



# Berkshire Natural Resources Council

## Job Posting: Stewardship and Trails Intern February 2026

BNRC is a land trust that conserves natural landscapes, protects wildlife and habitat, preserves local farmland, and provides free public access to the Berkshire outdoors at reserves across the region. BNRC's mission is to protect and preserve the natural beauty and ecological integrity of the Berkshires for public benefit and enjoyment. BNRC cares for the ancestral homelands of the Stockbridge-Munsee Band of Mohicans, who were forcibly displaced from the region by European colonization.

*Berkshire Natural Resources Council (El Consejo de Recursos Naturales de Berkshire) es una organización sin ánimo de lucro que conserva el terreno, protege la vida silvestre y el hábitat, preserva las granjas locales y contribuye a mantener los exteriores de Berkshire libres y accesibles para todos. El BNRC está contratando personal. Aunque el trabajo que se describe a continuación se inicia completamente o casi completamente en inglés, el BNRC agradece el interés de los candidatos bilingües que puedan ayudar a la organización a ser más inclusiva en su trabajo.*

### **Position Description.**

BNRC is seeking a **Stewardship and Trails Intern** to join its Stewardship department. This full-time seasonal internship will coordinate the monitoring of and assist with the stewardship of BNRC's conservation restrictions (CRs) and fee reserves as well as work with the trail crew to build and maintain trails on BNRC fee reserves. All work will occur with the supervision and support of BNRC's Stewardship Manager and Assistant Stewardship Director and at times, other BNRC staff. There is room for flexibility in schedule based on individual interests.

This is an exciting opportunity to learn trail maintenance and construction skills, network with area land managers, and work with our partner organizations such as Massachusetts Department of Fish and Wildlife, and Mass Audubon. This role also offers opportunities to attend industry conferences and to earn certifications such as chainsaw/sawyer certification, and first aid/CPR training.

Responsibilities include:

#### *Conservation Restriction Stewardship*

- Annual monitoring of CRs, including all applicable CR stewardship administrative duties;
- Work with Stewardship Manager to respond to CR-related questions, and potential encroachment issues;
- Learn to prepare baseline documentation reports for new CRs;
- Learn to use Landscape Conservation software;

*BNRC Reserve Stewardship*

- Annual monitoring of BNRC properties;
- Boundary maintenance and marking.

*Trail Crew Support:*

- Participate in training on trail construction techniques;
- Safely and efficiently use a variety of hand tools, power tools, rigging equipment, and power equipment to build and repair hiking trails;
- Clear trails of brush and fallen trees using loppers and handsaws;
- Install trail and trailhead infrastructure including benches, kiosks, and signs;
- Assess trail maintenance needs and make repairs.

**Qualifications.**

*The successful candidate may not have all these qualifications so if you have some, and/or demonstrably related experience, please go ahead and apply.*

- Effective and collaborative communication skills. Ability to communicate with different personalities with tact and diplomacy;
- Enthusiastic, well-organized, detail-oriented, able to work independently;
- Physical ability to hike rough terrain, navigate in the field via GPS;
- Comfortable working alone in the field in all weather conditions;
- Ability to work collegially and effectively with colleagues and landowners;
- A valid driver's license, personal transportation, and ability to travel extensively throughout Berkshire County (mileage will be reimbursed at IRS reimbursement rates).

**Compensation:** \$20.00/hour

**Benefits Include:**

- Paid time off, personal days, and 5 paid holidays
- 40 hours of paid sick time
- Option to enroll in group medical or dental coverage
- Flexible hours and limited hybrid remote/office work
- Travel reimbursement
- \$150 reimbursable allowance for personal work gear (backpack, work boots, etc.)
- A great team of coworkers in a welcoming office setting in Lenox, Massachusetts

**Start date:** May 5 - November 7, but we're anticipating some flexibility. Resumes will be reviewed on a rolling basis until the position is filled.

**To apply:** Email your resume to [jobs@bnrc.org](mailto:jobs@bnrc.org) with "**Stewardship and Trails Intern**" in the subject line and tell us why you're a great fit for this role. Final candidates will be asked to provide references.

**BNRC is an equal opportunity employer.**

BNRC does not discriminate on the basis of race, creed, color, ancestry, religion, national origin, sex, sexual orientation, gender identification and expression, age, physical or mental disability, marital status, genetic information, veteran status, being a member of the Reserves or National

Guard, status as disabled or Vietnam Era veteran or status in any group protected against discrimination by federal, state, or local law.

We welcome applications from BIPOC, LGBTQ+, women, and veterans. BNRC is actively engaged in ensuring its properties are welcoming to all, and in increasing diversity, equity, and inclusion in all aspects of its work.

Though the job described above will begin entirely or almost entirely in English, BNRC welcomes interest from bilingual candidates who can support the organization in being more inclusive in its work.