



DELAWARE DEPARTMENT OF
**NATURAL RESOURCES AND
ENVIRONMENTAL CONTROL**

DNREC Internship Program 2024

Student Opportunities for Summer 2024



DELAWARE DEPARTMENT OF
NATURAL RESOURCES AND
ENVIRONMENTAL CONTROL

Intern Program Details

Please read requirements prior to completing application

How to Apply?

Page 71 is the only job application accepted for the Summer 2024 DNREC Internship program. Please complete the application and email to: leslie.reese@delaware.gov

Include in the subject heading: Internship application - POSITION TITLE

You may apply for more than one position. Simply indicate in the body of your email if you would like to be considered for more than one position.

Summary

Date	Positions will interview until filled.
Conditions of Hire	<p>Applicants must be legally authorized to work in the United States. DNREC does not provide sponsorship for holders of H-1B Visas.</p> <p>The State of Delaware Executive Branch participates in the Federal E-verify system where the State will provide the federal government with each new hire's Form I-9 information to confirm that you are authorized to work in the U.S. For more information refer to the State job seeker resources.</p> <hr/> <p>Depending on position, a valid driver's license may be required.</p> <p>If required, your license status must not be suspended, revoked or canceled.</p> <hr/> <p>A satisfactory criminal background check is required as a condition of hire. The recruiting agency may require the applicant to pay for the criminal background check as part of the conditional offer of hire.</p>
Accommodations	Accommodations are available for applicants with disabilities in all phases of application and employment process. To request an auxiliary aid or service, please call 302-739-5458. TDD users should call the Delaware Relay Service Number 800-232-5460 for assistance.

Telework and Alternative Work Arrangements	Some positions may be available for telework or flexible working schedule opportunities. Many positions will have statewide responsibilities which requires travel throughout the State. The State of Delaware provides transportation services to State agencies.
Other requirements	Some positions may require a resume or work sample portfolio in addition to the application.
Equal Opportunity	The State of Delaware is an Equal Opportunity employer and values a diverse workforce. We strongly encourage and seek out a workforce representative of Delaware including race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression.
Pay	All positions pay \$17/hour and do not include paid holidays or other benefits such as state plan benefits. All positions are flexible as to start date and are for a maximum 12 week term. Positions may require evenings or weekends and will not exceed 37.5 hours per week.

Learn More About DNREC

We encourage you to become familiar with DNREC as part of your application process.

dnrec.delaware.gov

Questions?

All questions regarding positions, hiring process, application status or other topics should be directed to:
Leslie Reese, Chief of Staff, DNREC

leslie.reese@delaware.gov OR 302-739-9002





DELAWARE DEPARTMENT OF
**NATURAL RESOURCES AND
ENVIRONMENTAL CONTROL**



OTS Admin Law

Position: Administrative Law Intern

Section: Office of the Secretary

Position Summary

The DNREC Admin. Law Services Section works with the various divisions throughout the Department to provide guidance with regard to the agency's administrative legal service matters as needed, and to preside over public hearings integral to the rulemaking, permitting and other adjudicatory functions as required and/or as appointed to by the DNREC Cabinet Secretary. This intern position specifically supports the two regulatory specialists and the DNREC Registrar in the Admin. Law Services Section, and will assist those positions and division staff with the Department's regulatory development process, public hearings and other Admin. Law agency matters, to be determined on an as needed basis. The program is searching for an individual with excellent organizational and communication skills and the capability to work with limited supervision after training.

Through this internship with DNREC's Admin. Law Services Section, the successful candidate will have the excellent opportunity to contribute to real-work administrative law matters in a dynamic and collaborative environment.

Benefits of Interning with DNREC Division of the Office of the Secretary/Administrative Law Services Section

[Hands-on Experience](#) – By providing an intern with the opportunity to gain practical, hands-on experience with regard to an Executive State Agency's Admin. Law Services practices. This includes contributing to a wide variety of activities to assist Department staff when DNREC is proposing to create new regulations or amend existing regulations, preparing various permitting and/or regulatory matters for public hearing and being a member of the Admin. Law Services team during live public hearings.

[Skill Development](#) – By providing a platform for developing and honing a wide range of skills, including communication (both verbal and written), problem-solving and project management. These skills are valuable in both academic and professional settings.

[Networking Opportunities](#) – By offering a chance to network with professionals in the legal field, both in state government and in private practice. Building these connections can be instrumental in future career advancement and accessing job opportunities.

[Resume Enhancement](#) – By interning with the Admin. Law Services Section, one can significantly enhance a resume as an internship demonstrates practical experience, commitment to environmental stewardship and willingness to learn, contribute to important initiatives and serve as a valuable steppingstone for launching a career in environmental law or other legal fields.

[Understanding of Administrative Law and Environmental Regulations](#) – By gaining insight into environmental regulations and policies. Understanding the administrative law processes within state government is crucial for anyone interested in pursuing a career in the legal field, environmental sciences or governmental policy.

[Personal Growth](#) – By offering hands-on opportunities, interns often face new challenges and responsibilities, which can help them develop confidence, resilience and adaptability.

Overall, interning with the Administrative Law Services Section can provide a rewarding experience, offering valuable skills, knowledge and connections that can benefit interns both personally and professionally.

Job Duties

1. Contributes as part of the Admin. Law Services team at live DNREC Public Hearings after hours (all public hearings start at 6 p.m.) and provides assistance/technical support to the hearing officer during the hearing as needed.
2. Communicates and interacts with hearing officers, the DNREC Registrar and Department staff in relaying effective communications throughout the Department to ensure procedural compliance with regard to DNREC Admin. Law matters.
3. Assists the DNREC Registrar to distribute proposed regulatory actions internally throughout the Department for review/comment and helps in the review of proposed regulatory revisions to ensure procedural compliance with the State Registrar's office.
4. Assists the hearing officer to compile the hearing record for DNREC Hearings, as statutorily required by 7 Del.C. Ch. 60, by receiving/reviewing exhibits, comments, response memoranda, etc., from Division staff, applicants, consultants and the public in general.
5. Prepare draft reports and/or summary documents for review, as required.
6. Attend and actively participate in professional development training.
7. Attend and actively participate in program meetings, as required.

Job Requirements

1. Currently enrolled in or a recent graduate of an Associates' or Bachelor's degree program in Legal Studies/Paralegal, or currently enrolled in a Legal Studies/Paralegal certificate program (ABA-accredited programs preferred).
2. Basic understanding of legal concepts and strategies.
3. Strong writing and communication skills, with the ability to draft legal documents such as pleadings, reports, etc.
4. Familiarity with Zoom, WebEx or other similar livestreaming tools.
5. Ability to work collaboratively in a team environment .
6. Ability to manage multiple projects at once in a fast-paced, deadline-driven environment.

Additional information

- Office Location: 89 Kings Highway, Dover, DE 19901
- Pay Rate/Hours: \$17/hour; full-time (37.5 hours/week); 8 a.m. to 4 p.m. Required to work occasional evenings to support DNREC Public Hearings.
- Employment Term: 12 weeks - start date flexible
- Employment Type: This is a casual/seasonal position which is a non-pension eligible position without healthcare and/or other benefits.



DELAWARE DEPARTMENT OF
**NATURAL RESOURCES AND
ENVIRONMENTAL CONTROL**



CA MarComm

Position: Marketing Communications Intern

Section: Public Affairs

Position Summary

DNREC is seeking a marketing communications intern to join our Public Affairs team for the summer. The intern will help the team develop content, increase brand awareness, engage with constituents and support our mission. Working under the guidance of the marketing manager, but collaborating closely with the entire Public Affairs team, the intern will contribute to a wide range of marketing and communications efforts. This internship is an excellent opportunity to gain hands-on experience and contribute to real-world projects in a dynamic and collaborative environment.

Benefits of Interning with DNREC Division of Community Affairs - Public Affairs section

[Hands-on Experience](#) - By providing an intern with the opportunity to gain practical, hands-on experience in Marketing and Communications. This includes working directly with professionals to learn about various approaches to campaigns, content development, marketing and social media management.

[Skill Development](#) - By providing a platform for developing and honing a wide range of skills, including communication, problem-solving and project management. These skills are valuable in both academic and professional settings.

[Networking Opportunities](#) - By offering a chance to network with professionals in the marketing and communications field as well as environmental professionals, one can build connections that can be instrumental in future career advancement and accessing job opportunities.

[Resume Enhancement](#) - By interning with the Division of Community Affairs, one can significantly enhance a resume as an internship demonstrates practical experience, commitment to environmental stewardship and willingness to learn, contribute to important initiatives and serve as a valuable steppingstone for launching a career in Marketing & Communications and/or other environmental fields.

[Personal Growth](#) - By offering hands-on opportunities, interns often face new challenges and responsibilities, which can help them develop confidence, resilience and adaptability.

Overall, interning with the Division of Community Affairs can provide a rewarding experience, offering valuable skills, knowledge and connections that can benefit interns both personally and professionally.

Job Duties

1. Campaign Planning: Contribute to brainstorming sessions, research and strategy development.
2. Content Development: Help create engaging content for various platforms, including our digital newsletter, online magazine, social media pages, website, print materials and presentations.
3. Events Support: Provide logistical and promotional support for DNREC events, including planning, on-site coordination and photography/videography assistance.
4. Marketing: Assist in the development, research and implementation of marketing campaigns across multiple channels.
5. Social Media Management: Help manage DNREC's social media pages by creating and scheduling content, routing it for approval and engaging with our community to increase followers and engagement.
6. Writing: Write the first draft of articles, media advisories and news releases.
7. Analytics/Performance: Monitor and report on the performance of marketing and social media campaigns using analytics tools, deriving insights to offer recommendations for future strategies.

Job Requirements

1. Along with interviewing, applicants must be able to provide a digital portfolio with school or work samples showing a variety of marketing communications such as: articles, content calendars, digital newsletters, social media campaigns, marketing pieces, (e.g. advertisements, brochures, fact sheets, one-pagers), photography, PowerPoint presentations, videos and/or performance reports.
2. Currently enrolled in or a recent graduate of a bachelor's degree program in business, communications, journalism, marketing and/or related field.
3. Basic understanding of marketing concepts and strategies.
4. Strong writing and communication skills, with the ability to create compelling content for diverse audiences.
5. Familiarity with social media networks and analytics tools.
6. Ability to work collaboratively in a team environment and manage multiple projects simultaneously.

Additional information

- Office Location: 89 Kings Highway, Dover, DE 19901
- Pay Rate/Hours: \$17/hour; full-time (37.5 hours/week); 8 a.m. to 4 p.m.
- Employment Term: 12 weeks - start date flexible
- Employment Type: This is a casual/seasonal position which is a non-pension eligible position without healthcare and/or other benefits.



DNREC DIVISION OF
FISH AND WILDLIFE



FW DFS & Bats

Position: Biological Aide - Delmarva Fox Squirrel and Bats Intern

Section: Wildlife

Position Summary

The DNREC Division of Fish and Wildlife is seeking applications for a Biological Aide Intern. The intern will be assisting with research and monitoring of Delmarva fox squirrels (DFS) in Sussex County, Delaware and assisting with a variety of bat projects.

The Division of Fish and Wildlife, Wildlife Section protects and manages the state's wildlife populations and the habitat on which they depend to sustain a healthy and productive ecosystem. The intern is part of the Species Conservation and Research Program, which conducts research to monitor, manage and protect Delaware's wildlife, ultimately advancing the Department's mission to protect Delaware's environment for current and future generations.

Duties include helping with the DFS monitoring and translocation project via conducting radio telemetry of translocated squirrels, and setting up and monitoring camera traps to determine presence/absence of DFS in specific woodlots. Duties will also include downloading and reviewing photos from camera traps and maintaining Excel, Access and ArcGIS databases. Will also assist with bat surveys, including deployment of acoustic arrays, running acoustic transect surveys, assisting with volunteer communication and management, preparing outreach materials and resolving bat/human conflicts. Must be able to carry heavy and awkward equipment in difficult weather conditions (heat, humidity, insects). Work schedule is variable and includes occasional nights and weekends. The field office is located in Kent County but the DFS project is in Sussex County and the bat work is statewide.

Benefits of Interning with DNREC Division of Fish & Wildlife

[Hands-on Experience](#) – By providing an intern with the opportunity to gain practical, hands-on experience in wildlife research and management techniques. This includes experience in the field with radio telemetry, photomonitoring, acoustic monitoring for bats, and GIS units and programs.

[Skill Development](#) – By providing a platform for developing and honing a wide range of skills, including data collection, communication, problem-solving and project management. These skills are valuable in both academic and professional settings.

[Networking Opportunities](#) – By offering a chance to network with scientists involved with protecting and enhancing Delaware’s wildlife populations as well as state and federal government agencies. Building these connections can be instrumental in future career advancement and accessing job opportunities.

[Resume Enhancement](#) – By interning with the Wildlife Section, one can significantly enhance a resume as an internship demonstrates practical experience, commitment to environmental stewardship and willingness to learn, contribute to important initiatives and serve as a valuable steppingstone for launching a career in wildlife conservation or other environmental fields.

[Understanding of Environmental Regulations](#) – By gaining insight into environmental regulations and policies related to wildlife research and management. Understanding these regulations is crucial for anyone interested in pursuing a career in environmental science or policy.

[Contribution to Environmental Conservation](#) – By playing a role in supporting the program's mission of conserving and protecting natural resources. Through their work, interns contribute to ongoing research, monitoring and management efforts aimed at providing the best stewardship for all living resources in Delaware.

[Personal Growth](#) – By offering hands-on opportunities, interns often face new challenges and responsibilities, which can help them develop confidence, resilience and adaptability.

Overall, interning with the Division of Fish and Wildlife can provide a rewarding experience, offering valuable skills, knowledge, and connections that can benefit interns both personally and professionally.

Job Duties

1. Conducts complex fieldwork to collect samples and survey data of wildlife species.
2. Participates in preparation of technical reports under guidance of supervisor.
3. Processes biological samples.
4. May direct the work of lower-level seasonal staff or volunteers.
5. Communicates with the general public, land managers, contractors and vendors.
6. Provides field support (e.g., controlled sampling) to professional staff involved in wildlife research.
7. Collects, analyzes and interprets biological data from DFS projects and ensures quality control in all data collection.
8. Assists in developing and maintains databases associated with DFS data, including the use of GIS data.
9. Other duties as required.

Job Requirements

1. Six months experience using an automated information system to enter, update, modify, delete, retrieve/inquire and report on data.

2. Proficiency in demonstrating clear and effective written and verbal communication skills.
3. Ability to work effectively in potentially hot and humid weather conditions.
4. Ability to perform tasks that may involve bending, lifting and carrying objects through uneven terrain.
5. Regard for and ability to follow State and Department policies, particularly safety.
6. Possession of a valid driver's license (not suspended, revoked or cancelled or disqualified from driving).

Additional information

- Office Location: McKay Hunting Education Field Office, 6180 Hay Point Landing Road, Smyrna, DE 19977. Some workdays will be in the field.
- Pay Rate/Hours: \$17/hour; full-time (37.5 hours/week); 8 a.m. to 4 p.m. Some evenings and weekends may be required as projects dictate and to meet deadlines.
- Employment Term: 12 weeks - start date flexible
- Employment Type: This is a casual/seasonal position which is a non-pension eligible position without healthcare and/or other benefits.



DNREC DIVISION OF
FISH AND WILDLIFE



FW Herps

Position: Biological Aide - Herps Research Intern

Section: Wildlife

Position Summary

The DNREC Division of Fish and Wildlife is seeking applications for a Biological Aide Intern. The intern will assist the State Herpetologist with various amphibian and reptile projects. The job responsibilities include conducting surveys for amphibians and reptiles; conducting radio telemetry and trapping; monitoring rare, threatened and endangered species; identifying, measuring and marking live animals; and entering field data into Excel and Google Earth databases.

The Division of Fish and Wildlife, Wildlife Section protects and manages the state's wildlife populations and the habitat on which they depend to sustain a healthy and productive ecosystem. The intern is part of the Species Conservation and Research Program, which conducts research to monitor, manage and protect Delaware's wildlife, ultimately advancing the Department's mission to protect Delaware's environment for current and future generations.

Benefits of Interning with DNREC Division of Fish & Wildlife

[Hands-on Experience](#) – By providing an intern with the opportunity to gain practical, hands-on experience in wildlife research and management techniques. This includes experience in the field with species identification; radio telemetry; capturing, handling and processing live animals; GIS units and programs; and field data management.

[Skill Development](#) – By providing a platform for developing and honing a wide range of skills, including data collection, communication, problem-solving and project management. These skills are valuable in both academic and professional settings.

[Networking Opportunities](#) – By offering a chance to network with scientists involved with protecting and enhancing Delaware’s wildlife populations as well as state and federal government agencies. Building these connections can be instrumental in future career advancement and accessing job opportunities.

[Resume Enhancement](#) – By interning with the Wildlife Section, one can significantly enhance a resume as an internship demonstrates practical experience, commitment to environmental stewardship and willingness to learn, contribute to important initiatives and serve as a valuable steppingstone for launching a career in wildlife conservation or other environmental fields.

[Understanding of Environmental Regulations](#) – By gaining insight into environmental regulations and policies related to wildlife research and management. Understanding these regulations is crucial for anyone interested in pursuing a career in environmental science or policy.

[Contribution to Environmental Conservation](#) – By playing a role in supporting the program's mission of conserving and protecting natural resources. Through their work, interns contribute to ongoing research, monitoring and management efforts aimed at providing the best stewardship for all living resources in Delaware.

[Personal Growth](#) – By offering hands-on opportunities, interns often face new challenges and responsibilities, which can help them develop confidence, resilience and adaptability.

Overall, interning with the Division of Fish and Wildlife can provide a rewarding experience, offering valuable skills, knowledge, and connections that can benefit interns both personally and professionally.

Job Duties

1. Utilizes and maintains various scientific instruments, including telemetry equipment, traps, boats and all-terrain vehicles.
2. Conducts fieldwork to collect herp samples and survey data independently, but under the guidance of a technical superior.
3. Processes biological samples and maintains databases.
4. Provides field (e.g., controlled sampling) and/or laboratory support to professional staff involved in wildlife research.
5. Other duties as required.

Job Requirements

1. Willingness and ability to work long hours under strenuous or uncomfortable field conditions (e.g., heat and humidity, biting insects) and to work a flexible schedule (some extended days and weekend hours).
2. Ability to perform tasks that may involve bending, lifting, and carrying objects through uneven terrain.
3. Ability to demonstrate responsibility, dependability and good communication skills.
4. Regard for and ability to follow State and Department policies, particularly safety.

5. Possession of a valid driver's license (not suspended, revoked or cancelled, or disqualified from driving).

Additional information

- Office Location: McKay Hunting Education Field Office, 6180 Hay Point Landing Road, Smyrna, DE 19977. Some workdays will be in the field.
- Pay Rate/Hours: \$17/hour; full-time (37.5 hours/week); 8 a.m. to 4 p.m. Some evenings and weekends may be required as projects dictate and to meet deadlines.
- Employment Term: 12 weeks - start date flexible
- Employment Type: This is a casual/seasonal position which is a non-pension eligible position without healthcare and/or other benefits.



DNREC DIVISION OF
FISH AND WILDLIFE



Position: Biological Aide - Gamebirds Research Intern

Section: Wildlife

Position Summary

The DNREC Division of Fish and Wildlife is seeking applications for a Biological Aide Intern. This position will assist the State Gamebird biologist with various waterfowl, turkey and upland gamebird projects. The job responsibilities include conducting surveys for gamebirds; conducting trapping and banding; identifying, measuring and marking live animals; and entering data into Excel and Access databases.

The intern will be heavily involved with the Division's ongoing breeding wood duck monitoring program. This will include routine visits to wood duck nest boxes occupied by hens, which are then caught and banded. Nests are monitored weekly, clutches of eggs are processed to determine hatch date, and ducklings and hens are further marked with telemetry devices upon exiting nest boxes. The intern will also assist with Pre-season waterfowl banding, mourning dove banding, resident Canada goose banding and other migratory gamebird projects.

The Division of Fish and Wildlife, Wildlife Section protects and manages the state's wildlife populations and the habitat on which they depend to sustain a healthy and productive ecosystem. The section also oversees hunting, hunting seasons and other game-related programs, as well as key wildlife and habitat conservation and education initiatives like the Natural Heritage and Endangered Species Program and the Delaware Shorebird Monitoring Project, among many others.

Benefits of Interning with DNREC Division of Fish & Wildlife

[Hands-on Experience](#) – By providing an intern with the opportunity to gain practical, hands-on experience in wildlife research and management techniques. This includes experience in the field with species identification; radiotelemetry; capturing, handling and banding live waterfowl and migratory gamebirds; and field data management.

[Skill Development](#) – By providing a platform for developing and honing a wide range of skills, including data collection, communication, problem-solving and project management. These skills are valuable in both academic and professional settings.

[Networking Opportunities](#) – By offering a chance to network with scientists involved with protecting and enhancing Delaware’s wildlife populations as well as state and federal government agencies. Building these connections can be instrumental in future career advancement and accessing job opportunities.

[Resume Enhancement](#) – By interning with the Wildlife Section, one can significantly enhance a resume as an internship demonstrates practical experience, commitment to environmental stewardship and willingness to learn, contribute to important initiatives and serve as a valuable steppingstone for launching a career in wildlife conservation or other environmental fields.

[Understanding of Environmental Regulations](#) – By gaining insight into environmental regulations and policies related to wildlife research and management. Understanding these regulations is crucial for anyone interested in pursuing a career in environmental science or policy.

[Contribution to Environmental Conservation](#) – By playing a role in supporting the program's mission of conserving and protecting natural resources. Through their work, interns contribute to ongoing research, monitoring and management efforts aimed at providing the best stewardship for all living resources in Delaware.

[Personal Growth](#) – By offering hands-on opportunities, interns often face new challenges and responsibilities, which can help them develop confidence, resilience and adaptability.

Overall, interning with the Division of Fish and Wildlife can provide a rewarding experience, offering valuable skills, knowledge, and connections that can benefit interns both personally and professionally.

Job Duties

1. Utilizes and maintains various scientific instruments, all-terrain vehicles and motorized and non-motorized boats.
2. Conducts complex fieldwork to collect samples and survey data of nesting and breeding waterfowl.
3. Participates in preparation of technical reports under guidance of supervisor.
4. Processes biological samples.
5. Provides field (e.g., controlled sampling) and/or laboratory support to professional staff involved in research or program development for managing the quality of natural resources.
6. Other duties as required.

Job Requirements

1. Willingness and ability to work long hours under strenuous or uncomfortable field conditions (e.g., heat and humidity, biting insects, wetland terrain) and to work a flexible schedule (some extended days and weekend hours).
2. Ability to perform tasks that may involve bending, lifting, and carrying objects through uneven terrain.

3. Ability to demonstrate responsibility, dependability and good communication skills.
4. Regard for and ability to follow State and Department policies, particularly safety.
5. Possession of a valid driver's license (not suspended, revoked or cancelled, or disqualified from driving).

Additional information

- Office Location: McKay Hunting Education Field Office, 6180 Hay Point Landing Road, Smyrna, DE 19977. Some workdays will be in the field.
- Pay Rate/Hours: \$17/hour; full-time (37.5 hours/week); 8 a.m. to 4 p.m. Some evenings and weekends may be required as projects dictate and to meet deadlines.
- Employment Term: 12 weeks - start date flexible
- Employment Type: This is a casual/seasonal position which is a non-pension eligible position without healthcare and/or other benefits.



DNREC DIVISION OF
FISH AND WILDLIFE



F&W Fisheries

Position: Biological Aide - Fisheries Intern

Section: Fisheries

Position Summary

The DNREC Division of Fish and Wildlife is seeking applications for a Biological Aide Intern. The intern in this position will assist biological staff with research and monitoring of fish and invertebrate populations throughout Delaware using various field and laboratory methods.

The Division of Fish and Wildlife, Fisheries Section works to enhance and protect Delaware's fish and aquatic resources in support of recreational and commercial fishing. It provides first-class fishing and boating access to Delaware's many waterways. It also conducts fisheries research, resource monitoring and collection of biological information on marine fisheries.

Field surveys target a variety of marine species such as blue crabs, flounder, sharks and horseshoe crabs, and anadromous and freshwater species such as striped bass, sturgeon, largemouth bass and eels. Other field duties could include assisting fisheries staff with stocking fish, investigating fish kills, hatchery operations, measuring water quality using scientific instruments and identifying aquatic vegetation. Non-field work activities include processing biological samples, preparing fish age samples, entering data, and assisting with equipment maintenance and minor repairs. Some projects occasionally include early morning hours. Potential lab work would include the use of microscopes, wheel saws, cameras, imaging software and other specialized tools.

Benefits of Interning with DNREC Division of Fish & Wildlife

[Hands-on Experience](#) – By direct handling of aquatic animals on boats and research vessels, including a large variety of marine, anadromous and freshwater species. This also includes hands-on experience in the field with netting, trawling or electrofishing methods and in the laboratory utilizing specialized tools.

[Skill Development](#) – By providing a platform for developing and honing a wide range of skills, including data collection, communication, problem-solving and project management. These skills are valuable in both academic and professional settings.

[Networking Opportunities](#) -By offering a chance to network with scientists involved with protecting Delaware's fish and wildlife. Building these connections can be instrumental in future career advancement and accessing job opportunities.

[Resume Enhancement](#) - By interning with the Fisheries Program, one can significantly enhance a resume as an internship demonstrates practical experience, commitment to environmental stewardship and willingness to learn, contribute to important initiatives and serve as a valuable steppingstone for launching a career in marine biology, fisheries management or other environmental fields.

[Understanding of Environmental Regulations](#) - By gaining insight into environmental regulations and policies related to fisheries management. Understanding these regulations is crucial for anyone interested in pursuing a career in environmental science or policy.

[Contribution to Environmental Conservation](#) - By playing a role in supporting the program's mission of conserving and protecting natural resources. Through their work, interns contribute to ongoing research, monitoring and management efforts aimed at providing the best stewardship for all living resources in Delaware.

[Personal Growth](#) - By offering hands-on opportunities, interns often face new challenges and responsibilities, which can help them develop confidence, resilience and adaptability.

Overall, interning with the Fisheries Section can provide a rewarding experience, offering valuable skills, knowledge, and connections that can benefit interns both personally and professionally.

Job Duties

1. Assist on annual fisheries surveys that include trawl, gill net and seine sampling: deploying trawl nets, gill nets and seines; electrofishing; identifying and recording lengths, weights and counts of fish and invertebrates; and collecting biological structures.
2. Help prepare biological structures for aging, analyze diet samples and collect other data to determine population demographics.
3. Use microscopes, imaging software and other specialized tools to age and describe reproductive biology of specimens in the laboratory.
4. Enter biological and environmental data, conduct routine analyses and prepare information for annual reports and scientific articles.
5. Maintain boats and boat motors and repair sampling equipment (nets, water quality instruments, etc.).
6. Help ensure vehicles, trailers, boats and sampling equipment are properly maintained and in a safe and ready condition.

Job Requirements

1. Driver's license

Additional information

- Office Location: Fisheries Building, 3002 Bayside Drive, Dover, DE 19801. Some workdays may be in the field.
- Pay Rate/Hours: \$17/hour; full-time (37.5 hours/week); 8 a.m. to 4 p.m. Some projects may require early morning hours.
- Employment Term: 12 weeks - start date flexible
- Employment Type: This is a casual/seasonal position which is a non-pension eligible position without healthcare and/or other benefits.



DNREC DIVISION OF
FISH AND WILDLIFE



F&W Boat Registration

Position: Boat Education and Registration Intern

Section: Natural Resources Police

Position Summary

Delaware Natural Resources Police officers protect wildlife and fisheries resources, promote boating education and safety, hunting and fishing, respond to boating emergencies and are a partner in Delaware's Homeland Security maritime mission. This internship opportunity will be a part of the outreach and licensing branch of the Division of Fish and Wildlife's Enforcement section, providing immersive learning of the state's laws and regulations as well as providing assistance to the communities who utilize Delaware's natural resources.

This position is responsible for assisting with the administrative/public outreach operations of Fish and Wildlife Natural Resources Police. This position provides critical services to the Chief's office, Boat Registration and Commercial Licensing office and the Boating Education office.

Benefits of Interning with DNREC Division of Fish & Wildlife

[Hands-on Experience](#) – By providing an intern with the opportunity to gain practical, hands-on experience providing services to the Chief's office, Boat Registration and Commercial Licensing office and the Boating Education office. This includes working directly with administrative professionals, learning about various techniques and participating in various customer service-related programs.

[Skill Development](#) – By providing a platform for developing and honing a wide range of skills, including data collection, communication, problem-solving and project management. These skills are valuable in both academic and professional settings.

[Networking Opportunities](#) – By offering a chance to network with professionals in both conservation law enforcement and public outreach and education. Building these connections can be instrumental in future career advancement and accessing job opportunities.

[Resume Enhancement](#) – By interning with the Division of Fish and Wildlife, one can significantly enhance a resume as an internship demonstrates practical experience, commitment to environmental stewardship and willingness to learn, contribute to important initiatives and serve as a valuable steppingstone for launching a career in various fields including law enforcement, environmental licensing/permitting and in public education fields.

[Understanding of Boating and Commercial Fishing Regulations](#) – By gaining insight into boating and commercial fishing regulations, which includes an understanding of vessel registration and licensing requirements, as well as Delaware’s mandatory boating education program. Understanding these regulations is crucial for anyone interested in pursuing a career in conservation law enforcement, environmental licensing/permitting or education.

[Contribution to Environmental Conservation and Safe Boating Practices](#) – By playing a role in supporting the program's mission of conserving natural resources and ensuring safe boating practices.

[Personal Growth](#) – By offering hands-on opportunities, interns often face new challenges and responsibilities, which can help them develop confidence, resilience and adaptability.

Overall, interning with the Division of Fish and Wildlife Natural Resource Police unit can provide a rewarding experience, offering valuable skills, knowledge, and connections that can benefit interns both personally and professionally.

Job Duties

1. Supports daily/routine licensing activities under the supervision of program staff.
2. Operates copy machines and collates materials.
3. Opens, sorts, and delivers mail.
4. Assists with public education/outreach displays/presentations.
5. Locates, retrieves and files general alphabetical/numerical materials from easily identifiable sources.
6. Delivers oral and written messages.
7. Collects and delivers paperwork, records, supplies and other items from one office to another.
8. Places supplies and other materials in storage or display areas.
9. Sorts or assembles forms and other materials according to a pre-determined format.
10. Labels and stuffs envelopes.
11. Proofreads materials for accuracy by comparing information on one form to information on another form.
12. Records general information from one record to another.
13. Learns to use telephone console and take accurate messages.
14. Other duties as required.

Job Requirements

1. At least 18 years of age.
2. Possession of a high school diploma or equivalent.
3. Experience in narrative report writing.
4. Possession of a valid driver's license (not suspended, revoked or canceled, or disqualified from driving).

Additional information

- Office Location: 89 Kings Highway, Dover, DE 19901
- Pay Rate/Hours: \$17/hour; full-time (37.5 hours/week); 8 a.m. to 4 p.m.
- Employment Term: 12 weeks - start date flexible
- Employment Type: This is a casual/seasonal position which is a non-pension eligible position without healthcare and/or other benefits.



DNREC DIVISION OF
**PARKS AND
RECREATION**



Parks Volunteer Dev

Position: Volunteer and Workforce Development Intern

Section: Operations

Position Summary

The DNREC Division of Parks and Recreation is seeking applications for a Workforce Development Intern. The role will contribute to the evaluation and enhancement of workforce programs within Delaware State Parks which includes Internships, Youth Corps, Work-based Learning, Volunteer Hosts and Apprenticeship Programs. This internship offers an opportunity to engage with various aspects of workforce planning, training and development initiatives aimed at building a skilled and diverse workforce to support the operations and mission of the park system. By collaborating with park management, field staff, program participants and external partners, the Workforce Development Intern will play a key role in identifying workforce needs, implementing training programs and promoting career development opportunities.

Benefits of Interning with DNREC Division of Parks and Recreation/Operations Section

[Hands-on Experience](#) – By providing an intern with the opportunity to gain practical, hands-on experience in workforce and volunteer initiatives. This includes working directly with the chief of Volunteer and Community Involvement to develop and implement training programs, collect and analyze workforce data and manage budgets and grant reporting.

[Skill Development](#) – By providing a platform for developing and honing a wide range of skills, including data collection, communication, problem-solving and project management. These skills are valuable in both academic and professional settings.

[Networking Opportunities](#) – By offering a chance to network with professionals in the workforce development field from state government to industry partners. Building these connections can be instrumental in future career advancement and accessing job opportunities.

Resume Enhancement – By interning with the Division of Parks and Recreation, one can significantly enhance a resume as an internship demonstrates practical experience, commitment to environmental stewardship and willingness to learn, contribute to important initiatives and serve as a valuable steppingstone for launching a career in state agency or workforce development fields.

Understanding of Regulations – By gaining insight into regulations and policies related to employment and community engagement. Understanding these regulations is crucial for anyone interested in pursuing a career in workforce development.

Personal Growth – By offering hands-on opportunities, interns often face new challenges and responsibilities, which can help them develop confidence, resilience and adaptability.

Overall, interning with the Division of Parks and Recreation can provide a rewarding experience, offering valuable skills, knowledge and connections that can benefit interns both personally and professionally.

Job Duties

1. Assist in the development and implementation of training programs for program participants, including orientations, safety training, technical skills development and leadership training, to enhance workforce capabilities.
2. Collect and analyze workforce data, including demographic information, turnover rates, training outcomes and employee satisfaction surveys, to evaluate the effectiveness of workforce development initiatives and inform decision-making processes.
3. Cultivate partnerships with educational institutions, vocational training providers, workforce development agencies and industry partners to leverage resources and expertise in support of workforce development goals and initiatives.
4. Provide administrative support to workforce development initiatives, including scheduling meetings, preparing materials, maintaining records and assisting with budget management and grant reporting requirements, as needed.
5. Assist in coordination of Division internship program.
6. Assist in coordination of Program related events.
7. Other duties as required.

Job Requirements

1. Demonstrated interest in environmental stewardship and conservation initiatives.
2. Demonstrated interest in Workforce initiatives.
3. Experience in developing educational opportunities and trainings.
4. Data collection, evaluation and reporting experience a plus.

Additional information

- Office Location: 89 Kings Highway, Dover, DE 19901. Will be required to work off-site for some programs and events.

- Pay Rate/Hours: \$17/hour; full-time (37.5 hours/week); 8 a.m. to 4 p.m. May be required to work occasional evenings and weekends to support some events and projects.
- Employment Term: 12 weeks - start date flexible
- Employment Type: This is a casual/seasonal position which is a non-pension eligible position without healthcare and/or other benefits.



DNREC DIVISION OF
**PARKS AND
RECREATION**



Position: Delaware State Parks Planning Intern

Section: Planning

Position Summary

The DNREC Division of Parks and Recreation is seeking applications for a Planning Intern. This role will support the ongoing development of the Statewide Comprehensive Outdoor Recreation Plan. The plan, known as the SCORP, tracks the state's recreation inventory, identifies needs for infrastructure and programs and guides public and private planning and investment to meet those needs. Public outdoor recreation funding comes from the Delaware Trust Fund and from the federal Land and Water Conservation Fund (LWCF), administered by the National Park Service under the Land and Water Conservation Fund Act. To remain eligible for LWCF grants, states must update their SCORP every five years.

The internship responsibilities will include vendor coordination, updating the statewide recreation inventory, public outreach and engagement, research and summarizing/drafting/editing documents as needed.

Benefits of Interning with DNREC Division of Parks and Recreation/Planning Section

[Hands-on Experience](#) – By providing an intern with the opportunity to gain practical, hands-on experience in state agency planning. This includes experience working with approved vendors, database management and public outreach and engagement.

[Skill Development](#) – By providing a platform for developing and honing a wide range of skills, including data collection and analysis, communication, problem-solving and project management. These skills are valuable in both academic and professional settings.

[Networking Opportunities](#) – By offering a chance to network with professionals in Delaware State Parks planning, an agency advisory committee, and contractual vendors. Building these connections can be instrumental in future career advancement and accessing job opportunities.

Resume Enhancement – By interning with the Division of Parks and Recreation, one can significantly enhance a resume as an internship demonstrates practical experience, commitment to environmental stewardship and willingness to learn, contribute to important initiatives and serve as a valuable steppingstone for launching a career in state agency or workforce development fields.

Understanding of Regulations – By gaining insight into State and Federal regulations and policies related to outdoor recreation. Understanding these regulations is crucial for anyone interested in pursuing a career in planning or state park administration.

Personal Growth – By offering hands-on opportunities, interns often face new challenges and responsibilities, which can help them develop confidence, resilience and adaptability.

Overall, interning with the Division of Parks and Recreation can provide a rewarding experience, offering valuable skills, knowledge and connections that can benefit interns both personally and professionally.

Job Duties

1. Work closely with the Parks Planning Section staff to support the following elements of the SCORP development process:
 - a. Communications to monitor status of an ongoing scientific survey (phone and digital) through a contractual vendor.
 - b. Updating the statewide recreation inventory using aerial data and verifying in the field.
 - c. Public outreach and engagement through a broad Technical Advisory Committee, social media and in-person public meetings.
 - d. Research of outdoor recreation trends in Delaware.
2. Summarizing information and drafting/editing of the final SCORP document.

Job Requirements

1. Demonstrated knowledge of MS Office applications.
2. Data collection, evaluation and reporting experience a plus.

Additional information

- Office Location: 89 Kings Highway, Dover, DE 19901
- Pay Rate/Hours: \$17/hour; full-time (37.5 hours/week); 8 a.m. to 4 p.m. May be required to work occasional evenings and weekends as projects dictate and to meet deadlines.
- Employment Term: 12 weeks - start date flexible
- Employment Type: This is a casual/seasonal position which is a non-pension eligible position without healthcare and/or other benefits.



DNREC DIVISION OF
**PARKS AND
RECREATION**



Position: Environmental Literacy and Youth Engagement Intern

Section: Operations

Position Summary

The intern will work closely with the Chief of Interpretation on one or more of the following projects as well as provide support for public programs and interpretive efforts across Delaware State Parks.

Benefits of Interning with DNREC Division of Parks and Recreation/Operations Section

[Hands-on Experience](#) – By providing an intern with the opportunity to gain practical, hands-on experience in community engagement. This includes working directly with the Chief of Interpretation.

[Skill Development](#) – By providing a platform for developing and honing a wide range of skills, including data collection, communication, problem-solving and project management. These skills are valuable in both academic and professional settings.

[Networking Opportunities](#) – By offering a chance to network with professionals in the park system, partner organizations and local community. Building these connections can be instrumental in future career advancement and accessing job opportunities.

[Resume Enhancement](#) – By interning with the Division of Parks and Recreation, one can significantly enhance a resume as an internship demonstrates practical experience, commitment to environmental stewardship and willingness to learn, contribute to important initiatives and serve as a valuable steppingstone for launching a career in state agency or community engagement fields.

[Understanding of Regulations](#) – By gaining insight into regulations and policies related to the parks system and volunteer management. Understanding these regulations is crucial for anyone interested in pursuing a career in community engagement and environmental stewardship.

Personal Growth – By offering hands-on opportunities, interns often face new challenges and responsibilities, which can help them develop confidence, resilience and adaptability.

Overall, interning with the Division of Parks and Recreation can provide a rewarding experience, offering valuable skills, knowledge and connections that can benefit interns both personally and professionally.

Job Duties

1. Develops and delivers environmental programming to youth across Delaware State Parks camps.
2. Assist with the development of virtual programming resources to improve access to Delaware State Parks environmental and historic programming.
3. Assist with resource development for school programming including professional development/resources for educators around environmental literacy.
4. Works independently, as well as part of a team to establish and execute on project deliverables.
5. Other duties as required.

Job Requirements

Applicants must have education, training and/or experience demonstrating competence in each of the following areas:

1. Three months experience in preparing presentations.
2. Demonstrated interest in field environmental stewardship, and education
3. Proficiency in Microsoft Suite
4. Valid driver's license
5. Ability to pass a background check

Additional information

- Office Location: 89 Kings Highway, Dover, DE 19901
- Pay Rate/Hours: \$17/hour; full-time (37.5 hours/week); varied schedule
- Employment Term: 12 weeks - start date flexible
- Employment Type: This is a casual/seasonal position which is a non-pension eligible position without healthcare and/or other benefits.



DNREC DIVISION OF
**PARKS AND
RECREATION**



Parks VCEI

Position: Volunteer and Community Engagement Intern

Section: Operations

Position Summary

The DNREC Division of Parks and Recreation is seeking applications for a Volunteer and Community Engagement Intern. This Delaware State Parks intern will play a vital role in fostering relationships between the park system, partner organizations and the local community. The internship offers a unique opportunity to engage with diverse groups of people, organize projects and events and implement initiatives aimed at enhancing public involvement and enjoyment of the parks. By collaborating with park staff, volunteers, partner organizations and field teams, you will contribute to the promotion of environmental stewardship, recreational opportunities and educational programs within Delaware State Parks.

Benefits of Interning with DNREC Division of Parks and Recreation/Operations Section

[Hands-on Experience](#) – By providing an intern with the opportunity to gain practical, hands-on experience in community engagement. This includes working directly with the Chief of Volunteer and Community Involvement to recruit and coordinate volunteers, coordinate AmeriCorps teams and organize field trainings, workshops, team celebrations and recreational team-building activities.

[Skill Development](#) – By providing a platform for developing and honing a wide range of skills, including data collection, communication, problem-solving and project management. These skills are valuable in both academic and professional settings.

[Networking Opportunities](#) – By offering a chance to network with professionals in the park system, partner organizations and local community. Building these connections can be instrumental in future career advancement and accessing job opportunities.

Resume Enhancement – By interning with the Division of Parks and Recreation, one can significantly enhance a resume as an internship demonstrates practical experience, commitment to environmental stewardship and willingness to learn, contribute to important initiatives and serve as a valuable steppingstone for launching a career in state agency or community engagement fields.

Understanding of Regulations – By gaining insight into regulations and policies related to the parks system and volunteer management. Understanding these regulations is crucial for anyone interested in pursuing a career in community engagement and environmental stewardship.

Personal Growth – By offering hands-on opportunities, interns often face new challenges and responsibilities, which can help them develop confidence, resilience and adaptability.

Overall, interning with the Division of Parks and Recreation can provide a rewarding experience, offering valuable skills, knowledge and connections that can benefit interns both personally and professionally.

Job Duties

1. Recruit, train and coordinate volunteers to assist with various park projects, events and programs, fostering a sense of community engagement and stewardship among volunteers.
2. Engage community groups and businesses to assist in recruitment of additional volunteers.
3. Assist in schedule and coordination of field AmeriCorps teams.
4. Organize and coordinate volunteer and community events such as field trainings for interns and AmeriCorps volunteers, workshops, end of program celebrations and recreational team-building activities.
5. Other duties as required.

Job Requirements

1. Demonstrated interest in environmental stewardship.
2. Demonstrated ability to lead volunteer groups of various sizes and ages.
3. Proficiency in basic administrative programs
4. Possession of a valid driver's license (not suspended, revoked or canceled, or disqualified from driving).

Additional information

- Office Location: 89 Kings Highway, Dover, DE 19901. May be required to work off-site for some programs and events.
- Pay Rate/Hours: \$17/hour; full-time (37.5 hours/week); 8 a.m. to 4 p.m. May be required to work occasional evenings and weekends to support some events and projects.
- Employment Term: 12 weeks - start date flexible
- Employment Type: This is a casual/seasonal position which is a non-pension eligible position without healthcare and/or other benefits.



DNREC DIVISION OF
**WATERSHED
STEWARDSHIP**



Watershed Intern

Position: Online Course Content Quality Assurance Specialist Intern

Section: Sediment and Stormwater

Position Summary

The DNREC Division of Watershed Stewardship (WSS) is seeking applications for an Online Course Content Intern. This internship opportunity will be housed in the WSS Sediment and Stormwater Program (SSP), a part of the Conservation Programs Section. The SSP is responsible for administering the sediment and stormwater laws and regulations state-wide, including the direct review, approval and oversight of state and federal construction projects and oversight of local plan approval agencies with delegated authority for private, residential and commercial sites. One major program deliverable is to provide technical assistance and relative training to the regulated community, local and state agencies and officials and the general public. The selected candidate will assist various SSP staff with the final stage of development of a virtual Certified Construction Reviewer (CCR) Course.

Benefits of Interning with DNREC Division of Watershed Stewardship/Sediment and Stormwater section

[Hands-on Experience](#) – By providing the opportunity to gain practical, hands-on experience in course content review and development, specifically with the Articulate 360 application.

[Skill Development](#) – By providing an opportunity to sharpen your proofreading and content evaluation skills in a real-world educational setting. These skills are valuable in both academic and professional settings. Additionally, through the internship, a successful intern will obtain two five-year professional certifications.

[Networking Opportunities](#) –By offering a chance to network with professionals in the sediment and stormwater management field and training professionals in state government. Building these connections can be instrumental in future career advancement and accessing job opportunities.

[Resume Enhancement](#) – By interning with the Sediment and Stormwater Management Program, one can enhance a resume as an internship demonstrates practical experience and a willingness to learn and contribute to important initiatives.

[Understanding of Environmental Regulations](#) – By gaining insight into environmental regulations and policies related to sediment and stormwater management and seeing first-hand how professional training is applied in the field.

[Contribution to Environmental Conservation](#) – By playing a role in supporting the program's mission of conserving natural resources and protecting water quality. Through their work, interns contribute to ongoing management efforts aimed at minimizing the impacts of sediment and stormwater runoff on the environment.

[Personal Growth](#) – By providing an opportunity to engage with diverse perspectives and contribute to innovative initiatives that drive meaningful change in the field of online learning, interns often face new challenges and responsibilities, which can help them develop confidence, resilience and adaptability.

Overall, interning with the Sediment and Stormwater Management Program can provide a rewarding experience, offering valuable skills, knowledge and connections that can benefit interns both personally and professionally.

Job Duties

1. Assist SSP staff with the final development stage of a virtual Certified Construction Reviewer Certification course using Articulate 360 software.
2. Participate in regular compliance reviews and post-construction maintenance reviews, including the sites visited in the 2024 CCR certification course field trip, as needed.
3. Communicate with SSP staff through the course development process.

Job Requirements

1. Currently enrolled in or a recent graduate of a two-year, four-year or post-graduate degree program, preferably in English, communications, education, science, or a related field.
2. Six months experience using Microsoft Office products.
3. Six months experience in project management such as identifying tasks, developing a schedule to complete the tasks and managing deadlines to ensure objectives are met.
4. Knowledge of storyboarding applications (such as Articulate 360) or knowledge of graphic design in web-based training modules.
5. Knowledge of stormwater best management practices.
6. Ability to work effectively in potentially hot and humid weather conditions.
7. Strong verbal and written communication skills.
8. Possession of a Contractor Training Program Certification (training will be provided if not currently certified).

9. Possession of a Certified Construction Reviewer Certification (training will be provided if not currently certified).
10. Possession of a valid driver's license (not suspended, revoked, or canceled or disqualified from driving).

Additional information

- Office Location: 285 Beiser Blvd, Suite 102, Dover, DE 19904; some work days will be in the field.
- Pay Rate/Hours: \$17/hour; full-time (up to 37.5 hours/week); 8 a.m. to 4 p.m.
- Employment Term: 12 weeks - start date flexible.
- Employment Type: This is a casual/seasonal position which is a non-pension eligible position without healthcare and/or other benefits.



DNREC DIVISION OF
**WATERSHED
STEWARDSHIP**



Watershed Intern

Position: Stormwater Management Facility Maintenance Review Intern

Section: Sediment and Stormwater

Position Summary

The DNREC Division of Watershed Stewardship (WSS) is seeking applications for a Stormwater Intern. The WSS Conservation Programs Section oversees programs and initiatives related to water quality protection, drainage and stormwater management. This role specifically supports the Sediment and Stormwater Management Program in its mission to efficiently manage stormwater and minimize the environmental impact of erosion and sedimentation on Delaware's waterways resulting from land-disturbing activities. The program is searching for an individual with excellent organizational and communication skills, proficiency in data collection and management and the capability to work with limited supervision after training. The selected candidate will be responsible for gathering, managing, and reporting data on the condition of stormwater best management practices (BMPs) across state and federal sites in Delaware.

Benefits of Interning with DNREC Division of Watershed Stewardship/Sediment and Stormwater Section

[Hands-on Experience](#) – By providing an intern with the opportunity to gain practical, hands-on experience in sediment and stormwater management practices. This includes working directly with professionals in the field, learning about various techniques, and participating in fieldwork and data collection.

[Skill Development](#) – By providing a platform for developing and honing a wide range of skills, including data collection, communication, problem-solving, and project management. These skills are valuable in both academic and professional settings. Additionally, through the internship, a successful intern will obtain two five-year professional certifications.

[Networking Opportunities](#) – By offering a chance to network with professionals in the sediment and stormwater management field from state government to local land-use planning agencies. Building these connections can be instrumental in future career advancement and accessing job opportunities.

[Resume Enhancement](#) – By interning with the Sediment and Stormwater Management Program, one can significantly enhance a resume as an internship demonstrates practical experience, commitment to environmental stewardship, and a willingness to learn and contribute to important initiatives; and serve as a valuable steppingstone for launching a career in sediment and stormwater management or other environmental fields.

[Understanding of Environmental Regulations](#) – By gaining insight into environmental regulations and policies related to sediment and stormwater management. Understanding these regulations is crucial for anyone interested in pursuing a career in environmental science, engineering, construction management, or policy.

[Contribution to Environmental Conservation](#) – By playing a role in supporting the program's mission of conserving natural resources and protecting water quality. Through their work, interns contribute to ongoing research, monitoring, and management efforts aimed at minimizing the impacts of sediment and stormwater runoff on the environment.

[Personal Growth](#) – By offering hands-on opportunities, interns often face new challenges and responsibilities, which can help them develop confidence, resilience, and adaptability.

Overall, interning with the Sediment and Stormwater Management Program can provide a rewarding experience, offering valuable skills, knowledge, and connections that can benefit interns both personally and professionally.

Job Duties

1. Conduct on-site maintenance reviews of stormwater BMPs for compliance with state regulations and the approved sediment and stormwater management plan.
2. Photo-document current stormwater BMP conditions.
3. Complete maintenance review checklists for stormwater BMPs.
4. Use automated applications and databases to enter and retrieve data for compliance reporting and verification.
5. Prepare reports and/or summary documents for BMP owners, as required.
6. Attend and actively participate in professional development training.
7. Attend and actively participate in program meetings, as required.

Job Requirements

1. Currently enrolled in or a recent graduate of a two-year, four-year or post-graduate degree program, preferably in an engineering, geology, biology, soil science or other environmentally-related scientific or engineering discipline.
2. Six months experience using an automated information system to enter, update, modify, delete, retrieve/inquire and report on data.

3. Six months experience in data management and analysis which includes querying, formatting and quality control.
4. Knowledge of stormwater best management practices.
5. Knowledge of interpreting construction plans and details, schematics or technical drawings to determine compliance.
6. Knowledge of project management such as planning, developing, implementing, managing or evaluating projects to ensure objectives are met.
7. Possession of a Contractor Training Program Certification (training will be provided if not currently certified).
8. Possession of a Certified Construction Reviewer Certification (training will be provided if not currently certified).
9. Proficiency in demonstrating clear and effective written and verbal communication skills.
10. Ability to work effectively in potentially hot and humid weather conditions.
11. Ability to perform tasks that may involve bending, lifting, and carrying objects weighing up to 30 lbs.
12. Regard for and ability to follow State and Department policies, particularly safety.
13. Possession of a valid driver's license (not suspended, revoked or canceled, or disqualified from driving).

Additional information

- Office Location: 285 Beiser Blvd, Suite 102, Dover, DE 19904; some work days will be in the field.
- Pay Rate/Hours: \$17/hour; full-time (up to 37.5 hours/week); 8 a.m. to 4 p.m.
- Employment Term: 12 weeks - start date flexible.
- Employment Type: This is a casual/seasonal position which is a non-pension eligible position without healthcare and/or other benefits.



DNREC DIVISION OF
AIR QUALITY



AQ Planning Engineer

Position: Engineering Intern

Section: Planning

Position Summary

The DNREC Division of Air Quality (DAQ) monitors the ambient air quality and regulates air emissions, asbestos removal and open burning. The division maintains emission inventories from various source types and develops the State's clean air implementation plans. The division also advises the Secretary of DNREC on possible new air regulations and supports the enforcement of existing regulations.

The air toxic pollutants of greatest concern are those that are released to the air in amounts large enough to create a risk to human health and in which many people may be exposed.

Air toxic pollutants may exist as particles or gases. Air toxics that exist as particles can include heavy metals, such as cadmium, mercury, chromium and lead compounds, as well as organic compounds, such as polycyclic aromatic hydrocarbons (PAHs), which are emitted during the combustion of fossil fuels and wastes. Gaseous air toxic pollutants include benzene, toluene and xylenes, found in gasoline; perchloroethylene, used in dry cleaning; and methyl chloride used as a solvent by various industries.

The Planning Section oversees programs and initiatives related to open burning, asbestos, ambient monitoring, greenhouse gases, area source compliance and air shed planning and inventory. This role specifically supports the Airshed Planning and Inventory section of DAQ. The program is searching for an individual with excellent organizational and communication skills, proficiency in database (fill-in field) creation, data collection and management and the capability to work with limited supervision after training. The selected candidate will be responsible for gathering, managing and reporting Consumer Products and Mobile Equipment Repair and Refinishing data for input into their newly created database.

Benefits of Interning with DNREC Division of Air Quality Airshed/Planning and Inventory Section

[Hands-on Experience](#) – By providing an intern with the opportunity to gain practical, hands-on experience in DAQ planning. This includes working directly with professionals, learning about various techniques and participating in data collection.

[Skill Development](#) – By providing a platform for developing and honing a wide range of skills, including data collection, communication, problem-solving and project management. These skills are valuable in both academic and professional settings.

[Networking Opportunities](#) – By offering a chance to network with professionals in the air quality field from state government to local land-use planning agencies. Building these connections can be instrumental in future career advancement and accessing job opportunities.

[Resume Enhancement](#) – By interning with DAQ, one can significantly enhance a resume as an internship demonstrates practical experience, commitment to environmental stewardship and willingness to learn, contribute to important initiatives and serve as a valuable steppingstone for launching a career in Air Quality or other environmental fields.

[Understanding of Environmental Regulations](#) – By gaining insight into environmental regulations and policies related to Air Quality. Understanding these regulations is crucial for anyone interested in pursuing a career in environmental science, engineering, construction management or policy.

[Contribution to Environmental Conservation](#) – By playing a role in supporting the program's mission of conserving natural resources and protecting air quality. Through their work, interns contribute to ongoing research, monitoring and management efforts aimed at minimizing the impacts of air pollution.

[Personal Growth](#) – By offering hands-on opportunities, interns often face new challenges and responsibilities, which can help them develop confidence, resilience and adaptability.

Overall, interning with DAQ can provide a rewarding experience, offering valuable skills, knowledge and connections that can benefit interns both personally and professionally.

Job Duties

1. Review and organize “date code” submissions associated with Consumer Products and Mobile Equipment Repair and Refinishing regulations and enter associated information into a database.
2. Create “fillable forms” to assist with standardizing date code submissions.
3. Document preparation using Word and Excel.
4. File organization and management.
5. Assist planning staff as directed and provide ancillary engineering support as requested. This may include assisting the Ambient Monitoring, Air Toxics and Area Source Compliance sections with various DAQ-related tasks.
6. Apply agency laws, rules, regulations, policies and procedures in maintaining and processing agency information.

Job Requirements

1. Six months experience using an automated information system to enter, update, modify, delete, retrieve/inquire and report on data.
2. Six months experience in data management and analysis which includes querying, formatting and quality control.
3. Knowledge of interpreting permit plans and details, schematics or technical drawings to determine compliance.
4. Knowledge of project management such as planning, developing, implementing, managing or evaluating projects to ensure objectives are met.
5. Proficiency in demonstrating clear and effective written and verbal communication skills.
6. Ability to work effectively in potentially hot and humid weather conditions.
7. Ability to perform tasks that may involve bending, lifting and carrying objects weighing up to 30 lbs.
8. Regard for and ability to follow State and Department policies, particularly safety.
9. Possession of a valid driver's license (not suspended, revoked or canceled, or disqualified from driving).

Additional information

- Office Location: 715 Grantham Lane, New Castle, DE 19720
- Pay Rate/Hours: \$17/hour; full-time (37.5 hours/week); 8 a.m. to 4 p.m. May be required to work occasional evenings and weekends to support some events and projects.
- Employment Term: 12 weeks - start date flexible
- Employment Type: This is a casual/seasonal position which is a non-pension eligible position without healthcare and/or other benefits.



DNREC DIVISION OF
AIR QUALITY



AQ E&C Engineer

Position: Engineering Intern

Section: Engineering and Compliance

Position Summary

The DNREC Division of Air Quality (DAQ) is seeking applications for an Engineering Intern. This role specifically supports the Engineering and Compliance program at DAQ. The program is searching for an individual with excellent organizational and communication skills, proficiency in file review, data collection and management and the capability to work with limited supervision after training. The selected candidate will be responsible for gathering, managing and reporting data related to facilities that have an unknown permit status.

The DAQ monitors the ambient air quality and regulates air emissions, asbestos removal and open burning. The division maintains emission inventories from various source types and develops the State's clean air implementation plans. The division also advises the Secretary of DNREC on possible new air regulations and supports the enforcement of existing regulations.

The Engineering and Compliance Section oversees regulations and permits governing the control of air pollution, from all sources in the state, to ensure that Delaware's air meets State and Federal Air Quality Standards created to protect public health and the environment. The Division provides guidance and technical assistance to regulated businesses and facilities.

Delaware state law requires air quality permits for equipment which has the potential to discharge air contaminants into the atmosphere. State regulations (7 DE Admin. Code, 1102) establish permitting procedures and requirements.

Benefits of Interning with DNREC Division of Air Quality/Engineering and Compliance Section

[Hands-on Experience](#) – By providing an intern with the opportunity to gain practical, hands-on experience in DAQ Engineering and Compliance. This includes working directly with professionals, learning about various techniques and participating in data collection.

[Skill Development](#) – By providing a platform for developing and honing a wide range of skills, including data collection, communication, problem-solving and project management. These skills are valuable in both academic and professional settings.

[Networking Opportunities](#) – By offering a chance to network with professionals in the air quality field from state government to local land-use planning agencies. Building these connections can be instrumental in future career advancement and accessing job opportunities.

[Resume Enhancement](#) – By interning with DAQ, one can significantly enhance a resume as an internship demonstrates practical experience, commitment to environmental stewardship and willingness to learn, contribute to important initiatives and serve as a valuable steppingstone for launching a career in Air Quality or other environmental fields.

[Understanding of Environmental Regulations](#) – By gaining insight into environmental regulations and policies related to Air Quality. Understanding these regulations is crucial for anyone interested in pursuing a career in environmental science, engineering, construction management or policy.

[Contribution to Environmental Conservation](#) – By playing a role in supporting the program's mission of conserving natural resources and protecting air quality. Through their work, interns contribute to ongoing research, monitoring and management efforts aimed at minimizing the impacts of air pollution.

[Personal Growth](#) – By offering hands-on opportunities, interns often face new challenges and responsibilities, which can help them develop confidence, resilience and adaptability.

Overall, interning with DAQ can provide a rewarding experience, offering valuable skills, knowledge and connections that can benefit interns both personally and professionally.

Job Duties

1. Apply agency laws, rules, regulations, policies, and procedures in maintaining and processing agency information.
2. Research selected facilities that have an unknown permit status. This includes researching the history of the location and performing a “drive by” of the facility. (Possession of a valid drive license required)
3. Database entry.
4. Document preparation using Word and Excel.
5. File organization and management.
6. Assist engineering staff with permit review and provide ancillary engineering support as requested.

Job Requirements

1. Six months experience using an automated information system to enter, update, modify, delete, retrieve/inquire and report on data.
2. Six months experience in data management and analysis which includes querying, formatting and quality control.

3. Knowledge of interpreting permit plans and details, schematics or technical drawings to determine compliance.
4. Knowledge of project management such as planning, developing, implementing, managing or evaluating projects to ensure objectives are met.
5. Proficiency in demonstrating clear and effective written and verbal communication skills.
6. Ability to work effectively in potentially hot and humid weather conditions.
7. Ability to perform tasks that may involve bending, lifting and carrying objects weighing up to 30 lbs.
8. Regard for and ability to follow State and Department policies, particularly safety.
9. Possession of a valid driver's license (not suspended, revoked or canceled, or disqualified from driving).

Additional information

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- Office Location: 715 Grantham Lane New Castle DE 19720
Pay Rate/Hours: \$17/hour; full-time (37.5 hours/week); 8 a.m. to 4 p.m. May be required to work
- occasional evenings and weekends to support some events and projects.
- Employment Term: 12 weeks - start date flexible
Employment Type: This is a casual/seasonal position which is a non-pension eligible position without healthcare and/or other benefits.



DNREC DIVISION OF
**CLIMATE, COASTAL
AND ENERGY**



CCE Communications

Position: Communications Intern

Section: Coastal

Position Summary

The DNREC Division of Climate, Coastal and Energy (CCE) is seeking applications for a Communications Intern. This internship offers practical work experience and an introduction to creating and improving web-based systems. It will involve challenging opportunities, real world projects and regular interaction with staff and communication professionals. The intern will assist in reorganizing, updating and editing content for the division's webpages and assisting in other communications projects as necessary.

Benefits of Interning with DNREC Division of Climate, Coastal and Energy:

[Hands-on Experience](#) – By providing an intern with the opportunity to gain practical, hands-on experience in the web development field. This includes working directly with communication and subject matter professionals.

[Skill Development](#) – By providing a platform for developing and honing a wide range of skills, including data collection, communication, problem-solving and project management. These skills are valuable in both academic and professional settings.

[Networking Opportunities](#) – By offering a chance to network with professionals in the communications field. Building these connections can be instrumental in future career advancement and accessing job opportunities.

[Resume Enhancement](#) – By interning with CCE, one can significantly enhance a resume as an internship demonstrates practical experience, commitment to environmental stewardship and willingness to learn, contribute to important initiatives and serve as a valuable steppingstone for launching a career in environmental fields.

[Personal Growth](#) – By offering hands-on opportunities, interns often face new challenges and responsibilities, which can help them develop confidence, resilience and adaptability.

Overall, interning with CCE can provide a rewarding experience, offering valuable skills, knowledge, and connections that can benefit interns both personally and professionally.

Job Duties

1. Follow branding guidelines in content development.
2. Assist with reorganization of webpages.
3. Update, edit and create website content, posts and pages.
4. Assist with written and graphic content updates.
5. Manage digital content and graphic assets in an online content management system and on internal servers.
6. Track and manage incoming website update requests.
7. Assist with non-digital graphic design projects, marketing initiatives and project management as needed.

Job Requirements

1. Experience with copywriting and graphic design for web and social media.
2. Familiarity with web design, content development and content management.
3. Ability to produce design assets and graphics.
4. Strong writing, research and communication skills.
5. Ability to work independently and collaboratively in a team environment.
6. Ability to manage multiple projects at once in a fast-paced, deadline-driven environment.

Additional information

- Office Location: 100 W. Water Street, Suite 7B, Dover, DE 19904
- Pay Rate/Hours: \$17/hour; full-time (37.5 hours/week); 8 a.m. to 4 p.m. May be required to work varied schedule to support some events and projects.
- Employment Term: 12 weeks - start date flexible
- Employment Type: This is a casual/seasonal position which is a non-pension eligible position without healthcare and/or other benefits.



Position: Research Intern

Section: Coastal

Position Summary

The DNREC Division of Climate, Coastal and Energy (CCE) is seeking applications for a Research Intern. This intern will assist the Delaware National Estuarine Research Reserve and Coastal Management Program with research and monitoring projects focusing on tidal marsh ecosystems as well as participatory science projects such as horseshoe crab surveys. The intern will gain hands-on research experience, including data collection and interpretation, and learn about on-going research and monitoring efforts in estuarine ecosystems including but not limited to green bulkhead monitoring and sampling, benthic macroinvertebrate sampling and marsh vegetation monitoring.

Working closely with the Coastal Section scientists, the intern will lead a project to categorize the benthic attached organisms (epibiota) on adult horseshoe crab carapaces and to use this information to develop a comprehensive guide of these organisms.

Benefits of Interning with DNREC Division of Climate, Coastal & Energy

[Hands-on Experience](#) – By providing an intern with the opportunity to gain practical, hands-on experience in coastal applied science. This includes working directly with professionals in the field, learning about various techniques and participating in fieldwork and data collection.

[Skill Development](#) – By providing a platform for developing and honing a wide range of skills, including data collection, communication, problem-solving and project management. These skills are valuable in both academic and professional settings.

[Networking Opportunities](#) – By offering a chance to network with professionals in the coastal management field. Building these connections can be instrumental in future career advancement and accessing job opportunities.

[Resume Enhancement](#) – By interning with CCE, one can significantly enhance a resume as an internship demonstrates practical experience, commitment to environmental stewardship and willingness to learn,

contribute to important initiatives and serve as a valuable steppingstone for launching a career in coastal science and other environmental fields.

Personal Growth – By offering hands-on opportunities, interns often face new challenges and responsibilities, which can help them develop confidence, resilience and adaptability.

Overall, interning with CCE can provide a rewarding experience, offering valuable skills, knowledge and connections that can benefit interns both personally and professionally.

Job Duties

1. Complete horseshoe crab epibiota project and organize findings into a comprehensive guide.
2. Enter and analyze scientific data within online and desktop databases.
3. Perform literature reviews relevant to assigned projects.
4. Assist with on-going coastal research projects: benthic macroinvertebrate sampling, green bulkhead sampling, and other projects as needed.
5. Assist with on-going estuarine research projects: marsh vegetation monitoring, aquatic invasive species monitoring, marsh bird surveys, and other projects as needed.
6. Assist with related education and stewardship events as appropriate.
7. Present completed project to staff and potentially to professionals within the National Estuarine Research Reserve System.
8. Other duties as assigned, based on organizational needs.

Job Requirements

1. Knowledge of scientific research methods.
2. Ability to spend long days in the field, sometimes in inclement weather, and during early mornings and late evenings (possibly weekends).
3. Ability to work on small boats and with soft estuarine sediments (mud).
4. Strong writing and research skills.
5. Ability to communicate effectively.
6. Detail-oriented, focused and punctual.
7. Ability to work independently and collaboratively in a team.
8. Ability to manage multiple projects at once in a fast-paced, deadline-driven environment.

Additional information

- Office Location: Delaware National Estuarine Research Reserve - St. Jones Reserve, 818 Kitts Hummock Road, Dover, DE 19901
- Pay Rate/Hours: \$17/hour; full-time (37.5 hours/week); varied schedule
- Employment Term: 12 weeks - start date flexible
- Employment Type: This is a casual/seasonal position which is a non-pension eligible position without healthcare and/or other benefits.



Position: Planning Intern

Section: Remediation

Position Summary

The DNREC Division of Waste and Hazardous Substances (WHS) is seeking applications for a Planning Intern. This position will provide technical assistance with research, data analysis, project management and support for updating and implementing the Remediation Section's Strategic Plan. This includes but not limited to conducting research and analysis of policies and procedures related to the effective implementation of the Strategic Plan.

DNREC's WHS Remediation Section protects public health, welfare and the environment in Delaware by identifying and cleaning up releases of hazardous waste, petroleum and other hazardous substances in the environment to an acceptable level of human health and environmental risk. The section also supports the continued safe use, re-use or enhanced productive use of remediated properties.

Benefits of Interning with DNREC Division of Waste & Hazardous Substances/Remediation Section

[Hands-on Experience](#) – By providing an intern with the opportunity to gain practical, hands-on experience in Remediation Section's practices. This includes working directly with professionals to learn about various techniques in data collection, analysis and presentation.

[Skill Development](#) – By providing a platform for developing and honing a wide range of skills, including data collection, communication, problem-solving and project management. These skills are valuable in both academic and professional settings.

[Networking Opportunities](#) – By offering a chance to network with professionals in the environmental investigation and remediation discipline from state government to consulting firms. Building these connections can be instrumental in future career advancement and accessing job opportunities.

[Resume Enhancement](#) – By interning with the Remediation Section, one can significantly enhance a resume as an internship demonstrates practical experience, commitment to environmental stewardship and

willingness to learn, contribute to important initiatives and serve as a valuable steppingstone for launching a career in the Planning field or other environmental fields.

[Understanding of Environmental Regulations](#) – By gaining insight into environmental regulations and policies related to the Remediation Section. Understanding these regulations is crucial for anyone interested in pursuing a career in environmental science, engineering, planning or policy.

[Contribution to Environmental Conservation](#) – By playing a role in supporting the program's mission of protecting human health and the environment. Through their work, interns contribute to ongoing research, policy and procedures and management efforts aimed at minimizing remediating the environment.

[Personal Growth](#) – By offering hands-on opportunities, interns often face new challenges and responsibilities, which can help them develop confidence, resilience and adaptability.

Overall, interning with the Remediation Section can provide a rewarding experience, offering valuable skills, knowledge and connections that can benefit interns both personally and professionally.

Job Duties

1. **Research:** Conducting research to support the implementation of the Strategic Plan.
2. **Data Analysis:** Collecting and analyzing data to identify key performance indicators (KPIs) and evaluate the effectiveness of the strategic plan. This may involve using tools like Excel or data visualization software.
3. **Documentation:** Assisting in the preparation of reports, presentations and documentation related to the strategic plan. This includes summarizing findings, creating visual aids and organizing information in a clear and concise manner.
4. **Project Management:** Collaborating with team members to coordinate and track progress on various initiatives and projects related to the strategic plan. This may involve creating project plans, monitoring timelines and ensuring deliverables are met.
5. **Communication:** Assisting in communication efforts by preparing internal and external communications related to the strategic plan. This includes drafting emails and other communication materials to keep stakeholders informed and engaged.
6. **Support:** Providing general administrative support to the team, such as scheduling meetings, preparing agendas and taking meeting minutes. This helps ensure smooth coordination and execution of activities related to the strategic plan.
7. **Continuous Improvement:** Actively seeking opportunities to improve the implementation of the strategic plan by suggesting innovative ideas, process enhancements or efficiency measures.

Job Requirements

1. Three months experience in conducting research.
2. Six months experience in preparing presentations and/or reports.
3. Knowledge of continuous improvement techniques.
4. Knowledge of the principles and practices of the planning profession.

Additional information

- Office Location: 391 Lukens Drive, New Castle, DE 19720
- Pay Rate/Hours: \$17/hour; full-time (up to 37.5 hours/week); 8 a.m. to 4 p.m.
- Employment Term: 12 weeks - start date flexible
- Employment Type: This is a casual/seasonal position which is a non-pension eligible position without healthcare and/or other benefits.



Position: EPCRA Intern

Section: Emergency Response and Strategic Services

Position Summary

The position will provide public engagement support to the Emergency Planning and Community Right-to-Know Act (EPCRA) program within the Division of Waste and Hazardous Substances (WHS) and work closely with program staff to advance Community Right-to-Know efforts. The intern will assist with in-person and virtual outreach activities such as distribution of brochures at events, educational awareness of the public portal and other web-based communications. The intern will additionally coordinate with Local Emergency Planning Committees (LEPCs), community groups and citizen stakeholders to expand the outreach of the program's community right-to-know efforts.

Benefits of Interning with DNREC Division of Waste and Hazardous Substances/ Emergency Response and Strategic Services (ERSS) Section

Hands-on Experience – By providing an intern with the opportunity to gain practical, hands-on experience in ERSS practices. This includes working directly with professionals to learn about the chemical inventory database and community engagement.

Skill Development – By providing a platform for developing and honing a wide range of skills, including data collection/analysis, communication, problem-solving and project management. These skills are valuable in both academic and professional settings.

Networking Opportunities – By offering a chance to plan and coordinate outreach activities with community groups and citizen stakeholders, as well as work closely with the State Emergency Response Commission (SERC) and its member Local Emergency Planning Committees (LEPCs). Building these connections can be instrumental in future career advancement and accessing job opportunities.

Resume Enhancement – By interning with the EPCRA Program, one can significantly enhance a resume as an internship demonstrates practical experience, commitment to environmental stewardship and willingness to learn, contribute to important initiatives and serve as a valuable steppingstone for launching a career in risk management or other environmental fields.

[Understanding of Environmental Regulations](#) – By gaining insight into environmental regulations and policies related to hazardous chemical inventory reporting. Understanding these regulations is crucial for anyone interested in pursuing a career in health and safety, environmental science, engineering or policy.

[Contribution to Environmental Conservation](#) – By playing a role in supporting the program's mission of protecting human health and the environment. Through their work, interns contribute to ongoing research, policy and procedures.

[Personal Growth](#) – By offering hands-on opportunities, interns often face new challenges and responsibilities, which can help them develop confidence, resilience and adaptability.

Overall, interning with the EPCRA Program can provide a rewarding experience, offering valuable skills, knowledge and connections that can benefit interns both personally and professionally.

Job Duties

1. Conduct research, schedule and participate in outreach events.
2. Assist with the roll out of the new web-based EPCRA public portal by promoting its usage, distributing brochures and coordinating with LEPCs, community groups and citizen stakeholders to enhance public education and awareness about the publicly available EPCRA information.
3. Lead and execute communications.
4. Manage relationships with event participants and organizers.
5. Prepare event material and logistics.
6. Run summary reports and provide analysis from outreach activities.
7. Other duties as assigned.

Job Requirements

1. Must be a current college student or college graduate; communications, marketing, public relations, public policy or graphic design background preferred.
2. Proficiency with Microsoft Office Suite (Word, Excel, PowerPoint).
3. Experience in preparing and presenting presentations/reports to diverse groups.
4. Strong knowledge of social media sites.
5. Self-motivation and ability to multi-task.
6. Strong verbal and written communication skills.
7. Experience working independently and as part of a team.
8. Able to work in a collaborative environment with staff, regulated community and citizen stakeholders.
9. Willingness to travel throughout the State of Delaware for outreach activities.
10. Possession of a valid driver's license (not suspended, revoked or canceled, or disqualified from driving).

Additional information

- Office Location: 155 Commerce Way, Suite B, Dover, DE 19904 and/or 391 Lukens Drive, New Castle, DE 19720.
- Pay Rate/Hours: \$17/hour; full-time (up to 37.5 hours/week); 8 a.m. to 4 p.m.
- Employment Term: 12 weeks - start date flexible
- Employment Type: This is a casual/seasonal position which is a non-pension eligible position without healthcare and/or other benefits.



DNREC DIVISION OF
WATER



Water RPS

Position: Field Scientist Intern

Section: Resource Protection Section

Position Summary

The DNREC Division of Water is seeking applications for a Field Scientist Intern. The candidate selected for this opportunity will work alongside experienced DNREC staff members learning how to interact in a professional office setting as well as gaining real-world, hands-on experience that relates to water quality sampling, real time monitoring equipment deployment/maintenance, water level measuring and mobile field data collection.

This role will focus on collecting water samples in the Indian River watershed located in Sussex County, Delaware. The primary objectives of the Indian River watershed sampling project are to investigate the current occurrence and distribution of nutrients and major ions in the target aquifer and temporal trends in groundwater quality. The intern will make contact with private property owners and request permission to sample, then collect samples, analyze and record sample results and share the results with the property owners whose wells were sampled. This work is part of the Division of Water's Ambient Groundwater Monitoring Project.

Benefits of Interning with DNREC Division of Water/Resource Protection Section

[Hands-on Experience](#) – By providing an intern with the opportunity to gain practical, hands-on experience in field research. This includes working directly with professionals, learning about various techniques and participating in data collection through community interaction and use of field equipment.

[Skill Development](#) – By providing a platform for developing and honing a wide range of skills, including data collection, communication, problem-solving and project management. These skills are valuable in both academic and professional settings.

[Networking Opportunities](#) – By offering a chance to network with professionals in the Division of Water. Building these connections can be instrumental in future career advancement and accessing job opportunities.

[Resume Enhancement](#) – By interning with the Division of Water, one can significantly enhance a resume as an internship demonstrates practical experience, commitment to environmental stewardship and willingness to learn, contribute to important initiatives and serve as a valuable steppingstone for launching a career in environmental fields.

[Understanding of Environmental Regulations](#) – By gaining insight into regulations and policies related to groundwater and water quality. Understanding regulations is crucial for anyone interested in pursuing a career in environmental permitting or environmental policy.

[Contribution to Environmental Conservation](#) – By playing a role in supporting the program's mission of managing and protecting Delaware's water resources. Through their work, interns contribute to ongoing research, monitoring and management efforts.

[Personal Growth](#) – By offering hands-on opportunities, interns often face new challenges and responsibilities, which can help them develop confidence, resilience and adaptability.

Overall, interning with the Division of Water can provide a rewarding experience, offering valuable skills, knowledge and connections that can benefit interns both personally and professionally.

Job Duties

1. Work with a Division of Water hydrologist to develop a geographic sampling plan.
2. Schedule supply of sampling equipment with DNREC's Environmental Laboratory.
3. Use field equipment to analyze water quality prior to sampling.
4. Collect, label and transport water samples.
5. Submit samples to the laboratory.
6. Analyze and record sample results in a database.
7. Assist with preparation of reports.
8. Supply property owners with the sample results.

Job Requirements

1. Ability to interact with private landowners to request sampling permission.
2. Ability to work outdoors while handling sampling equipment and collecting samples.
3. Ability to take water samples, properly label and transport samples and follow chain of custody protocol.
4. Experience in conducting research, analyzing sample results/data and preparing presentations and/or reports.
5. Experience handling field equipment.
6. Strong verbal and written communication skills.
7. Possession of a valid driver's license (not suspended, revoked or canceled, or disqualified from driving).

Additional information

- Office Location: 89 Kings Highway, Dover, DE 19901
- Pay Rate/Hours: \$17/hour; full-time (37.5 hours/week); 8 a.m. to 4 p.m. Varied hours may be required as projects dictate and to meet deadlines.
- Employment Term: 12 weeks - start date flexible
- Employment Type: This is a casual/seasonal position which is a non-pension eligible position without healthcare and/or other benefits.



DNREC DIVISION OF
WATER



Water CGSS

Position: Field Scientist Intern

Section: Commercial and Government Services Section

Position Summary

The DNREC Division of Water is seeking applications for a Field Scientist Intern. The candidate selected for this opportunity will work alongside experienced DNREC staff members learning how to interact in a professional office setting as well as gaining real-world, hands-on experience that relates to identifying manufactured home communities and mapping the location of each community.

This role will focus on collecting location information that can be used to generate a map showing manufactured home communities throughout the State. The primary objectives of the project are to investigate the current list of registered communities identified by the Delaware Manufactured Home Relocation Authority, record the location of each site and document the locations along with site specific information that can be used to verify each community's status.

Benefits of Interning with DNREC Division of Water/Commercial and Government Services Section

[Hands-on Experience](#) – By providing an intern with the opportunity to gain practical, hands-on experience in field research. This includes working directly with professionals, learning about various techniques and participating in data collection through community interaction and use of GIS field equipment.

[Skill Development](#) – By providing a platform for developing and honing a wide range of skills, including data collection, communication, problem-solving and project management. These skills are valuable in both academic and professional settings.

[Networking Opportunities](#) – By offering a chance to network with professionals in the Division of Water. Building these connections can be instrumental in future career advancement and accessing job opportunities.

[Resume Enhancement](#) – By interning with the Division of Water, one can significantly enhance a resume as an internship demonstrates practical experience, commitment to environmental stewardship and willingness to learn, contribute to important initiatives and serve as a valuable steppingstone for launching a career in environmental fields.

[Understanding of Environmental Regulations](#) – By gaining insight into regulations and policies related to commercial and government services. Understanding these regulations is crucial for anyone interested in pursuing a career in environmental permitting or environmental policy.

[Contribution to Environmental Conservation](#) – By playing a role in supporting the program's mission of managing and protecting Delaware's water resources. Through their work, interns contribute to ongoing research, monitoring and management efforts.

[Personal Growth](#) – By offering hands-on opportunities, interns often face new challenges and responsibilities, which can help them develop confidence, resilience and adaptability.

Overall, interning with the Division of Water can provide a rewarding experience, offering valuable skills, knowledge and connections that can benefit interns both personally and professionally.

Job Duties

1. Work with Division of Water staff to develop a geographic recording plan.
2. Collect and gather location information for manufactured home communities.
3. Use field equipment to record location data.
4. Submit records to the GIS Specialist.
5. Assist with preparation of location maps.

Job Requirements

1. Ability to interact with private landowners to request data collection permission.
2. Ability to work outdoors while handling equipment and collecting samples.
3. Ability to collect, process and manage spatial data from various sources, such as satellite imagery, aerial photos, surveys or public databases.
4. Ability to analyze community locations results/data and work with a GIS Specialist to display the locations on a map.
5. Experience in conducting research and preparing presentations and/or reports.
6. Experience handling field equipment.
7. Experience collecting and recording locations.
8. Strong verbal and written communication skills.
9. Possession of a valid driver's license (not suspended, revoked or canceled, or disqualified from driving).

Additional information

- Office Location: 89 Kings Highway, Dover, DE 19901
- Pay Rate/Hours: \$17/hour; full-time (37.5 hours/week); 8 a.m. to 4 p.m. Some evenings and weekends may be required as projects dictate and to meet deadlines.
- Employment Term: 12 weeks - start date flexible
- Employment Type: This is a casual/seasonal position which is a non-pension eligible position without healthcare and/or other benefits.



DNREC DIVISION OF
WATER



Position: Field Scientist Intern

Section: Environmental Laboratory

Position Summary

The DNREC Division of Water is seeking applications for a Field Scientist Intern. The candidate selected for this opportunity will work alongside experienced DNREC staff members learning how to interact in a professional office setting as well as gaining real-world, hands-on experience.

This role will be responsible for performing chemical, biological and ecological analyses in wetlands, ponds, streams, rivers and estuaries throughout Delaware. Other duties will include evaluating best management practices to protect/remediate water quality, habitat, living resources and human health, assessing emerging ground/surface water impacts and resource conservation. These job duties are essential to the fulfillment of the mission of the Environmental Laboratory Section.

Benefits of Interning with DNREC Division of Water/Environmental Laboratory Section

[Hands-on Experience](#) – By providing an intern with the opportunity to gain practical, hands-on experience in sampling and field research. This includes working directly with professionals, learning about various techniques and participating in field sampling events, analyzing water quality and collecting, labeling and transporting water, fish and macroinvertebrate samples.

[Skill Development](#) – By providing a platform for developing and honing a wide range of skills, including data collection, communication, problem-solving and project management. These skills are valuable in both academic and professional settings.

[Networking Opportunities](#) – By offering a chance to network with professionals in the Division of Water, specifically the Environmental Lab. Building these connections can be instrumental in future career advancement and accessing job opportunities.

[Resume Enhancement](#) – By interning with the Division of Water, one can significantly enhance a resume as an internship demonstrates practical experience, commitment to environmental stewardship and willingness to learn, contribute to important initiatives and serve as a valuable steppingstone for launching a career in environmental fields.

Understanding of Environmental Regulations – By gaining insight into state and federal regulations and policies related to water quality and assessment. Understanding regulations is crucial for anyone interested in pursuing a career in environmental fields.

Contribution to Environmental Conservation – By playing a role in supporting the program's mission of managing and protecting Delaware's water resources. Through their work, interns contribute to ongoing research, monitoring and management efforts.

Personal Growth – By offering hands-on opportunities, interns often face new challenges and responsibilities, which can help them develop confidence, resilience and adaptability.

Overall, interning with the Division of Water can provide a rewarding experience, offering valuable skills, knowledge and connections that can benefit interns both personally and professionally.

Job Duties

1. Work with Biology section staff to develop a sampling plan for the EPA's National Rivers and Streams Assessment.
2. Schedule sampling events based on the sampling plan.
3. Schedule sampling supplies and field equipment for sampling events.
4. Use field equipment to analyze water quality prior to sampling.
5. Collect, label and transport water samples, fish samples and macroinvertebrates.
6. Process, package and ship fish samples collected by other Agency staff to meet their requirements.
7. Assist with packing samples for shipping to EPA.

Job Requirements

1. Ability to work outdoors while handling sampling equipment and collecting various types of samples.
2. Ability to collect various types of samples, properly label and transport samples and follow chain of custody protocols.
3. Experience handling field equipment and conducting field work and research.
4. Training or experience in collecting and handling samples.
5. Experience in boat handling and fishing is desirable.
6. Strong verbal and written communication skills.
7. Possession of a valid driver's license (not suspended, revoked or canceled, or disqualified from driving).

Additional information

- Office Location: 89 Kings Highway, Dover, DE 19901
- Pay Rate/Hours: \$17/hour; full-time (37.5 hours/week); 8 a.m. to 4 p.m. Some evenings and weekends may be required as projects dictate and to meet deadlines.
- Employment Term: 12 weeks - start date flexible
- Employment Type: This is a casual/seasonal position which is a non-pension eligible position without healthcare and/or other benefits.



DNREC DIVISION OF
WATER



Position: Data Scientist Intern

Section: Commercial & Government Services

Position Summary

The candidate selected for this opportunity will work alongside experienced DNREC staff members learning how to interact in a professional office setting as well as gaining real-world hands-on experience related to environmental data collection, data entry and data storage (database) for programs in Division of Water; with a primary focus on data quality assurance/quality control (QA/QC). Millions of environmental data records are retained by DNREC. The primary objectives of environmental data QA/QC are to evaluate current environmental data records to ensure data accuracy (quality), locate outliers and confirm if they were actual measurements or recorded incorrectly, and correct wrong data records and update the existing databases. Power BI, a new data evaluation and visualization application by Microsoft, will be used as the primary tool to achieve the objectives of the project.

Benefits of Interning with DNREC Division of Water/Commercial and Government Services Section

[Hands-on Experience](#) – By providing an intern with the opportunity to gain practical, hands-on experience in field research. This includes working directly with professionals, learning about various techniques and participating in data collection through community interaction and use of GIS field equipment.

[Skill Development](#) – By providing a platform for developing and honing a wide range of skills, including data collection, communication, problem-solving and project management. These skills are valuable in both academic and professional settings.

[Networking Opportunities](#) – By offering a chance to network with professionals in the Division of Water. Building these connections can be instrumental in future career advancement and accessing job opportunities.

[Resume Enhancement](#) – By interning with the Division of Water, one can significantly enhance a resume as an internship demonstrates practical experience, commitment to environmental stewardship and willingness to learn, contribute to important initiatives and serve as a valuable steppingstone for launching a career in environmental fields.

[Understanding of Environmental Regulations](#) – By gaining insight into regulations and policies related to commercial and government services. Understanding these regulations is crucial for anyone interested in pursuing a career in environmental permitting or environmental policy.

[Contribution to Environmental Conservation](#) – By playing a role in supporting the program's mission of managing and protecting Delaware's water resources. Through their work, interns contribute to ongoing research, monitoring and management efforts.

[Personal Growth](#) – By offering hands-on opportunities, interns often face new challenges and responsibilities, which can help them develop confidence, resilience and adaptability.

Overall, interning with the Division of Water can provide a rewarding experience, offering valuable skills, knowledge and connections that can benefit interns both personally and professionally.

Job Duties

1. Work with a Division of Water data manager to learn the structure of the Division's datasets.
2. Bring datasets to be QA/QCed into Power BI.
3. Use statistical analysis functions in Power BI to locate outliers.
4. Use Power BI visualization tool to confirm data accuracy.
5. Use build-in links to locate original permits/reports for data correction.
6. Update the database with correct data via web-applications developed for data entry/correction.
7. Assist with preparation of data QA/QC reports, and
8. Present-explain updated datasets to related program staff.

Job Requirements

Applicants must have education, training and/or experience demonstrating competence in each of the following areas:

1. Ability to interact with the data manager and related program staff.
2. Knowledge of SQL database structure and MS Access database.
3. Experience in other Microsoft Office applications.
4. Experience in basic statistic methods and tools.
5. Experience in preparing presentations and/or reports.
6. Knowledge of Microsoft Power BI is preferred.

Applicants must have education, training and/or experience demonstrating competence in each of the following areas:

1. Interpersonal Communication.
2. Collecting and handling samples.
3. Analyzing sample results/data, including report writing and presentation.

Additional information

- Office Location: 89 Kings Highway, Dover, DE 19901
- Pay Rate/Hours: \$17/hour; full-time (37.5 hours/week); varied schedule
- Employment Term: 12 weeks - start date flexible
- Employment Type: This is a casual/seasonal position which is a non-pension eligible position without healthcare and/or other benefits.



DNREC DIVISION OF
WATER



Position: Research Scientist Intern

Section: Commercial & Government Services

Position Summary

The candidate selected for this opportunity will work alongside experienced DNREC staff members learning how to interact in a professional office setting as well as gaining real-world experience that relate to researching stormwater management capabilities of municipalities and other entities to assess water quality protections. Research is structured through a risk assessment process which includes identification of stormwater pollution risks and local vulnerabilities. Risk assessment training will be provided. Field verification of stormwater management capabilities will also be a work component.

Benefits of Interning with DNREC Division of Water/Commercial and Government Services Section

[Hands-on Experience](#) – By providing an intern with the opportunity to gain practical, hands-on experience in field research. This includes working directly with professionals, learning about various techniques and participating in data collection through community interaction and use of GIS field equipment.

[Skill Development](#) – By providing a platform for developing and honing a wide range of skills, including data collection, communication, problem-solving and project management. These skills are valuable in both academic and professional settings.

[Networking Opportunities](#) – By offering a chance to network with professionals in the Division of Water. Building these connections can be instrumental in future career advancement and accessing job opportunities.

[Resume Enhancement](#) – By interning with the Division of Water, one can significantly enhance a resume as an internship demonstrates practical experience, commitment to environmental stewardship and willingness to learn, contribute to important initiatives and serve as a valuable steppingstone for launching a career in environmental fields.

[Understanding of Environmental Regulations](#) – By gaining insight into regulations and policies related to commercial and government services. Understanding these regulations is crucial for anyone interested in pursuing a career in environmental permitting or environmental policy.

[Contribution to Environmental Conservation](#) – By playing a role in supporting the program's mission of managing and protecting Delaware's water resources. Through their work, interns contribute to ongoing research, monitoring and management efforts.

[Personal Growth](#) – By offering hands-on opportunities, interns often face new challenges and responsibilities, which can help them develop confidence, resilience and adaptability.

Overall, interning with the Division of Water can provide a rewarding experience, offering valuable skills, knowledge and connections that can benefit interns both personally and professionally.

Job Duties

1. Work with a Division of Water Environmental Scientist to develop stormwater risk assessments.
2. Learn aspects of the risk assessment process and where to find research materials.
3. Conduct field visits to photo document and verify stormwater infrastructure and examine high risk outfalls.
4. Use Delaware MS4 Designation Criteria to determine permit eligibility.
5. Present findings to DNREC program staff.

Job Requirements

Applicants must have education, training and/or experience demonstrating competence in each of the following areas:

1. Ability to interact with DNREC staff to identify and gather stormwater data.
2. Ability to travel and work outdoors to verify stormwater infrastructure.
3. Ability to research municipal planning documents, websites, satellite images and government and academic data sources.
4. Experience in conducting research.
5. Experience preparing presentations and/or reports.

Applicants must have education, training and/or experience demonstrating competence in each of the following areas:

1. Interpersonal communication skills.
2. Gather, analyze and present information in written reports.

Additional information

- Office Location: 89 Kings Highway, Dover, DE 19901
- Pay Rate/Hours: \$17/hour; full-time (37.5 hours/week); varied schedule

- Employment Term: 12 weeks - start date flexible
- Employment Type: This is a casual/seasonal position which is a non-pension eligible position without healthcare and/or other benefits.



DNREC DIVISION OF
WATER



Water Permit Writer

Position: Permit Writing Intern

Section: Commerical & Government Services

Position Summary

The candidate selected for this opportunity will work alongside experienced DNREC Engineers gaining real-world hands-on experience on the construction permitting of wastewater collection, conveyance, and treatment facilities intended to manage or control the discharge of pollutants to Delaware's water resources. The candidate selected will review permit applications, construction plans and technical specifications, and calculations to ensure compliance with State and Federal Regulations.

Benefits of Interning with DNREC Division of Water/Commercial and Government Services Section

[Hands-on Experience](#) – By providing an intern with the opportunity to gain practical, hands-on experience in field research. This includes working directly with professionals, learning about various techniques and participating in data collection through community interaction and use of GIS field equipment.

[Skill Development](#) – By providing a platform for developing and honing a wide range of skills, including data collection, communication, problem-solving and project management. These skills are valuable in both academic and professional settings.

[Networking Opportunities](#) – By offering a chance to network with professionals in the Division of Water. Building these connections can be instrumental in future career advancement and accessing job opportunities.

[Resume Enhancement](#) – By interning with the Division of Water, one can significantly enhance a resume as an internship demonstrates practical experience, commitment to environmental stewardship and willingness to learn, contribute to important initiatives and serve as a valuable steppingstone for launching a career in environmental fields.

[Understanding of Environmental Regulations](#) – By gaining insight into regulations and policies related to commercial and government services. Understanding these regulations is crucial for anyone interested in pursuing a career in environmental permitting or environmental policy.

[Contribution to Environmental Conservation](#) – By playing a role in supporting the program's mission of managing and protecting Delaware's water resources. Through their work, interns contribute to ongoing research, monitoring and management efforts.

[Personal Growth](#) – By offering hands-on opportunities, interns often face new challenges and responsibilities, which can help them develop confidence, resilience and adaptability.

Overall, interning with the Division of Water can provide a rewarding experience, offering valuable skills, knowledge and connections that can benefit interns both personally and professionally.

Job Duties

1. Work with a Division of Water Engineer to evaluate and permit the construction of wastewater collection, conveyance, and treatment facilities
2. Review permit applications, construction plans and technical specifications, and calculations
3. Correspond with project engineers and construction project managers
4. Perform site visits to construction sites

Job Requirements

Applicants must have education, training and/or experience demonstrating competence in each of the following areas:

1. Knowledge of the principles and practices of engineering
2. Knowledge of mathematical and statistical concepts
3. Strong communication skills

Additional information

- Office Location: 89 Kings Highway, Dover, DE 19901
- Pay Rate/Hours: \$17/hour; full-time (37.5 hours/week); varied schedule
- Employment Term: 12 weeks - start date flexible
- Employment Type: This is a casual/seasonal position which is a non-pension eligible position without healthcare and/or other benefits.



State of Delaware

EMPLOYMENT APPLICATION Casual/Seasonal **ONLY**

Personnel Use Only
JR's __Yes __No
Comments:

Rater: _____ Date: _____

Name: _____
Last First MI

Mailing Address, City, State, Zip _____
_____ Email Address: _____
Home Phone: _____
Business Phone: _____
May we call you at work? Yes No
Cell Phone: _____

Job Applied for (Title) _____ Job Location: _____

Present State of Delaware Employee Yes No __ Merit __ Other __ Seasonal

Past State of Delaware Employee Yes No __ Merit __ Other __ Seasonal

State of Delaware Pensioner (Receiving a Pension Check) Yes No Retirement Date _____

Driver's License (State) _____ Type: _____

Employment Dismissals: Have you been involuntarily discharged or forced to resign from State employment in the last 3 years? Yes No

If yes, give details:

The State requires verification of identity and eligibility for employment in the United States. Are you lawfully permitted to work in this country? Yes No

If you are a male, born after January 1, 1960, have you registered for Selective Service, if required to register? Proof of registration may be required. Yes No

Education/Training

Have you graduated from high school or passed the G.E.D.? Yes No

Have you attended vocational and/or business school? Yes No
 If yes, give complete information in the table below:

Did you attend college, universities, or other technical schools beyond high school? Yes No
 If yes, give complete information in table below:

***A degree, as part of the Job Requirements, must have been issued from an accredited college or university in order to meet the Job Requirements.**

School Name	Location	Dates Attended	Major/Minor	Type of Degree Received

Professional Licenses, Certifications, or Registrations:

License/Certification Registration Type	Issued by/Number	Expiration Date

Other Job-Related Training:

Course Title	Training Provider	Dates Attended

Employment History

Are you employed now?

Yes No

Beginning with your current or most recent position, state your employment history. A resume does not substitute for this section of the application. This section ***must be completed.***

Employed From: MO/DD/YR	Job Title: Employer: Location: Name and Title of Supervisor: Supervisor Phone # Reason for Leaving:
To: MO/DD/YR	Describe your duties:

Employed From: MO/DD/YR	Job Title: Employer: Location: Name and Title of Supervisor: Supervisor Phone # Reason for Leaving:
To: MO/DD/YR	Describe your duties:

Employed From: MO/DD/YR	Job Title: Employer: Location: Name and Title of Supervisor: Supervisor Phone # Reason for Leaving:
To: MO/DD/YR	Describe your duties:

Job Requirements

Please describe how your education, training, and experience meet **each** Job Requirement. Please *do not* submit copies of letters or training certificates, unless stated as a requirement.

APPLICANT RELEASE OF EMPLOYMENT INFORMATION

READ THIS STATEMENT BEFORE SIGNING THIS APPLICATION:

Information provided on this application may be verified, including, but not limited to, contacting former employers. **Any false or substantive omission of information may be cause for rejection or dismissal if employed by the State.**

I authorize the release of any information from previous employers or references. If I am a current or former employee of the State of Delaware, I acknowledge that my personnel records shall be subject to review by the hiring agency.

By signing this application, I certify agreement with the terms given above for Applicant Release of Employment Information.

By signing this application, I certify that I have read and understand the conditions of employment as stated below. I also certify that this application was completed by me, that all entries on it are true, and that I seek employment under these conditions.

- **Child Support Compliance:** State law requires that information on all hires (i.e. Name, Address, Social Security Number, and Date of Hire) be reported to the State for the purpose of locating persons who owe family support. The Division of Child Support Enforcement is authorized to request additional employment and identifying information under special circumstances. Applicants will not be disqualified from employment based on this information.
- **Direct Deposit:** As a condition of employment, direct deposit of paychecks is required for all new employees.
- **Immigration Law:** At the time of hire, state employees must meet the documentation requirements of the Immigration Reform and Control Act of 1986.
- **Reference Check:** Prior to appointment, your education and employment history are subject to verification. At the time of a selection interview, candidates may be required to provide copies of certificates, licenses, diplomas, and course transcripts.

Signature

Date

Accommodations are available for applicants with disabilities in all phases of the application and employment process. To request auxiliary aid or service, please call (302) 739-5458 for assistance. TDD users should call the Delaware Relay Service Number 1-800-232-5460 for assistance.

An Equal Opportunity/Affirmative Action Employer