**2021 Internships - *Buzzards Bay Tern Restoration Project***

**Interns are needed to restore rare and endangered terns to Penikese Island in Buzzards Bay, Massachusetts**. **We are seeking two people in an existing relationship who live together**. The island supports Common and Arctic terns and the federally endangered Roseate Tern; active management to protect the populations is critical to recovery.

Terns are small, ground-nesting seabirds that are highly charismatic. The species we are working with nest in dense colonies and are very aggressive. They protect their nests and young by diving at, pecking, and defecating on intruders, including researchers. Extreme care must be exercised when working around their camouflaged eggs and chicks.

The pandemic has forced us to adapt our typical internship program to limit exposure to and spread of COVID-19 while allowing interns to gain a variety of project planning, data collection, and data management skills. Two persons who have cohabited immediately before the field season will protect and monitor the Penikese Island colony. They will remain on-island for approximately 7-8 weeks total with one mainland break in the middle. Interns will gain hands-on field skills through activities such as include censusing of Common, Roseate, and Arctic Terns; monitoring tern growth and productivity; possibly trapping and banding; reading bands on adults through spotting scopes; monitoring productivity of American Oystercatchers; and discouragement, censusing, and monitoring of nesting gulls. Most work is conducted during daylight hours, but occasionally there is nighttime work.

Early mornings, occasional long days, and changes in plans with little advance notice are normal for field work and should be expected. Interns can expect the workload to vary through the season, to work around the weather and the tides, and to work on weekends and holidays. Flexibility, patience, and a sense of humor are essential for all staff.

**QUALIFICATIONS** – Previous experience with biological data collection looked upon favorably, but enthusiasm and strong work ethic are more important. Candidates should be organized, detail-oriented, self-motivated, and strong communicators. They must be able to work cooperatively with others, maintain a positive attitude, and able to be productive without an on-site supervisor. Additionally:

* Having a vehicle is helpful, but not required.
* You must be in good physical condition and able to carry heavy field equipment a distance of ½ mile for camp set-up and break-down.
* You must be able to live and work cooperatively with others.
* You must be comfortable living in a remote island setting with limited facilities for up to for 3-4 weeks at a time.
* If you have allergies to poison ivy or pollen, you may not be comfortable at this site.
* You must adhere to requirements related to COVID-19. Persons applying together must cohabit for a minimum of 14 days (preferably longer) prior to starting the internship while monitoring their health. You must follow all other state guidance relative to entering Massachusetts (https://www.visit-massachusetts.com/state/massachusetts-reopening-2020-COVID-19/). Guidance as of 3/16/21: *All visitors entering Massachusetts, including returning residents, who do not meet an exemption, are required to complete the*[***Massachusetts Travel Form***](https://www.mass.gov/forms/massachusetts-travel-form)*before entering the state, unless you are visiting from a*[***lower-risk state***](https://www.mass.gov/info-details/covid-19-travel-order#lower-risk-states-)*. Quarantine for 10 days or produce a negative COVID-19 test result that has been administered up to 72 hours before arrival in Massachusetts*. *People who have been completely vaccinated for COVID-19 no longer are required to get a negative test result or to self-quarantine after arriving in Massachusetts. When entering the state, please have documentation of your vaccination in hand.*[***More information.***](https://www.mass.gov/info-details/covid-19-updates-and-information)

**HOUSING** – Penikese interns may stay at MassWildlife’s crew house for no charge when preparing for the field season, taking a mid-season break, and when cleaning and organizing gear at the end of the season.

**DATES** – Dates are flexible to accommodate college calendars. Our greatest need is from early May through mid-July.

**COMPENSATION** –You may be eligible for credit or a monetary stipend through your college; however, MassWildlife does not provide financial compensation. For interns not receiving a stipend through their college, a small reimbursement for food may be available.

**TO APPLY** – Please email the following to Carolyn Mostello (carolyn.mostello@mass.gov):

1. a cover letter, **including the name of the person with whom you are applying**,
2. a resume detailing your education, experience (paid or volunteer), and any special skills, and
3. names, email addresses, and phone numbers of three references

Applications will be reviewed on a rolling basis.

***For additional information, see****: https://www.mass.gov/service-details/buzzards-bay-tern-restoration-project*