Fall 2015 Internships

Welcome to the 2015 Massachusetts Department of Environmental Protection (MassDEP) Fall 2015 intern program. Listed below are the two remaining intern position descriptions along with their locations for projects that are still available. Each applicant is required to send in a resume, cover letter (complete essay), and intern application. Each applicant is limited to two choices. When making your choices, please be sure to include the number and the name of the position you are applying. Any application that does not reference the number and name of the position on the application will be considered incomplete and will be returned to the applicant.

Applicants can send their application documents to: dep.employment@massmail.state.ma.us; this is the preferred method of sending in applications documents. The MassDEP Intern Application process is paperless.

All documents need to be received by October 15, 2015, shortly thereafter interviews will be conducted and a decision rendered. If you require further assistance, please call Wendy Friedman, (617) 556-1161, wendy.friedman@state.ma.us or Donald Gomes (617) 556-1057, donald.gomes@state.ma.us.

Thank you very much for interest in our program.
Instructions to Apply for a MassDEP Internship

1. Review the list of Internship Positions provided on the following pages.

2. Download & complete an Internship Application Form in MS Word or in PDF. On the application, list your preferred position number(s) and description(s).

3. Submit a completed application form with your resume and cover letter to: dep.employment@state.ma.us

Internship Position Numbers & Descriptions

The following pages provide the position numbers and descriptions of current internship opportunities available at MassDEP.

MassDEP Offices and Locations

Internship opportunities are available across many different bureaus and offices at MassDEP. For more information, see http://www.mass.gov/eea/agencies/massdep/about/contacts/

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Questions?

For questions about the Internship Program, please contact the Diversity Office at dep.employment@state.ma.us or 617-292-5806.
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Agency Mission

The MASSDEP is a state agency responsible for protecting human health and the environment by ensuring clean air and water, the safe management and disposal of solid and hazardous wastes, the timely cleanup of hazardous waste sites and spills, and the preservation of wetlands and coastal resources. The MassDEP is one of the agencies in the Executive Office of Energy and Environmental Affairs. The MassDEP's role under Article 97 of the Massachusetts Constitution is the guarantor of the people's right to "clean air and water", as well as "the natural scenic, historic and aesthetic qualities of the environment."

DEP's Diversity Vision and Mission

The Massachusetts Department of Environmental Protection in fulfilling its vision to advance diversity at the agency as we seek to hire, retain, and promote women and men from different racial, cultural, economic and ethnic backgrounds regardless of their sexual orientation or disability status. Through effective and fully compliant affirmative action and equal opportunity policies, MassDEP strives to attract members of groups traditionally underrepresented in the environmental field and to increase the number of minority and women applicants for its vacancies.

MassDEP is committed to promoting and developing equality of opportunity in all functions and will see to do this by:

- Communicating its commitment to equality and diversity to all members of its community
- Communicating where responsibility lies for equality issues
- Providing training for decision-makers and briefings for all staff
- Develop enforcement mechanisms for implementation, monitoring, evaluation and review
- Taking positive actions to redress any gender, racial or other imbalances in the workforce

The MassDEP expects every member of its environmental family to embrace the underlying values of our diversity vision and mission and to demonstrate a strong commitment to attracting, retaining and supporting customers and staff who reflect the diversity of the larger community.

Internship Practicum Student:

This position will serve as a member of the Diversity office at the Department of Environmental Protection (DEP) and is responsible for administratively supporting
programs that will facilitate a diverse and inclusive environment for all employees and build on underrepresented personnel and administrators. Additionally, the diversity intern will provide appropriate and broadly defined diversity-related information that supports, fosters and maintains a diverse and inclusive environment for all members at DEP.

ESSENTIAL DUTIES:

- Develop new methods to create a respectful and inclusive climate.
- Be a part of the training team to assist in the deliverance of DEP’s staff diversity training programs
- Provide research and statistical data to quantify diversity related project outcomes
- Provide logistical support to organizing events and meetings
- Attending Career fairs to recruit diverse candidates for employment at DEP.
- Corresponding with staff, volunteers, and committee members, including events announcements, meetings, etc.
- Creating and distributing educational and promotional materials about diversity
- Providing administrative support as necessary to maintain department functions

INTERPERSONAL SKILLS: Strong written and oral communication skills; commitment to promoting a diverse inclusive environment and working effectively in a diverse environment.

RELATED TRAVEL: There may be opportunities to get involved with both local and region wide diversity related workshops and conferences.

The Value of a MassDEP Internship

MassDEP’s Volunteer Internship Program creates a “win-win” experience by providing experiential learning for interns while allowing the agency to cultivate a professional, diverse pool of applicants for employment opportunities in the environmental field.

MassDEP’s goal is to provide a growth oriented opportunity for all interns. Interns will receive invaluable real world experience, intellectual challenges, problem solving skills and contacts in their field of interest. Interns are considered an integral part of MassDEP.

Proposed Duration:

9/14/15 – 12/31/15

MassDEP has offices in the following locations: Boston, Wilmington, Springfield, Lakeville, Worcester, Cape Cod and Lawrence. The Diversity Office is located in DEP’s headquarters office in Boston, MA.
(5) MassDEP
Intern Project Description

Date: July 17, 2015
Program Name: Division of Watershed Management – Watershed Planning Program
Location: 8 New Bond Street, Worcester MA 01606

Project Title
Developing MassDEP Success Stories Using Available Water Quality Data

Description of MassDEP Project:

Consistent with EPA requirements, water quality improvements due to nonpoint source pollution control efforts can be one of three types: delisting or removal from the impaired waters list (most desirable); evidence of water quality improvement; or ecological restoration. The goal of this project is 1) to analyze the available data collected by MassDEP/WPP to identify potential water quality improvements; 2) to systematically describe the process/approach to identify potential reasons for improved water quality, i.e., reveal the mechanism(s) behind the success; and 3) to develop draft success stories for eventual submittal to USEPA. The project provides a unique opportunity to study spatial and temporal changes of a broad array of physical, chemical, and biological parameters.

Description of Internship Duties:
The intern will work to 1) systematically investigate how to develop environmental protection and restoration success stories based on available data; 2) document MassDEP success stories with science driven approaches; and 3) analyze different types of datasets (spatial and temporal) using different types of analysis and statistical tools.

Description of Knowledge and Skills needed:
Excellent writing and oral communication skills; Basic analytical chemistry background and some statistical analysis skills; Familiarity with Microsoft Office suite (Word, Excel, Access); Highly motivated individual with good attention to detail; Ability to work independently; Understanding impacts of stressors on environment; Interpreting biomonitoring data; Ability to use practical approaches to promoting water quality protection and ecosystem restoration.

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Why Internship Program is important for us: Communicating with stakeholders such as USEPA using success stories is critical to MassDEP. The intern with guidance from experienced supervisors will be able to help MassDEP to identify success stories through detailed analysis. This project will provide the student intern with an opportunity to acquire technical knowledge and familiarity with MassDEP DWM/WPP’s surface water monitoring program. This project will also provide the intern guidance on how to use advanced statistical analysis to interpret environmental data and to determine if changes in water quality have occurred.

Proposed Duration:
9/15/15 – 12/31/15