



Migratory and Upland Gamebird Research Intern

Type of Recruitment: Casual Seasonal (Summer Intern)

Pay: \$18.50 per hour

Agency: DNREC Division of Fish and Wildlife / Wildlife Section

Employment Term: Full-time / 12 Weeks

Location(s): McKay House, 6180 Hay Point Landing Road, Smyrna, DE 19977

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 Fish and Wildlife's Wildlife Section, specifically the Species Conservation and Research Program. For more information, visit dnrec.delaware.gov and connect with @DelawareDNREC on Facebook, Instagram, X (formerly known as Twitter) or LinkedIn. For more information, visit the website at dnrec.delaware.gov/fish-wildlife.

Summary Statement

The DNREC Division of Fish and Wildlife conserves and manages Delaware's fish and wildlife and their habitats, and provides fishing, hunting, wildlife viewing and boating access on approximately 68,000 acres of public land. The Wildlife Section specifically manages wildlife and wildlife habitat, public wildlife areas, hunting and wildlife viewing. The Species Conservation and Research program is responsible for conservation and research on many taxa groups such as waterfowl, upland game, deer, waterbirds, landbirds, invertebrates as well as habitat conservation initiatives, and much more.

This position will support the Waterfowl and Migratory Gamebird Biologist as well as the Turkey, Quail, and Upland Game Biologist on a range of waterfowl, turkey, and upland gamebird projects. Responsibilities include conducting surveys for migratory and upland gamebirds, trapping and banding migratory species, identifying, measuring, and marking live animals, and entering data into Excel and Word. Through this role, the selected candidate will gain important skills relevant to wildlife and natural resource conservation, including wildlife survey methods and animal marking techniques, which will help them become more competitive for future job opportunities while contributing to valuable research efforts.

Through this internship, the successful candidate will receive various benefits, including:

- Hands-on Experience – by providing an intern with the opportunity to gain practical, hands-on experience in wildlife research. Interns will: Age, sex, and apply bands to ducks, geese, and doves, conduct surveys for wood ducks, bobwhite quail, and wild turkeys, and deploy Autonomous Recording Units (ARU's) for bobwhite quail.
- 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. Following this internship, the individual will be able to collect scientific data accurately in a variety of field conditions and be able to accurately enter and interpret scientific data.
- Networking Opportunities - by offering a chance to network with professionals in the wildlife field. There will be opportunities to regularly connect with biologists from the game and non-game sections and potentially assist other staff in the Wildlife Section with fieldwork. 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 beyond the classroom and serves 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 DNREC can provide a rewarding experience, offering valuable skills, knowledge, and connections that can benefit interns both personally and professionally.

Job Duties

- Collects various scientific data accurately and enters scientific data into a database.
- Routinely visits wood duck nest boxes, collects nesting data, and captures and bands hen wood ducks.
- Assists with the capture and banding of Canada geese, mourning doves, and wood ducks during various pre-season banding efforts.
- Assists with spring whistle surveys for bobwhite quail.
- Assists with deployment of autonomous recording units (ARU's) for bobwhite quail.
- Assists with the coordination and data collection of the wild turkey productivity survey.
- Assist other programs (game and non-game) when time allows.
- 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.

- Willingness to work outdoors, in teams or alone, sometimes in adverse conditions.
- Willingness to learn new skills.
- Ability to pay attention to details without direct supervision (important for both bird banding and survey data collection).
- Ability to perform tasks that may involve bending, lifting, and carrying objects weighing up to 30 lbs.
- Proficiency in demonstrating clear and effective written and verbal communication skills.
- Detail-oriented, focused, and punctual.
- Ability to work independently and collaboratively in a team.
- Regard for and ability to follow State and Department policies, particularly safety.

Additional Posting Information

- The position is flexible as to start date and is for a maximum 12-week term.
- The position will not exceed 37.5 hours per week with varied schedule, potentially early mornings and late evenings.
- The intern must be able to manage multiple projects at once in a fast-paced, deadline-driven environment, and be able to work occasional evenings and weekends to support some events and projects.
- 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 6180 Hay Point Landing Road, Smyrna, DE 19977. Most workdays will have some time outdoors collecting data.
- 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.

2026 DNREC Internship Program

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.