



*Restoring and protecting the Cahaba River watershed and its rich diversity of life*

**JOB ANNOUNCEMENT**  
**Conservation Aid**

**Semester:** Spring/Summer

**Time Requirement:** 10-20 hrs/wk starting April 1-8. Hours and dates flexible. Ability to work at least 1 day/wk required.

**Compensation:** \$14/hr paid biweekly

**Position Summary**

Founded in 1988, Cahaba River Society (CRS) leads our community to restore and protect the Cahaba River watershed and its rich diversity of life. The diverse lives depending on the Cahaba River include the people of Birmingham and central Alabama as well as the River's globally significant biodiversity of freshwater wildlife. The Cahaba, the heart of "America's Amazon," has more fish species per mile than any other river in North America and a similar rich diversity of other riverine life. The Cahaba is a major source of the Birmingham Metropolitan area's drinking water. CRS' service area extends past the watershed, including Jefferson, Shelby, Bibb, Perry and Dallas County, stretching from Birmingham to the Black Belt. Through collaboration, river restoration advocacy, and bringing people to the River for hands-on education, guided recreational opportunities, and volunteer stewardship projects, we have been building community support and making a lasting positive impact on the health of this valuable resource for over 30 years.

The Cahaba River Society's Stewardship program is seeking motivated individuals for a part-time Conservation Aid. This part-time position will work directly with Wil Rainer, Field Programs Director, and as part of a team to restore native habitat in the Cahaba River watershed. Primary duties include removing invasive plant species from the Cahaba River and its tributaries, restoring streambank and riparian areas with native plants, and working to produce a "Best Practices Guide" for riverfront property owners. This guide will inform landowners on how to protect streamside forests and reduce storm water runoff, erosion, and streambank degradation, as well as provide strategies for invasive plant management. Through this work the intern will gain experience with and knowledge of field identification of Southeastern flora and fauna, project planning, partnership building, and river guiding. The intern may also assist on various programs and projects of CRS including but not limited to CLEAN Environmental Education, Indigenous History of the Cahaba River Watershed, invasive and native plant fact sheets, ArcGIS and large scale mapping, and vegetation monitoring and collection. Through collaboration, the intern will have the opportunity to meet and work with many public, private, and governmental organizations across Alabama.

The intern will work with CRS staff, board, partners, and volunteers. The successful intern will gain valuable insight into partnership building, project design, habitat restoration, volunteer coordination, and field safety. A successful project could create opportunity for continuation of the position through the fall.

### **Opportunities for Personal Advancement**

- Learn firsthand about the Cahaba River's world class biodiversity
- Gain trip guiding experience
- Meet and network with government, civic and community leaders, educators, and conservationists
- Direct projects and develop partnerships
- Gain insight into the non-profit sector
- Gain insight into conservation mentoring and career opportunities

### **Specific Duties and Responsibilities (training provided)**

- Assist stewardship field trips, including invasive plant management, streambank restoration and stabilization, seeding and planting native species, and river cleanups both from canoes and on foot along waterways. Many of these activities take place in remote wilderness locations.
- Work with staff to produce a "Best Practices Guide" for riverfront property owners which will inform landowners on how best to protect streamside forests and reduce storm water runoff, erosion, streambank degradation, and present environmentally sensitive strategies for invasive plant management.
- Keep accurate records of program participation, evaluation, and expenses.
- Assist with equipment maintenance, including vehicle, trailer, paddling gear, stewardship tools, etc.
- Assist with planning, coordinating and implementing restoration projects and clean-ups.

### **Qualifications**

- Ability to perform strenuous outdoor work
- Strong oral and written communication skills
- Ability to work independently and as a team member
- Familiarity with Microsoft Suite
- Must have own transportation
- Physical capability of loading and unloading equipment, including canoes. They are unloaded and loaded to/from a trailer. Carrying and loading the boats is physically strenuous. The boats are often carried over uneven terrain, up and down river banks.

### **Preferred Qualifications**

- Familiarity with natural history and ecology of rivers
- Experience and comfort in outdoor settings, including hands-on interactions with aquatic wildlife
- Canoeing proficiency or other paddling experience
- Familiarity with ArcGIS or other GIS mapping tools

### **Non Discrimination Policy**

The Cahaba River Society is an equal opportunity employer. We will not discriminate and will take affirmative action measures to ensure against discrimination in employment, recruitment, advertisements for employment, compensation, termination, upgrading, promotions, and other conditions of employment for any employee or job applicant on the bases of race, gender, gender identity or gender expression, sexual orientation, marital status, national origin, age, religion (creed), disability, or military status. We also will not discriminate in selection of volunteers and vendors or provision of services. We are committed to providing an inclusive and welcoming environment for all members of our staff, clients, volunteers, contractors, vendors, and program partners.

### **How to Apply**

Qualified applicants should send a resume and a cover letter to Wil Rainer ([wilr@cahabariversociety.org](mailto:wilr@cahabariversociety.org)). Please reference "Stewardship Intern".