



# Coastal Research Intern

**Type of Recruitment:** Casual Seasonal (Summer Intern)

**Pay:** \$18.50 per hour

**Agency:** DNREC Climate, Coastal and Energy, Coastal Programs

**Employment Term:** Full-time / 12 Weeks

**Location(s):** St. Jones Reserve 818 Kitts Hummock Rd, Dover, DE 19901

## Introduction

The **Delaware Department of Natural Resources and Environmental Control** protects and manages the state's natural resources, protects public health, provides outdoor recreational opportunities and educates Delawareans about the environment. The intern is part of the DNREC Division of Climate, Coastal and Energy's Coastal Program. For more information, visit the website at [dnrec.delaware.gov](http://dnrec.delaware.gov) and connect with @DelawareDNREC on Facebook, Instagram, X (formerly known as Twitter) or LinkedIn. For more information, visit the website at <https://dnrec.delaware.gov/climate-coastal-energy/>.

## Summary Statement

The Delaware National Estuarine Research Reserve (DNERR) and Delaware Coastal Management Program (DCMP) are seeking applications for a Coastal Research Intern. The intern will be based at the St. Jones Reserve in Dover, DE and will assist our DCMP and DNERR Environmental Scientists with research and monitoring projects focusing on tidal marsh ecosystems. The intern will also assist in DNERR/DCMP participatory science projects such as horseshoe crab surveys, gain hands on research experience, including data collection and interpretation, and learn about on-going research and monitoring efforts in estuarine ecosystems.

One focus of this internship will be working closely with the Research Coordinator and DCMP Environmental Scientist to continue the work of the 2024 and 2025 DNREC Interns on categorizing the benthic attached

organisms (epibiota) on adult horseshoe crab carapaces. In particular, the 2026 intern's role in the project will primarily focus on standardizing the classifications of epibiota in the 2024 and 2025 data; however, the intern can expect 1-2 additional field collection days for the horseshoe crab epibiont project.

The research intern will assist in ongoing DNERR and DCMP field work including but not limited to nest box monitoring, soundscape ecology monitoring, and marsh vegetation monitoring.

At the end of the internship, the intern will:

- Be able to identify common epibiota attached to horseshoe crabs
- Be able to identify at least 10 common wetland plant and animal species
- Understand and demonstrate various research methodologies used for coastal monitoring projects
- Be able to manage and interpret scientific data

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

## Job Duties

- Analyze horseshoe crab epibiota images from 2024 and 2025 sampling seasons.
- Complete 1-2 days of field sampling for the horseshoe crab epibiota project.
- Enter and analyze scientific data within online and desktop databases.
- Perform literature reviews relevant to assigned projects.
- Complete weekly monitoring of DNERR Nest Boxes.
- Assist with on-going DCMP research projects: soundscape ecology monitoring, marsh vegetation monitoring, and other projects as assigned.
- Assist with on-going DNERR research projects: horseshoe crab monitoring, nest box monitoring, marsh bird surveys, and other projects as assigned.

- Assist with DNERR-related education and stewardship events as appropriate.
- Present completed project to staff, and potentially professionals within the National Estuarine Research Reserve System.
- Other duties as assigned, based on organizational needs.

## Job Requirements

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

- Must be a current college student or recent college graduate.
- Knowledge of scientific research methods.
- Ability to spend long days in the field, sometimes in inclement weather, and during early mornings and late evenings (possibly weekends).
- Ability to work on small boats and with soft estuarine sediments (mud).
- Strong writing and research skills.
- Ability to communicate effectively.
- Detail-oriented, focused, and punctual.
- Ability to work independently and in a team.
- Proficiency in Microsoft Office.
- Possession of a valid driver's license.

## Additional Posting Information

- The position is flexible as to start date and is for a maximum 12-week term. Ideally, the chosen candidate will start between mid and late May to best coincide with the horseshoe crab spawning season.
- The position will not exceed 37.5 hours per week with a regular schedule of Monday – Friday, 8:00am to 4:00 pm with a 30-minute break for lunch. Position will require occasional work outside of scheduled hours, including early mornings, late evenings and weekends.
- This position will have statewide responsibilities which require travel throughout the State. The State of Delaware provides transportation services to State agencies.

- The intern will work at the office located at 818 Kitts Hummock Road, Dover, DE, 19901. Additional hours will be in the field.
- Casual/Seasonal Employees are not eligible for state plan benefits.

## Condition of Hire

As a condition of hire, applicants must possess a valid driver's license (not suspended, revoked or canceled, or disqualified from driving).

Applicants must be legally authorized to work in the United States. DNREC does not provide sponsorship for holders of H-1 B Visas.

The State of Delaware Executive Branch participates in the Federal E-Verify system. The State will provide the federal government with each new hire's Form I-9 information to confirm that they are authorized to work in the U.S. For more information refer to our job seeker resources.

## Selection Process

The application and supplemental questionnaire are evaluated based upon a rating of education, training and experience as they relate to the job requirements of the position. It is essential that applicants provide complete and accurate information on their application and the supplemental questionnaire to include dates of employment, job title and job duties. For education and training, list the name of educational providers, training course titles and a summary of course content. Narrative information supplied in response to the questions must be supported by the information supplied on the application including employment, education and training history as it relates to the job requirements.

Once an application has been submitted, all future correspondence related to the application will be sent via email. Please keep contact information current.

## Accommodations

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

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.