



Environmental Stewardship Internship

Employment Classification: Non-exempt, part-time (up to 30 hours/week)

Hours: To be arranged; primarily weekday hours

Timeframe: May 2026 - August 2026 (approximately 16 weeks)

Hourly Rate: \$20/hour (fixed rate)

Number of Positions Available: 2

Organization Description:

The Lake Hopatcong Foundation (LHF) is a 501(c)(3) nonprofit organization dedicated to protecting the lake environment and enhancing the lake experience. LHF brings together public and private resources to encourage a culture of sustainability and stewardship on and around New Jersey's largest lake for this and future generations.

LHF Values:

Collaboration: We work to bring people together and foster equity, opportunity, vibrance, and wellness where all may flourish within the community.

Action: We are committed to our mission, moving quickly to take on projects that have an impact on and around the lake.

Sustainability: We are forward-thinking when making decisions, taking future generations into account when considering projects and initiatives.

Warmth: We are a friendly face to the community, showing the best of ourselves and bringing out the best in the people of Lake Hopatcong.

Reporting Relationship:

Environmental Stewardship Interns will report to the Grants and Program Director. The Lake Hopatcong Foundation has a small staff, and all staff are expected to work collaboratively to support each other's work.

Internship Purpose:

This internship supports the Lake Hopatcong Foundation's Stewardship: Science, Education & Community Impact initiative, which focuses on improving water quality, engaging residents in lake protection, and studying aquatic plants.

Environmental Stewardship Interns will play a role in implementing, evaluating, and promoting the Lake-Friendly Living Program while also participating in applied scientific monitoring on Lake Hopatcong. Interns will receive training, supervision, and mentorship from Lake Hopatcong Foundation Staff, and professional scientists from Princeton Hydro, an environmental consulting firm. This position includes operating a boat on Lake Hopatcong for field surveys.

What You Will Get Out of This Internship:

- Hands-on experience with lake monitoring, aquatic plant surveys, and water quality sampling, and data analysis
- Practical skills in community engagement and environmental education
- Experience working with scientists, nonprofit professionals, and community stakeholders
- Exposure to real-world environmental stewardship and conservation careers

Responsibilities:*Program Support*

- Lead outreach and engagement efforts for the Lake-Friendly Living Program, including promotion of the online homeowner self-assessment
- Review completed self-assessments, provide personalized guidance to participants, and distribute yard signs to households meeting lake-friendly standards
- Track participation metrics, collect participant feedback, and analyze follow-up survey data to support program evaluation
- Develop educational materials related to stormwater management, nutrient pollution, and lake-friendly practices

Scientific Monitoring & Field Experience

- Conduct fieldwork under the guidance of Princeton Hydro scientists and Lake Hopatcong Foundation staff.
- Safely operate a rental boat on Lake Hopatcong to conduct Submerged Aquatic Vegetation (SAV) surveys, including:
 - Identifying aquatic plant species
 - Recording density and coverage
 - Using tools such as rakes, quadrats, aquascopes, and GPS equipment
- Collect water quality and environmental DNA (eDNA) samples at designated lake sites to monitor native and invasive aquatic species.
- Enter, organize, and analyze field data to support program evaluation and reporting.
- Document field activities, observations, and data through photos, notes, and written summaries to support program evaluation and the development of standard operating procedures.

Other Responsibilities

- Contribute blog posts reflecting on internship experiences, fieldwork, and lessons learned
- Participating in professional development, mentorship, and training opportunities
- Perform other duties as assigned.

Experience and Skills:

- Currently pursuing a bachelor's degree in environmental science, biology, ecology, natural resources, or a related field
- Strong attention to detail and organizational skills
- Ability to work both independently and as part of a small, collaborative team.
- Curiosity and initiative, with the ability to independently seek answers and ask questions
- Comfortable working outdoors and participating in hands-on, field-based activities
- Strong written, oral, and interpersonal communication skills
- Valid driver's license
- Comfort working on and around water; boating experience is a plus but not required

Work Location:

The position will require you to work at the Lake Hopatcong Foundation, 125 Landing Road, Landing, NJ

To Apply:

- Please submit a resume and cover letter outlining your interest in the internship to:
info@lakehopatcongfoundation.org.
- Please use the subject line: LAST NAME_FIRST NAME_STEWARDSHIP INTERN
- Applications will be reviewed on a rolling basis until the position is filled.

The Lake Hopatcong Foundation is an equal opportunity employer and values diversity in our organization. We do not discriminate on the basis of race, religion, color, national origin, gender, sexual orientation, age, marital status, veteran status, or disability status.