

The Impact of Regulatory Change on At-Risk Species Protection

STEP Internship 2026

Location: Raleigh, NC
Division of Mitigation Services

Project/Initiative Objective

The project will provide the intern with the chance to develop important professional experience and an avenue for accessing a workforce network for future career opportunities in compensatory mitigation, restoration ecology, and natural resource management. The intern will work on projects that can assist with the development of tangible skills for gathering, analyzing, synthesizing, and producing information that helps address contemporary issues at the interface of science, public policy, resource management, and economic development.

Major Task to be Performed

The intern will first assist in cataloguing the various strategies and methods that have been employed to conserve at-risk species (e.g., species listed as threatened or endangered in North Carolina) and characterize their ability to protect or promote these species. The intern will then assist in an analysis of how key regulatory changes, such as the current proposed revisions to the Endangered Species Act, might affect the effectiveness of these conservation initiatives for at-risk species. For these tasks, the intern will help collect, enter, curate, and analyze data from online databases, GIS mapping and visualizing information, and from information obtained from literature and online searches. During this work, the intern will also have the opportunity to improve their background in compensatory mitigation, restoration ecology, and public policy, by reviewing divisional, regulatory, and legislative documents and reports.

Final Product or Outcome Anticipated

The intern will learn various data collection, management, analysis, and presentation skills. The intern will develop experience working in a mission-driven public agency, working alongside a diverse set of colleagues that specialize in compensatory mitigation, restoration ecology, public policy, and project management. The intern will provide content for the primary assigned project and have the opportunity to undertake their own specific project if they choose to. Additionally, the intern will help complete tasks that advance other organizational projects and goals as needed.

Desired KSAs (Knowledge, Skills & Abilities)

Strong written and oral communication skills, attention to detail and nuance in qualitative and quantitative information, willingness to learn new skills and techniques. Experience with databases and spreadsheets. Ability to work independently and as part of a team. A background in either biology, ecology, environmental science, natural resource or wildlife management, environmental law, or political science is preferred but not required.

Academic Major(s) desired:

Position is open to applicants from all academic majors.

Travel Required

No