job Description

The Aquatic Ecology intern will work with the regional biologists to monitor and assess aquatic resources in East Tennessee. The successful applicant will gain valuable experience with field sampling techniques, data entry, and application of metrics to collected data. Experience will be gained with standard sampling equipment such as seines, backpack and boat electrofishers, and basic water quality instruments. Cooperative efforts with other resources management agencies in the region will give the student insight into partnership development and shared conservation strategies. The intern will also work with the fisheries management intern, helping to assess trout populations. Monitoring and assessment projects include but are not limited to:

- Wild trout assessment/monitoring/management
- Fish community assessment through application of Index of Biotic Integrity
- Assessing distributional changes of select Greatest Conservation Need fish species
- Monitoring of federally listed fish species
- Collection of fish tissue for genetic research and/or disease screening
- Restoration of native fish species
- Bass surveys
- Culvert assessment for aquatic passage

Desired Job Skills

Previous experience with basic fish ID skills are desirable but not necessary. Positive attitude and willingness to work hard at any task and learn is required.

Personal Vehicle Mileage Requirements

Intern will be expected to travel to Morristown and other area locations to meet with biologist when necessary.

Work Hours and Schedule

40 hours/week. Most often 10 hours/day, 4 days/week. This could vary somewhat during the internship.

Field Supervisor

Josh Cary (josh.b.cary@tn.gov)

Sally Petre (sally.petre@tn.gov)

Start Date (potential to start earlier)

May 19, 2025 (potential to start earlier)

End Date (potential to end later)

August 8, 2025 (potential to end later)



WILDLIFE BIODIVERSITY INTERN (4 POSITIONS)



Job Location

1 intern per region

Details

Housing possibilities include:

- Region 1 (West TN) — No housing provided
- Region 2 (Middle TN) — Haley Jaqueth WMA if needed
- Region 3 (Cumberland Plateau/Southern Appalachians) — No housing provided
- Region 4 (northern/middle Appalachians and Ridge & Valley) — Buffalo Springs WMA

Job Description

The intern will primarily assist regional wildlife diversity survey managers and wildlife diversity coordinators in conducting reptile, amphibian, bird, bat, and small mammal surveys using pitfall traps, coverboards, tin, drift fences, Sherman traps, etc. Unique responsibilities for each region are listed below. May require some use of personal vehicle.

Region 1 (most work will occur near Hardin County)

- Conduct alligator snapping turtle conservation activities
- Conduct radio telemetry on pine snake and pygmy rattlesnake

Region 2

- Assist with data collection of Gray and Indiana bats
- Assist with radio telemetry of eastern box turtle
- Assist with radio telemetry and surveys of eastern hellbender

Region 3 (Crossville Area)

- Assist with spotted skunk camera traps and trapping
- Assist with mist net and acoustic surveys for bats

Region 4

- Assist with mist net and acoustic surveys for bats
- Conduct bird surveys

Required Physical Capabilities

These positions require physical exertion, such as walking over wet and muddy terrain in remote areas, including mountains, swamps, and bottomland hardwoods, to conduct surveys.

Desired Job Skills

Ability to safely operate a boat or ATV if needed.

Work Hours and Schedule

40 hours/week. Daily work schedule may be irregular; to include late into the night and early mornings. Intern will be expected to work in inclement weather.

Field Supervisor

Region 1- Rob Colvin (rob.colvin@tn.gov) and Jesse Eaker (jesse.eaker@tn.gov)

Region 2- Mallory Tate (mallory.e.tate@tn.gov) and Michaela Bass (michaela.j.bass@tn.gov)

Region 3- Daniel Istvanko (daniel.istvanko@tn.gov) and Lindsay Shaw (lindsay.e.shaw@tn.gov)

Region 4- Scott Dykes (scott.dykes@tn.gov) and Chris Ogle (chris.s.ogle@tn.gov)

Start Date (potential to start earlier)

May 19, 2025 (may be flexible)

End Date (potential to end later)

August 8, 2025 (may be flexible)

