

Newport Bay



Position: Community Engagement Intern

Organizational Overview: Newport Bay Conservancy (NBC) has a proud history of environmental advocacy having been involved in the protection of Upper Newport Bay for the past 50+ years. Our mission is to protect and preserve the Upper Newport Bay through education, restoration, research, and advocacy. We are able to do this with the support of over 200 active volunteers contributing over 11,000 hours of service each year. For many of the youth and community groups we serve, their first visit to the Upper Newport Bay is through one of our events. In addressing the barrier to access many communities face to visit the Bay, the Supporting Watershed with Inclusive Mentorship (SWWIM) program provides paid internships to develop young adult leaders from the community who will then facilitate educational experiences for middle and high school age youth.

Job Summary: Community Engagement Interns will complete a 13-week Naturalist Training course in the fall and have additional professional development opportunities in the spring. Once trained, they will be responsible for leading middle and high school youth through field trip experiences at the Upper Newport Bay Ecological Reserve that combine classroom learning and outdoor activities. Field trips will include kayak tours, outrigger canoe excursions, and stewardship/horticultural events. Prior experience with these activities is a plus, but not required.

Principal Responsibilities:

- 1) Complete the fall Naturalist Training course, which meets Thursday evenings and Saturdays from September through mid-December.
- 2) Build leadership skills through attending professional development workshops provided by NBC, including recreational and safety training for kayaking, outriggering, hiking, and/or habitat restoration.
- 3) Lead groups of middle and high school students through hands-on educational and stewardship activities around Newport Bay, providing environmental awareness and nature appreciation.
- 4) Work with volunteer naturalists to provide activity instruction and education.
- 5) Collaborate with teachers to respond to students' health and behavior and make decisions to provide the safest outdoor experience.

Job requirements:

- 1) 18-25 years old
- 2) California resident and eligible to work in the US
- 3) College coursework in recreation, natural/environmental sciences, biology, ecology, or related fields are preferred. However, all educational backgrounds will be considered equally.
- 4) Willingness to lead middle and high school youth providing a positive and nurturing environment.
- 5) Behavioral Skills
 - a) Strong work ethic, commitment to the program, and enthusiasm towards leading/teaching youth.
 - b) Dedication to the conservation of wildlife and natural resources.
 - c) Exhibits confident communication and leadership skills.
 - d) Organized and exhibits excellent time management.
 - e) Shows compassion to diversity and sensitivity to all races, ethnicities, class, and sexual orientations.
- 6) Computer/Technology
 - a) Checks email regularly and corresponds efficiently through email.
 - b) Uses cell phone and communicates efficiently through text messaging.
 - c) Uses Microsoft Office and Google platforms (docs, sheets, drive, etc).

7) Physical Requirements

- a) Must be able to stand/walk for extended periods of time including light hiking over sandy or unstable terrain (at least one mile).
- b) Must be able to use hands and fingers to do restoration work for up to three hours a day.
- c) Must be able to speak with clarity and at a volume suitable for outdoor presentations, dealing with air traffic noise, children, and other outdoor noises.
- d) Must be able to lift 20 pounds, assist with set up and cleanup of program materials, and keep materials organized and clean.
- e) Must be able to work outside in variable weather conditions including heat and sun, rain, wind, or work with exposure to dirt/dust, pollen, various plants, water/mud, insects like bees and spiders, and wildlife.

8) Other

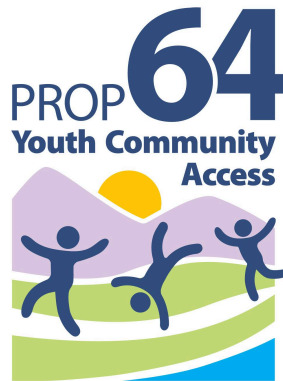
- a) Punctual and reliable self starter.
- b) Spanish speaking is helpful but fluency is not required.
- c) CPR/First Aid Certification (provided if not currently certified).
- d) Successfully pass a City of Newport Beach background check.

Location: The position is based out of the Back Bay Science Center (600 Shellmaker Road, Newport Beach, CA 92660) with programs at the Newport Aquatic Center and restoration sites around the Bay. This job cannot be performed from a remote location.

Salary Detail and Working Hours: \$17.50/hr, plus one-time \$750 transportation stipend. Up to 10 hours/week for a year beginning August 29, 2026. Hours will be spread between two to three days. Fall hours must include Thursday evenings and Saturdays, plus one additional day to be determined. Winter-Summer hours may include weekday and weekend mornings. A detailed schedule will be negotiated.

How to Apply: We are an Equal Opportunity Employer and do not discriminate against any employee or applicant for employment because of race, color, sex, age, national origin, religion, sexual orientation, gender identity and/or expression, status as a veteran, and basis of disability or any other federal, state or local protected class. We encourage individuals from underrepresented communities to apply. Apply online at newportbay.org/SWWIM. Application reviews begin June 15, 2026. More information about the Conservancy can be found at www.newportbay.org.

Another community access project through the California Natural Resources Agency to improve youth access to natural and cultural resources.



GAVIN NEWSOM, GOVERNOR
Wade Crowfoot, Secretary for Natural Resources