

2026 Summer Intern Job Descriptions Arizona Game & Fish Department

Lead	Interns requesting	Job Description	Location	Expected hours weekly	Physical Exam Rqrd?
RAINS, PAYTON	1	The Sonoran Pronghorn (Ajo) Intern will gain knowledge of all aspects of the Sonoran pronghorn program; using radio telemetry; investigating mortalities to determine cause of death; identifying animals using optics and camera traps; how to record detailed wildlife related notes; pronghorn behavior and other wildlife conservation practices. The Sonoran Pronghorn (Ajo) Intern will assist with all duties at the Cabeza Prieta Sonoran pronghorn captive breeding pen and with projects related to wild Sonoran pronghorn herds throughout their range. Observe and monitor pronghorn in the pen with binoculars and spotting scopes, using ear tags and collars as identification. Provide feed, maintain waters, clean up waste hay, maintain woven wire and electric fences, maintain irrigation systems and irrigate as needed. Record detailed accurate field notes. Monitor and maintain other habitat enhancement plots. Investigate mortalities. Maintain cameras and record wildlife from photos. Other duties within the Sonoran pronghorn project as assigned. This position will be based in Ajo, AZ, and will be working a four ten schedule. Housing is provided. Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonable accommodate any restrictions. Preferred skills: Experience hiking, driving and orienting in rugged outdoor situations; maintaining fences and irrigation systems; use of radio telemetry equipment to locate wildlife; accurate collection of field data; preparing for and functioning for long work days in extreme heat; working successfully in small teams; observing wildlife with binoculars and spotting scopes.	Ajo	40	Yes
OUGH, HARLEY	1	The Bubbling Ponds Hatchery Intern will learn how to care for fish on an extensive (ponds) and intensive (raceways/tanks at capacity) production level. This includes proper feeding methods, proper cleaning techniques, recognition of stress and disease signs, proper handling and safe transportation of fish. The intern will also learn how to maintain infrastructure including repairing culture equipment (nets, brooms, tank covers, automatic feeders, etc) and servicing vehicles/equipment, maintaining non public restrooms, and maintaining property grounds for public use. The Bubbling Ponds Hatchery Intern will provide care for live warm water native and sport fish (and possibly frogs) in ponds, tanks, and raceways. The includes feeding, cleaning screens and rearing units (raceways/tanks) on a routine basis using established protocols. Monitors water quality and signs of stress and disease, and removes dead fish from rearing units and treats fish with therapeutics as needed. Records daily feed and fish mortality on data sheets. Capture, load, transport, and stock live fish and assist with delivering fish. Communicate with the public. Maintain hatchery buildings, grounds and support systems, performing minor maintenance. Maintain and repair hatchery vehicles and equipment and maintain hatchery security. Assist other hatcheries with stocking live fish into lakes and streams as needed, including Page Springs Hatchery. Perform necessary predator control such as scaring predatory birds, and tracking others. This internship is mostly outdoors and is based out of Bubbling Ponds Hatchery. Housing is provided. Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonably accommodate any restrictions. Preferred skills: interest in fisheries with a strong desire to learn, good communication, motivated, ability to work independently or as a team member, able to follow written directions, experience caring for live animals, basic mechanical skills, computer skills, good time management, ability to drive a 4x4 vehicle and UTV. It would be favorable if the candidate has any experience with caring for any live animals, especially in a farm like setting. It would also be desired for the candidate to have experience with general grounds keeping such as mowing, weed eating, weeding and trimming trees and bushes. Required skills: ability to lift 50 pounds.	Bubbling Ponds Hatchery, Cornville, AZ	40	Yes
RICH, GABBY	1	The Canyon Creek Hatchery Intern will gain an understanding of cold water fish culture and hatchery tasks, procedures and production. The intern will gain understanding in basic maintenance and lawn care/facility care; hatchery, lake and stream water chemistry; the importance of sport fish stocking throughout the state and how to effectively communicate and work within a small (3-5 staff), geographically isolated work group. The Canyon Creek Hatchery Intern will assist with the Manager and Fish Culturist in fish care, cleaning tanks, feeding fish, removing mortalities, transferring fish, loading fish onto stocking trucks, stocking fish under the supervision of hatchery staff. Will also record daily mortality, feeding and water quality information. Assist with routine maintenance and upkeep of facility and grounds, utilizing various hand tools and other basic power tools, performing basic maintenance work and painting. The intern will also assist the native trout fry and broodstock care as part of the Canyon Creek Hatchery pilot Gila Trout broodstock program. The position is based out of Canyon Creek Hatchery and on-site housing is provided in the hatchery bunkhouse. The work schedule will be Monday-Friday. Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonably accommodate any restrictions. Preferred skills: attention to detail during repetitive tasks, ability to work in all types of weather conditions (including extreme heat and sun exposure), willingness to work at a remote location in a national forest 42 miles from the nearest town that is accessible only be a combination of paved and unpaved roadways. Required skills: ability to lift and carry 50 lb. bags of feed, 30-50 lb. nets of fish, and 25-40 lb. buckets of fish.	Canyon Creek Hatchery, Forest Lakes, AZ	40	Yes
CLARK, NORA	3	The Wildlife Interns will gain hands-on development of botany and fauna identification skills, variety of wildlife monitoring and survey methodology, camping experience, navigation, 4x4 driving, and exposure to outdoor working conditions in remote areas as well as team building skills. The Wildlife Interns will assist wildlife biologists as part of a crew from April through August conducting field surveys across various locations in Arizona. Work may include: conducting sensitive plant species surveys and monitoring near Flagstaff and Tucson; conduct species-specific bird surveys in various parts of Arizona; building fences in remote areas near Kingman; and conduct box turtle surveys in southeastern Arizona. Interns will be requested to assist with other botany and/or fauna projects at various locations across Arizona and computer data entry, as needed. Specific training in botany and fauna identification and field methodologies will be provided for each project. Interns will be hiking long distances over rugged terrain and camping for extended periods of time in rugged and sometimes remote mountain and desert terrain. Duties may include working in extreme temperatures, hiking and camping in desert and mountainous terrain for up to a eight days at a time. Will require operation of a 4x4 vehicle (training provided for non-returning interns); and work alone or as part of a team (mostly part of a team). Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonably accommodate any restrictions. Preferred skills: strong work ethic, detail oriented, good communication skills, ability to work outdoors, basic navigational skills (GPS, maps), ability to hike long distances off-trail, botany and bird identification	Flagstaff	40	Yes

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POGUE, SAM HAUGHT, KENNY	1	The Wildlife Area Intern will gain knowledge of a number of mechanical/trade skills, such as construction and plumbing. She/he will also gain an understanding of all the elements required in direct management of wildlife and habitat. The Wildlife Area Intern will assist with all of the management activities at House Rock and Raymond Wildlife Areas in northern Arizona. Primary duties will include checking and repairing wildlife waters, fixing fences, conditioning and tracking bison, and conducting basic maintenance of buildings and infrastructure. The intern will be working under the direction supervision of two wildlife area managers. The intern will also have the opportunity to assist with wildlife trapping, and collaring and tracking of multiple species. This is a field-based position that requires driving and working in remote locations and in extreme weather. Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonable accommodate any restrictions. Preferred skills: Passion for wildlife conservation, strong work ethic, ability to work as apart of a team or independently, background in ranching and/or familiarity with various trades (i.e. carpentry, fencing work), ability to hike across long distances in remote areas, experience in 4x4 and ATV operation, and ability to work in remote areas.	Flagstaff	40	Yes
RINKER, MATTHEW	1	The Aquatics Sportfish Intern will gain knowledge and experience in working in group settings, communication, conducting fisheries survey and how to use fisheries equipment, Fish ID, angler surveying, and data collection. The Aquatics Sportfish Intern will be conducting a wide variety of activities during their appointment that may include (but not limited to): fish stocking, angler surveys, piscicide treatments, water quality collection, picking up dead fish, cleaning and disinfecting gear, driving 4x4 vehicles, warehouse cleanup and organization, lake surveys, fish habitat construction and deployment, transporting equipment for repair/maintenance and other duties as assigned. Crew will use a combination of gear types: electrofishing (boat), gill nets, angling equipment, I-pad, water quality meters, others. Interns are expected to maintain a positive attitude, have a willingness to learn, maintain a professional demeanor (both with the public and other employees), have strong work ethic, be punctual, work well with others, dress appropriately, and ask questions. The internship is an opportunity for the intern to gain exposure to the work that is completed by the Arizona Game and Fish Department. Through this experience interns will gain some of the skills necessary to become a full-time employee with the Department. Interns will have the opportunity to decide if a career with the Department or in the field of fish and wildlife management is something they would like to pursue. The intern should treat every day of their internship as a job interview. Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonably accommodate any restrictions. Required skills: driving, swimming, reading, writing, hiking/backpacking, typing, positive attitude, good communication Preferred skills: Fish ID, knowledge of stream and lake survey techniques, knowledge of water quality survey techniques, data collection, GPS usage, operating 4x4 vehicles, first aid, typing, data entry, fish transport	Flagstaff	40	Yes
ROGOWSKI, DAVID	1	The Fisheries Research Intern will gain knowledge of how to conduct angler surveys and accurately record data, accurately collect, enter, and manage fisheries data, learn the basics of how to monitor fish; sample, process, and tag fish, primarily via electrofishing, hoop nets, and angling. Become familiar with the day to day activities of managing a hatchery that primarily deals with threatened and endangered species. The Fisheries Research Internship will provide an introduction to fisheries research and management. This includes conducting creel (angler) surveys, working in a hatchery, sampling fish (electrofishing), conducting experiments, data entry and processing. Primary duties are: 1.) 6 days a month conducting creel surveys at Lees Ferry, Colorado River, 2) implementation of game cameras and image processing to supplement creel data, 3) one day a week working at the Aquatic Research and Conservation Center hatchery (e.g. maintain facility grounds, feeding fish, cleaning tanks and raceways, spawning raceway setup and maintenance, stocking fish spawn in the previous year, assist with ongoing laboratory experiments, assist with outreach and education, 4) fish monitoring trip(s) on the Colorado River and tributaries, capturing, tagging, identifying and measuring fish, and 5) other projects as needed and as time permits, such other creel or fish surveys with Region 2 personnel. Work hours will include weekends, overnight stays, including camping in variable conditions and some night work. Internship is expected to run from May through August and part time Sept through December 2026, pending availability of funds. Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonably accommodate any restrictions. Required skills: ability to work in adverse conditions (i.e. high temps), comfortable interacting with the general public, data collection and entry, attention to detail, familiarity with Microsoft Excel, interest in fish, fish management and research Preferred: working towards a degree in fisheries, wildlife, or a related field with an interest in research	Flagstaff	40	Yes
STITES, ANDY	1	The Aquatics Native Fish Intern will gain knowledge and experience in working in group settings, communication, conducting fisheries survey and how to use fisheries equipment, Fish ID, angler surveying, and data collection. The Aquatics Native Fish Intern will be conducting a wide variety of activities during their appointment that may include (but not limited to): fish stocking, nonnative fish removals, angler surveys, piscicide treatments, water quality collection, picking up dead fish, cleaning and disinfecting gear, driving 4x4 vehicles, warehouse cleanup and organization, lake surveys, fish habitat construction and deployment, transporting equipment for repair/maintenance and other duties as assigned. Crews will use a combination of gear types: electrofishing (backpack and boat), gill nets, angling equipment, I-pad, water quality meters, others. Interns are expected to maintain a positive attitude, have a willingness to learn, maintain a professional demeanor (both with the public and other employees), have strong work ethic, be punctual, work well with others, dress appropriately, and ask questions. The internship is an opportunity for the intern to gain exposure to the work that is completed by the Arizona Game and Fish Department. Through this experience interns will gain some of the skills necessary to become a full-time employee with the Department. Interns will have the opportunity to decide if a career with the Department or in the field of fish and wildlife management is something they would like to pursue. The intern should treat every day of their internship as a job interview. Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonably accommodate any restrictions. Required skills: driving, swimming, reading, writing, hiking/backpacking, typing, positive attitude, good communication Preferred skills: Fish ID, knowledge of stream and lake survey techniques, knowledge of water quality survey techniques, data collection, GPS usage, operating 4x4 vehicles, first aid, typing, data entry, fish transport	Flagstaff	40	Yes

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ZUFELT, ALLEN	1	The Wildlife Program & Wildlife Areas Intern will gain an understanding of all the elements required in direct management of wildlife and land conservation. Knowledge of handling and surveying various wildlife species. Practical knowledge will be gained in utilizing radio telemetry. Also, mechanical/trade skills, such as construction and plumbing. The Wildlife Program & Wildlife Areas Intern will conduct wildlife surveys throughout northern Arizona (50%) and assist with management activities at House Rock and Raymond Wildlife Areas (50%). Duties will include trapping, tracking, surveying, and handling multiple species of wildlife for the Terrestrial Wildlife Program based in Flagstaff. Duties will also include checking and repairing wildlife waters, fixing fences, conditioning and tracking bison, and conducting basic maintenance of buildings and infrastructure. This is a field-based position that requires driving and working in remote locations and sometimes working alone. Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonable accommodate any restrictions. Preferred skills: Passion for wildlife conservation, strong work ethic, ability to work as a part of a team or independently, background in ranching and/or familiarity with various trades (i.e. carpentry, fencing work), ability to hike across long distances in remote areas, experience in 4x4 and ATV operation, and ability to work in remote areas.	Flagstaff	40	Yes
WOOLSEY, JAY	2	The FOR3 Terrestrial Interns will gain knowledge of basic wildlife management skills such as animal handling through banding and trapping and effectively conduct vegetation surveys. Will recognize the importance of water to wildlife and be able to place trail cameras effectively. Interns will gain 4WD experience, off trail navigation and GPS practice. The FOR3 Terrestrial Interns will participate on a variety of projects including catching and banding 150+ dove, habitat/range evaluations and surveys, checking water catchments, conducting minor maintenance on water catchments and water sensors, placing and retrieving trail cameras from water catchments, fence mapping with GPS and vegetation cover transects, entering data using a computer in various databases, assisting with other programs through fish surveys and prairie dog trapping and colony perimeter mapping. Intern will generally work M-F, for 40 hours a week. There will be limited statewide travel but most field sites are 1-2 hours away from the office. Equipment (GPS, truck, etc) will be provided but interns will need to have their own clothing and boots appropriate for hiking and outdoor work. Housing can be provided in the bunkhouse or travel trailer. Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonable accommodate any restrictions. Preferred skills: Hiking off trail in rough terrain in extreme temperatures, 4WD experience, GPS and basic navigation/map reading skills, ability to plan ahead of time and adhere to structured schedule, ability to adapt to changes and overcome minor unexpected obstacles. Required skills: Driver's License	Kingman	40	Yes
KIMBALL, DANIEL	1	The Native Fish Intern will gain knowledge and experience in native and sport fisheries methods, theories and practices and fisheries biology. The intern will gain experience using various techniques to sampling native and sportfish populations; learning what sampling techniques are used for different fish species; field gear preparation and repair; data collection, data entry, basic fish data analysis, writing trip summaries. The Native Fish Intern will assist the Native Aquatic Wildlife program in conducting native fish conservation projects. This position offers hand-on experience using a variety of survey methods including: electrofishing, seining, netting, visual surveys, etc. The intern will assist with reintroduction of fish and other aquatic fauna along with conducting non native aquatic species removals. Duties will also include operation of UTVs, trailers, and 4x4 vehicles, field work preparation, data collection, data entry, updating database records, and reporting weekly accomplishments. This internship will involve strenuous hiking and camping in remote areas as well as swimming in environments ranging from low elevation desert streams to high elevation mountain streams. As needed, the position will assist in sportfish surveys. Opportunities may arise to join other work units for cross training days. This is an incredible opportunity to build your skills and contribute to meaningful conservation projects. This position is full time (40 hours per week) and is based out of the Mesa Regional Office, 7200 E University Drive, Mesa, Arizona. No housing is provided. Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonably accommodate any restrictions. Required skills: computer and data management skills, strong organizational skills, ability to work independently Preferred skills: ability to hike long distances in rugged terrain, as well as have experience outdoors in adverse weather and heat, operating four wheel drive vehicles, first aid training, general biology background (interest in fisheries preferred)	Mesa	40	Yes
SIMMONS, SAM	1	The Sportfish Intern will acquire hands-on experience in a variety of techniques used to sample native and sportfish populations, including an understanding of which methods are most effective for specific species. The intern will gain experience in field gear preparation and repair, data collection, data entry, basic fish data analysis, updating database records, and writing trip summaries. The most valuable outcome of this internship will be the intern's enhanced understanding of fisheries biology, including methods, theories, and practices relevant to both native and sport fisheries. The intern will gain insight into the broader purpose and mission of the Arizona Game and Fish Department, as well as its role in wildlife conservation and management. The Sportfish Intern will be assisting the Sportfish Aquatic Wildlife program in conducting stream sportfish surveys. Various techniques will be used including: electrofishing, snorkeling, seining, hoop netting, visual surveys, etc. You will assist with the translocation of fish and other aquatic fauna along with conducting non native aquatic species removals. As needed, the intern will assist in priority native fish stream surveys. Duties will also include operation of 4x4 vehicles, field work preparation, data collection, data entry, updating database records, and reporting weekly accomplishments. This position involves strenuous hiking and camping in remote areas as well as swimming in environments ranging from low elevation desert streams to high elevation mountain streams. Opportunities may arise where the position will be able to join other work units for cross training field days. This position will be based out of the Mesa Regional office, 7200 E. University Dr. Mesa, AZ. Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonably accommodate any restrictions. Required skills: ability to work in adverse conditions (i.e. high temps), comfortable interacting with the general public, data collection and entry, attention to detail, familiarity with Microsoft Excel, interest in fish, fish management and research Preferred skills: working towards a degree in fisheries, wildlife, or a related field with an interest in research	Mesa	40	Yes

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PENROD, STEPHEN	1	The Page Springs Hatchery Intern will learn fish feeding, reading a feed chart, understanding feed size and growth rates; understanding sample count technique, recording lengths and weights and conversion factor usage in fish culture, therapeutic treatment techniques for fish health; fish-hauling capacities and oxygen requirements when loading a truck to move or stock fish; knowledge of disinfection and sanitization process for cleaning rearing units and fish tanks, understanding process of anesthetization and vaccination of fish against Lactococcus, biosecurity of the facility, knowledge of Arizona Game and Fish hatchery stocking process, communication skills to engage with the public both at the hatchery and while stocking, and knowledge of what it looks like in the day to day operation of a fish hatchery, including grounds maintenance and facility upkeep. Page Springs Hatchery is looking for a summer intern interested in learning about fish culture. We are the largest hatchery in the State of Arizona raising roughly 420,000 fish annually. Page Springs Hatchery is located at 1600 N Page Springs Road in Cornville, AZ. This intern position has housing available onsite in the hatchery bunkhouse. The schedule is Monday through Friday from 7am - 4pm with rotating weekends. This position involves raising rainbow trout and brown trout from fingerling to catchable size for sportfish restoration. You will be responsible for feeding fish, cleaning and pressure washing raceways, moving fish between rearing units and stocking fish into Arizona's lakes and streams. You will learn how to feed fish, read a feed chart, understand feed size and growth rates. Additionally you will understand sample count techniques and fish-hauling capacities and oxygen requirements when loading a stocking truck. You will be taught how to check water quality parameters both at the hatchery and at the lake. You will learn biosecurity protocols and be able to assess fish health. You will learn about therapeutic techniques used to treat fish when health issues arise. You will learn disinfection and sanitization processes for cleaning rearing units and fish hauling tanks. This facility has a visitor center and two nature trails. You will be responsible to perform grounds maintenance and to engage with the public. Other duties as assigned will include washing and cleaning vehicles and upkeep of the hatchery facility. You will become knowledge of the Department's hatchery stocking process. We are looking for someone that has experience caring for live animals. This position requires someone that is attentive to detail. You must have active listening skills and be able to work both independently and as a team. Experience using hand tools and small equipment is a plus. Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonably accommodate any restrictions. Preferred skills: interest in fisheries and particular hatcheries with strong desire to learn, good communication, motivated, ability to work independently or as a team member, able to follow written directions, experience caring for live animals, basic mechanical skills, computer skills, good time management, basic power tools and groundskeeping equipment Required skills: ability to lift 50 lbs on a routine basis	Page Springs Hatchery, Cornville, AZ	40	Yes
BOUCHER, CHERI	1	The Project Evaluation Program Intern will gain knowledge of how wildlife biology and behavior interact with anthropomorphic development, and how to maintain healthy wildlife populations in that shared environment. Understanding of how the Endangered Species Act and other laws and regulations can play a role in wildlife conservation. The Department's Project Evaluation Program (PEP) prepares and reviews environmental compliance for internal and external proposed projects in accordance with the Endangered Species Act, National Environmental Policy Act (NEPA), and National Historic Preservation Act. This includes creating reports on the Arizona Online Environmental Review Tool, prepping various forms, and pulling in standard conservation measures as appropriate. Assist in reviewing NEPA scoping documents for external projects and assist in drafting comment letters as appropriate. This position is primarily office-based, although field opportunities with other program may occur. Performs other duties as assigned by supervisor. Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonably accommodate any restrictions. Preferred skills: Ideal candidate should possess good communication skills (oral and written); be open to learning about environmental laws and regulations; ability to sit for long hours in an office environment performing tedious tasks. A general knowledge of Adobe Acrobat, Microsoft Office, and Google Suites is preferred.	Phoenix	40	Yes
CAMERON, ALEX	1	The Gila River Native Fish Intern will gain knowledge of native fish conservation in Arizona by participating in field surveys from gear preparation through data entry. Specific knowledge will be obtained in utilizing various gear types, recording data accurately in field notebooks and datasheets, accurately entering data in excel spreadsheets, outdoor skills including camping and hiking, and working in groups in wilderness settings. The Gila River Native Fish Intern will assist with working on native fish conservation projects focused within the Gila River Basin. This program involves work with four federally protected native species, including two of the toughest fish in Arizona, the Gila Topminnow and Desert Pupfish and two of the most visually striking, Loach Minnow and Spikedace! The intern will gain field experience across a variety of aquatic habitats, reading from desert streams to mid-elevation mountain streams and will learn how to handle and identify native and nonnative fishes. We use a variety of approaches to help manage native fish, which keeps work interesting. The intern can expect to help with non native fish removals, PIT tag-based projects, and population monitoring. Additionally, the intern will help with translocations of Fila Topminnow and Desert Pupfish populations across the state, ranging from urban sites to wild remote sites. The intern will gain experience with a variety of gear sampling types including backpack electrofishing, seining, netting, and angling. Interns will be training in operating 4WD vehicles and other specialty equipment related to fisheries management. Fieldwork takes us to some of the most remarkable places in Arizona, where natural waters have transformed the desert landscape into beautiful riparian areas. We often visit sites that are difficult to access and require hiking over ought terrain while carrying heavy packs, working in extreme temperatures and camping as a crew in remote locations. This position will require long days and may entail being out of town for up to a week at a time. The goal is for the intern to leave the position with a better understanding of native fish management in Arizona and feel more confident working in the field. Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonable accommodate any restrictions. Preferred skills: Outdoor skills (including camping and swimming), hiking long distances carrying a heavy pack, work in adverse weather conditions, general biology background (interest in fisheries preferred), experience with backpack electrofishers, hoop nets, and four wheel drive vehicles preferred.	Phoenix	40	Yes

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DAVENPORT, BILL	2	The interns will develop a basic understanding of wildlife connectivity and associated research techniques, becoming familiar with image analysis, road cruising and road mortality survey protocols, and identification of Sonoran Desert vertebrate species, and GPS telemetry tracking. Will also develop competencies with mobile data collection applications, technical writing principles, basic workflows within ArcGIS and Excel functions. The Highways and Connectivity Program is seeking two interns based out of Phoenix Headquarters to support wildlife connectivity research projects throughout the state. These positions are approved to continue through December 31, 2026. We encourage applications from graduating students and those interested in continuing to work alongside their studies during the fall semester. This position will primarily support projects which promote wildlife connectivity across highways, development footprints, and other barriers by informing mitigation recommendations and assessing the effectiveness of implemented connectivity accommodations. Over the course of the internship assignments will progress from being more office-based during the summer to more field-oriented through the fall and winter, although some level of work will occur in each setting throughout. Duties will initially focus on processing trail camera images collected at wildlife crossing structures and along proposed highway alignments. The summer months will also involve field visits to maintain trail cameras, assist with road mortality surveys, support radio telemetry tracking of kit foxes and Sonoran Desert tortoises to offload GPS transmitters. During the fall and winter interns will assist with surveys to locate Sonoran Desert tortoises and outfit them with GPS transmitters, GPS collaring efforts for pronghorn and mule deer, live trapping efforts to collar kit fox and bobcat, radio-telemetry tracking and ongoing image analysis. Intern will work closely with program biologist throughout the internship and will gain hands-on experience with a range of widely applicable field techniques. The selected candidates will be mentored as part of a research team, and tasks will be completed both as part of a team and independently after appropriate training. Work assignments are typically scheduled Monday to Friday although hours will vary by project and according to conditions, fieldwork may require overnight trips. Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonably accommodate any restrictions. Preferred skills - passion for wildlife conservation, strong work ethic, detail oriented, ability to work a part of team or independently, ability to hike several miles off-trail in various environments, basic navigation (GPS and/or map and compass, remote (trail) camera use, Esri field applications (Survey 123, Field Maps, QuickCapture), species identification, GIS, radio telemetry.	Phoenix	40	Yes
FAN, ANN	1	The Wildlife Health Intern will gain knowledge in wildlife disease, public health concepts and management interventions, testing methodology, biological sample collection, biosafety, biosecurity, necropsy techniques, sample handling, data entry and basic research methods. The Wildlife Health Intern will assist with Chronic Wasting Disease (CWD) sample collection and data management. The intern will be based out of the Phoenix HQ office, but will travel statewide. Weekend and overnight trips will be required. There will be opportunities to work on other wildlife health and management projects including captures, prairie dog and invertebrate surveys, etc. The intern will learn skills in sample collection and handling, wildlife disease, data management, necropsy, and mortality investigations. The intern will work under supervision of the Department veterinarians. This internship will be full time until the end of the fall hunting season (December 2026). Preferred skills: organized, good communication skills (write and verbal), work independently, computer skills and data management; driving long distance. ***Pre-exposure rabies vaccination is highly recommended, but not required.	Phoenix	40	No
GRAGEDA, MIGUEL	1	The intern will gain knowledge regarding the intricacies of working with international partners and colleagues; cross cultural communication skills, in depth knowledge about shared species of common conservation concern between Arizona and Mexico; photographic data processing and management skills; and, an opportunity to improve their written and oral bilingual skills. The intern will assist the International and Borderlands Program Manager and Biologist with the following: a) conduct wildlife surveys throughout Arizona and/or Mexico; b) communicate with various colleagues from Mexico and the United States in English and Spanish; c) analyze and summarize technical information on wetlands, migratory birds, and endangered species; d) assist with trail camera deployment, maintenance, and data processing; and, e) other duties as needed. The intern will be expected to work independently and as part of a team. Fieldwork may involve long days, weekends, and/or being out of town for up to one week at a time. Occasionally, fieldwork will be conducted under extreme temperatures over rough terrain and will involve camping in remote areas. The position will consist of field work (40%) of the time and office duties (60%) of the time. Preferred skill: fluent Spanish speaker	Phoenix	40	No
HEDDEN, SKYLER	1	The Colorado River Basin Native Aquatic Species Intern will obtain fish sampling techniques & equipment use, identification of native & non native Arizona fishes, collection & preservation of tissue/genetic samples, skills related to teamwork and communication, and basic agency practices. The Colorado River Basin Native Aquatic Species Intern will assist with native fish conservation projects in Colorado River Basin streams. The internship involves a wide mix of fieldwork and hands-on tasks. Plans can change throughout the season depending on weather, safety, project priorities, forest closures (like fire or drought), staff availability, and other unexpected events. The schedule typically involves working in the field, leaving Phoenix on Monday and getting back on Thursday, but this is more of a general guide than a strict week-by-week plan. You'll help with native fish conservation projects in headwater streams within the Colorado River Basin. Work may primarily involves fish population surveys but also include collecting and transporting fish, stocking, removing non native fish, assessing stream habitat, collecting water quality data, cleaning and disinfecting gear, driving 4x4 vehicles, entering data, and other tasks as they come up. Crews will be using a variety of gear/equipment including but not limited to: electrofishing units (backpack), seines, hoop-nets, minnow traps, gill nets, trammel nets, angling equipment, and snorkeling equipment. Crews may work for extended periods of time (up to 5 days) in remote wilderness settings. Crews may work alternating shifts (day and night) up to 16 hour days. Crews will be required to hike in rough terrain over long distances (up to 10 miles). Crews will work in varying environmental conditions ranging from freezing to over 100 degrees F. Multi-day backpacking and camping trips, will be required. Lifting and carrying up to 50 lbs. for 5-10 miles at a time is not uncommon. Swimming in cold and moving water is not uncommon. Qualified candidates will require a positive attitude, ability to work well in a group setting, ability to work well under stressful situations, and willingness to conduct a variety of tasks knowing that those tasks may be subject to change. Interns are expected to maintain a positive attitude, be willing to learn, maintain a professional demeanor (both with the public and other employees), have a strong work ethic, be punctual, work well with others, dress appropriately, and ask questions. The work in this position can be tiring at times but is rewarding and contributes directly towards conserving and protecting native fish species. The exact timing and activities may be subject to change during the course of the appointment for any of the following reasons: changes in favorable weather conditions, emergencies/work priority (when other projects take priority over originally scheduled activities), forest closures (drought, fire, other), illness, or other. Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonably accommodate any restrictions. Required skills: driving, hiking/backpacking, swimming, reading/writing, effective communication (oral and written) Preferred skills: fish identification, fish sampling, data collection, use of GPS units, operation of 4x4 vehicles, first aid training, fish handling & transport	Phoenix	40	Yes

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Lead	Interns requesting	Job Description	Location	Expected hours weekly	Physical Exam Rqrd?
HERZOG-LOWRANCE, CHEYENNE	1	The intern will gain knowledge of how species data is managed and used. They will learn best practices for data management; gain familiarity with key computer programs and tools, including R and R Studio, ArcGIS programs, and manipulation of spatial data; and will learn important literature review/research techniques and citation management. Be part of the global natural heritage network! Arizona's Heritage Data Management System (HDMS) Program manages and interprets data on diverse species to help inform management, development, and conversation actions across Arizona and beyond. We are looking for an enthusiastic and detail-oriented individual to join our team. Primary duties will include processing species data into HDMS system and creating/updating records based on species data. Additional duties may include creating/updating species occurrences maps, researching and updating species abstracts, and reviewing and updating public communication tools. Other duties based on the intern's interest and program needs. The majority of the work will be office-based or remote, but field opportunities may be available. Preferred skills: Candidates with experience with data entry, geospatial information systems, R programming, and/or literature review is preferred. Required skills: Candidates should have interest in wildlife data management. They must be detail-oriented, able to work independently and as apart of a team, and have good basic computer and organizational skills.	Phoenix	40	No
KEISTER, EMILY	1	The Native Trout and Chub Intern will gain knowledge of aquatic species sampling methods, species identification, native fish management practices in the Southwest, 4x4 driving, wilderness survival and camping experience. The Native Trout and Chub Intern will assist with Apache Trout, Gila Trout and Roundtail Chub conservation projects, including surveying and monitoring; transporting and stocking of native fishes; removal of nonnative species; hiking, backpacking, and carrying buckets of fish in extreme temperatures over rough terrain; camping in remote locations; navigation using GPS and topographic maps; identifying, handling, and processing of native and nonnative fishes and other aquatic organisms; preparing for field work; maintaining and organizing field equipment; recording, organizing, filing and entering data, field notes and photos; stream habitat surveys; installing and removing temperature monitors. Fieldwork may involve long days, weekends, and/or being out of town for up to one week at a time. Interns will use standard and 4WD vehicles with trailers, operate UTVs, and ATVs, and will operate and maintain a variety of specialized equipment common to fisheries work. Opportunities may arise where interns will able to join other work units for field days. Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonably accommodate any restrictions. Preferred skills: outdoor skills (including camping), hiking long distances carrying a heavy pack, work in adverse weather conditions, general biology background (interest in fisheries preferred), experience with backpack electrofishers, hoop nets, and four wheel drive vehicles.	Phoenix	40	Yes
LATELLA, IAN DAVISON, RYN	2	The Ranid Frogs Project Interns will gain knowledge in identification, handling, processing, and survey methods of amphibians and reptiles, 4WD driving, GPS, ArcGIS, and other mapping applications; methods of aquatic habitat construction; methods of data collection and entry; importance of native amphibian and reptile conservation; border safety. The Ranid Frogs Project Interns will assist amphibian and reptile biologists with the conservation of aquatic and terrestrial herpetofauna (herps) and their habitats through data management (25-50%) and field (50-75%) work. Field work will be statewide in the foothills and mountains of Arizona. Intern will gain proficiency in techniques for surveying for herps; identifying, handling and processing herps; preparing for field trips; and maintaining and organizing field equipment. While in the field, interns can expect to hike in rough terrain during sometimes inclement weather, camp for several days at a time, use 4WD vehicles in remote areas. Office work will provide experience entering and managing data in Microsoft Access/Excel, ArcGIS, and other software commonly used in wildlife conservation. Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonably accommodate any restrictions. Required skills: interest in hiking, camping and learning about amphibians and reptiles. Preferred skills: Strong teamwork skills, data entry and management (MS Office), off-highway driving, and production of maps using GIS.	Phoenix	40	Yes
LOUBERE, KENDRA	2	The intern will gain knowledge in data collection and organization, familiarity with basic database field types and requirements; outdoor skills and field crew dynamics, wildlife species characteristics dependent on availability of field projects. The Data Tools Team Intern will assist the Data Tools Team in wildlife data management and data collection techniques. Intern should have interest in wildlife data collection techniques and an understanding of the importance of data integrity as it relates to data storage; comfortable working with XLS/CSV formats, open to working with geographic data formats, working with ArcGIS Survey 123. The intern will spend approx. 80% of job working with data and data warehouse application. Field data collection will consist of approx. 20% of the position, which may include assisting with aquatic and/or terrestrial wildlife data collection and research projects. Field work may consist of participating on a crew and may work long days, driving long distances within the state. May work some weekends with irregular hours such as early morning or nights. Preferred skills : MS Excel, Google Suite, geospatial data, ability to perform field work in extreme temperatures, rugged environments, ability to carry a heavy pack; strong time management skills, and ability to communicate clearly and professionally with co-workers.	Phoenix	40	No
MARTINEZ, ALEX	2	The Aquatic Invasive Species (AIS) Interns will gain understanding of AIS, aquatic ecosystems, and water chemistry. In addition, knowledge and experience will be expanded in sampling techniques, fish and fish management, trailering experience, water quality testing skills, basic laboratory skills, and excellent customer service skills. Interns may also gain knowledge in waterfowl identification and biology as well as Microsoft Access database management. The Aquatic Invasive Species (AIS) Interns will be responsible for assisting the AGFD Aquatic Invasive Species (AIS) Program with various functions and activities. Primary duties will include assisting staff with AIS sampling and monitoring at affected lakes and streams, outreach and education efforts at these water bodies to inform the public about AIS, supervised decontamination on boats and equipment, general equipment maintenance and repair, routine inspections at our state-operated fish hatcheries, surveys for AIS at various waters, data entry, and assistance to other Aquatic Programs. Fieldwork performed will be determined by program sampling and monitoring needs, which will include preparation and decontamination of eDNA and substrate sample collection equipment. Fieldwork may involve long days outdoors in extreme temperatures and occasional overnight travel. Office duties will include data entry and management, literature searches and generate reports. Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonably accommodate any restrictions. Required skills - strong customer service skills, ability to work independently in the field following established protocols and procedures, attention to detail, basic understanding of aquatic ecosystems or water chemistry, and basic understanding of fish biology Preferred skills - knowledge of 4-wheel drive operation and basic trailering	Phoenix	40	Yes

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MCINTIRE, ANGELA	1	The Bat Project Intern will gain knowledge of bat population monitoring techniques, learn to conduct acoustic surveys, landscape capture surveys and roost emergence surveys, bat capture and handling techniques, learn to manage data, coordination and time management skills, department operations and exposure to a variety of internal and external entities. The Bat Project Intern will learn various techniques to monitor bat population trends. Primary duties will consist of deploying and retrieving acoustic bat detectors, preparing for and assisting with bat capture surveys, and data entry. The intern will be based out of the Phoenix office, but will travel statewide. While in the field, the intern can expect to work in a variety of conditions including remote locations in hot conditions, overnight outings and camping. The intern will work under the supervision of the Bat Project Supervisor. The Bat Project Intern may be asked to assist with other Terrestrial Wildlife program activities as needed. Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonable accommodate any restrictions. Preferred skills: organized, attention to detail, self-motivated and able to work alone, good verbal and written communication skills, strong work ethic, proactive, problem solving skills, skilled in computer use, data management, off-road driving and navigation. ***Pre-exposure rabies vaccination is recommended, but not required.	Phoenix	40	Yes
RODRIGUEZ, DANNY WHITE, MICAH	1	The Field Operations Law Enforcement Intern will gain knowledge of: Organizational Skills, Proficiency in Google Office Suite, Trailing, Coordination Skills, Interpersonal communication The Field Operations Law Enforcement Intern will be primarily be providing assistance to the program leads. Job duties include - assist with filing and digitizing training records, assist with inventory, assist with wildlife manager training , facilitate FOLE fleet maintenance requirements, entering boating collision reports, assisting with OHV/watercraft outreach, assist with boat inspections, answer phone calls, and other assigned tasks. Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonably accommodate any restrictions. Required skills: Trailing (preferred), knowledge of G-Suite, must take the ADOA and AZGFD drivers training	Phoenix	20-29	Yes
ROZANSKI, CHARLOTTE	1	The Non-game Wildlife Intern will contribute to data collection for a wide range of projects, and will gain experience in finding, handling, measuring, and recording data from a range of conservation-dependent species in Arizona. Interns will contribute to data collection for a wide range of research projects and gain knowledge and perspective on the ecology and conservation need of multiple specifiers in Arizona. The Non-game Wildlife Intern will assist in a wide variety of field work projects around the state of Arizona focusing primarily on birds and reptiles, but could potentially include working on other taxa such as small mammals and plants. Potential focal projects may include surveys for Sonoran Desert Tortoises, Flat-tailed Horned Lizards, Southwestern Willow Flycatchers, Mexican Spotted Owls, American Goshawks, Mount Graham Red Squirrels, or Peregrine Falcons. Much of the assignment will include travelling during the work week for field surveys including camping at field sites or staying in department-provided housing. Some time in the office for data entry, gear maintenance and cleaning, and other tasks will be included. Interns will contribute to data collection for a range of projects, and will gain experience in finding, handling, measuring, and recording data from a range of conservation-dependent species in Arizona. Preferred skills: passion for working with wildlife in the Arizona deserts and northern ponderosa forests, interest in a future career as a wildlife biologist, experience outdoors, including hiking or backpacking in difficult terrain, off-trail. Experience with long-term camping and backpacking in remote areas. Interest or past experience with observing, handling, or measuring wildlife species.	Phoenix	40	No
RUSSO, BRIANNA	1	The intern will develop a basic understanding of wildlife connectivity and associated research techniques, becoming familiar with image analysis, road cruising and road mortality survey protocols, and identification of Sonoran Desert vertebrate species, and GPS telemetry tracking. Will also develop competencies with mobile data collection applications, technical writing principles, basic workflows within ArcGIS and Excel functions. The Highways and Connectivity Program is seeking one intern based in Phoenix Headquarters to support wildlife connectivity research projects. This position will support projects which promote wildlife connectivity across highways, development footprints, and other barriers by informing mitigation recommendations and assessing the effectiveness of implemented connectivity accommodations. Duties will include processing trail camera images collected at wildlife crossing structures, identifying detected wildlife to species and documenting their behaviors. There will also be opportunities to participate in fieldwork including maintaining trail cameras, assisting with road cruising and road mortality surveys, retrieving GPS collars from the field, and assisting with radio telemetry tracking of kit foxes and Sonoran Desert tortoises to offload GPS transmitters. Intern will work closely with program biologist throughout the internship and will gain particular skills in trail camera use, species identification, and data management. The selected candidate will be mentored as part of a research team, and tasks will be completed both as part of a team and independently after appropriate training. Work assignments are typically scheduled Monday to Friday. Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonably accommodate any restrictions. Preferred skills: passion for wildlife conservation, strong work ethic, detail oriented, ability to work a part of team or independently, ability to hike several miles off-trail in various environments, basic navigation (GPS and/or map and compass, remote (trail) camera use, Esri field applications (Survey 123, Field Maps, QuickCapture), species identification, GIS, radio telemetry.	Phoenix	40	Yes
RYAN, MASON RUBKE, CHAD	1	The intern will gain knowledge in sampling design and survey methods for snakes, toads, and turtles; multiple field techniques including visual encounter surveys, garter snake and turtle trapping, identification, handling, processing, 4wd driving, GPS use, ArcGIS use, and other mapping applications. The Species of Greatest Conservation Need (SGCN) and Tuttle Projects Intern will assist amphibian and reptile biologists (Garter Snake and Turtle Projects) with the conservation of aquatic and terrestrial herpetofauna (herps) and their habitats through data management (50-75%) and field (25-50%) work. Office work will provide experience entering and managing data in Microsoft Access/Excel, ArcGIS, and other software commonly used in wildlife conservation. Field work will be statewide in the foothills and mountains of Arizona. Intern will gain proficiency in techniques for surveying for herps; identifying, handling and processing herps; preparing for field trips; and maintaining and organizing field equipment. While in the field, interns can expect to hike in rough terrain during sometimes inclement weather, camp for several days at a time, use 4WD vehicles in remote areas. Preferred skills: hiking, camping in remote areas, navigating with maps and GPS, identifying herpetofaunal species, data entry and management (MS Office), off-highway driving, production of maps using GIS preferred.	Phoenix	40	No

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SORENSEN, JEFF	1	The Invertebrate Wildlife Program Intern will gain knowledge in identification of native and introduced mollusks of Arizona, along with survey techniques for mollusks, crustaceans, and other aquatic wildlife. In addition, gain proficiency in the use of tables with ArcGIS Collector and Survey123 apps for field data entry. Will learn to implement control and eradication efforts used to combat aquatic invasive species and nuisance plants and gain understanding of how conservation agreements and the Endangered Species Act are used to manage rare and at risk native wildlife species. The Invertebrate Wildlife Program Intern will assist with invertebrate projects (mollusk and crustaceans) throughout the State, and may assist with native amphibian, reptile and fish projects as available. Field locations include: Verde Valley, White Mountains, Huachuca Mountains, San Rafael Valley, Safford, and Pinaleno Mountains. The position will require statewide travel and driving off-road, and hiking and camping in remote areas under various weather conditions. Kayaking on rivers and ponds. Other duties include: data entry, writing assignments, researching literature, examining and cataloging snail specimens, cleaning gear, and equipment loading and maintenance. Required skills: ability to swim, hike and camp Preferred skills: experience using GPS, ArcGIS, kayaking or paddleboarding.	Phoenix	40	No
SUMNER, KATE MALLINSON, CAROLINE	1	The Sports Fish Research Intern will gain skill in fish sampling techniques, boat electrofishing techniques, gill and trammel net techniques, fish identification, extraction of fish aging structures, data entry and management, 4x4 and trailer operation. The Sports Fish Research Intern will work within the Department's Research Branch conducting research on sport fish restoration projects. Under the direction of the Sport Fish Research Biologist, the interns will be primarily be responsible for assisting with age and growth of sport fish in Arizona reservoirs, as well as the Black Crappie Capture Methods project. These projects will involve a variety of field sampling techniques including: boat electrofishing, gill netting, trammel netting, hoop netting, and fyke netting. These projects take place statewide and are located on some of the most scenic reservoirs throughout the entirety of Arizona. Other duties may include activities associated with other sport fish restoration projects. The intern will also perform other duties as assigned. Interns will also be responsible for assisting with entering and quality checking data. These internships will require travel, work long and irregular hours, including weekends. The position will required the ability to hike 2+ miles per day in occasionally harsh conditions and require overnight, dispersed camping at field sites as needed. Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonably accommodate any restrictions. Required skills: must be able to hike for extended periods of time, work in adverse environmental conditions, comfortable interacting with general public in the field Preferred skills: working towards a degree in fisheries, wildlife, or related field with interest in research	Phoenix	40	Yes
DREVER, DAVID (GARLAND PRAIRIE GPD)	1	The Intern will gain knowledge and experience with various small mammal monitoring and management techniques, including: transect surveys, night-time spotlight surveys, small mammal trapping and processing, collection of biological samples for disease testing, prairie dog colony mapping, and distribution of flea control products to help protect small mammal populations from sylvatic plague. Intern will conduct surveys for Gunnison's prairie dogs (GPD), Black-footed ferrets (BFF) and assist in other small mammal activities as needed. Duties will include monitoring GPD and BFF populations, mapping GPD colonies using GPS technology, distribution of flea control products, trapping and handling of GPD and other small mammals, and collection of blood and parasites for disease monitoring efforts. Intern will be required to use Department 4x4 vehicle to access sites and be capable of using maps for navigation to travel between them. Positions are full time and predominantly field based. Interns should expect to spend nearly all of their time in the field - at Garland Prairie - near Williams, AZ. Camping at Garland Prairie will be required every week of the season, for three to four nights per week. The Intern will not be required to spend their days off at the field site, and generally spend their weekends at home. Most camping gear will be provided, but the Intern will be responsible for providing their own sleeping bag. BFF surveys will occur at night, and some work may be necessary on the weekends. Interns will be hiking long distances (30-40 miles per week) at times in extreme conditions. Knowledge of Microsoft Software and G-Suites will be necessary to write trip reports and enter data. Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonably accommodate any restrictions. Preferred skills: candidates should have at least some experience with camping outside of developed campgrounds, and must be able to spend nearly all of an 8 to 10 hour work day on their feet. A valid driver's license is required. Experience driving a full-size 4x4 pick-up truck on unpaved roads is preferred, but not required. The preferred candidate will also be able to navigate using a GPS, accurately enter data into spreadsheets and mapping software, and help maintain project databases.	Phoenix Based (Garland Prairie near Williams, AZ)	40	Yes
FYFFE, NATHAN	2	The Small Game Interns will gain skills necessary for capture, handling and banding of wild birds (doves, band-tailed pigeons and waterfowl) and collecting, recording, and maintaining biological data, learn Department operations, have exposure to State and Federal harvest data and how it is used to manage species. Interns will assist with data entry and research opportunities with other programs as available. The Small Game Interns will primarily involve the capture, marking and releasing of wild doves, band-tailed pigeons, waterfowl and the collection and recording of biological/demographic information about each bird. Work often occurs in field sites near Phoenix and Yuma and other remote locations statewide. Work will be done under hot summer conditions and interns will primarily be working independently while trapping doves. Daily trapping/banding hours usually include a block of hours in the early morning and a second block in the late afternoon/evenings. Interns may be asked to assist with other Terrestrial Wildlife program activities as needed or available. Preferred skills: Driving 4x4 vehicles, problem solving	Phoenix Based (Statewide)	40	No
LISAK, SAM KLOVANISH, CASSIDY	2	The interns will gain knowledge in wildlife research techniques, the biology and ecology of black bears and American pronghorn, outdoor skills and being part of the research team. The Terrestrial Research Program Interns will assist on American pronghorn and black bear research projects which may include: navigating using GPS or OnX; preparing for field work; maintaining field equipment; camping in remote locations; hiking long distances with heavy packs; helping with observations of pronghorn; recording accurate field notes; helping to set up cameras; managing data using ArcGIS and Excel; assisting with or observing black bear capture/collaring. Work will primarily be field based, and fieldwork may involve long days, driving long distances, working on some weekends and/or at night, and being in the field for up to eight days at a time. The intern will use 4WD and ATVs. Opportunities to join other work units to assist in field work may arise. The position is based out of Phoenix, but fieldwork will be conducted statewide. Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonably accommodate any restrictions. Preferred skills: experience with outdoor skills (including camping in remote areas), experience with navigation using GPS and maps, the ability to hike long distances carrying a heavy pack, experience with 4WD vehicles, the ability to work in adverse weather conditions, experience with field data collection, data management, and wildlife observation and/or handling, the ability to work both independently and as part of a team, and experience using Microsoft and G-suite. Interns with proof of active rabies titers will be allowed to handle wild mammalian rabies vectors (black bear).	Phoenix Based (Statewide)	40	Yes

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Lead	Interns requesting	Job Description	Location	Expected hours weekly	Physical Exam Rqrd?
LOUGH, LENNA	2	The Streams and Native Aquatics Interns will gain experience and knowledge in fisheries management techniques and aquatics best management practices. Interns will develop a proficiency in a variety of fisheries sampling techniques, especially backpack electrofishing, fish identification and scientific data collection and management including logistical planning of fieldwork and maintenance/repair of field gear. The Streams and Native Aquatics Interns will assist regional biologists with ongoing native aquatic conservation projects and surveys. These surveys may include backpack electrofishing, removal of nonnative species, translocations of native species, netting surveys, identifying and handling fish, mapping stream reaches and stream habitat surveys. Interns will also have the opportunity to assist other regional aquatic biologists with field work that may include native and non-native trout surveys as well as boat electrofishing surveys. Interns may be responsible for preparing field gear; maintaining and organizing data and equipment; preparing for overnight camping and backpacking trips; driving vehicles over rough terrain. Fieldwork will include hiking over rough terrain and in varying weather conditions, while carry upwards of 30 pounds at times. The ideal candidate will be comfortable working outdoors for extended periods of time and have interest in wildlife conservation. A positive attitude and ability to well with others in stressful situations will be key to success in this position. If needed, housing may be available at the Pinetop Game and Fish office bunkhouse. Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonably accommodate any restrictions. Required skills: willingness and ability to work in varying field conditions which may require hiking many miles over rough terrain carrying heavy loads Preferred skills: experience and/or interest in native fish and wildlife conservation, fish and wildlife management, or outdoor recreation. Fish ID skills, camping, and outdoor recreation experience is also appreciated	Pinetop	40	Yes
CORDOVA, JENNIFER	3	The Black-footed Ferret Interns will gain knowledge on use of small mammal, prairie dog, and ferret traps, collection of samples from prairie dogs, spotlighting searches for ferrets and collection of accurate data, how to work as part of a team, navigation by GPS. The Black-footed Ferret Interns will be working on the black-footed ferret project at 2 ferret reintroduction sites in Seligman, Arizona. The major focus will be on mapping prairie dog colonies which requires walking up to 10 miles per day and determining activity level at burrows. In addition, will assist in disease study at the reintroduction sites. Primary duties will include visual counts of prairie dogs, distributing plague mitigation treatments including fipronil grain and baits, and trapping and processing prairie dogs and small mammals. Spotlighting for black-footed ferrets at night, and index surveys of prairie dogs will occur throughout the summer. Other duties may include presentations to the public, collection of predator samples. Schedule is usually 4 10-hour days, Monday-Thursday, but may include some Fridays, nights and weekend shifts as needed. Housing is provided. Preferred skills: ability to hike up to 10 miles per day in inclement weather, GPS navigation, handling small mammals and prairie dogs, use of live traps, ability to work independently, attention to detail and accurate data collection. Preferred candidates will be able to work well in a team setting. Required skills: must have a strong work ethic, positive attitude, and the ability to work flexible schedules including early morning and night work.	Seligman	40	No
ULMER, ZACHARY	1	The Silver Creek Hatchery Intern will develop an understanding of sportfish stocking to the AZGFD strategic plan, the state of Arizona and the North American Model of Wildlife Conservation. The intern will gain experience in entry level fish culturist coldwater fishery management, basic water quality skills relevance to freshwater fish production, and basic landscaping and handyman skills. This Silver Creek Hatchery Intern will assist with daily aquacultural duties such as monitoring water quality, fish production chores, including general fish care, sampling fish, maintenance of rearing units, and loading and stocking fish under the supervision of the Hatchery Manager or Fish Culturist. Various other duties may include regular property landscaping and maintenance, facility maintenance, equipment maintenance, general administrative duties, and limited public outreach. This will require use of computers to various hand tools and basic power tools. Regular schedule is Monday-Friday 7am to 3:30p with on site-housing provided. Silver Creek Hatchery is located on 840 acres of AZGFD land. The property is located approximately 10 miles northeast of Show Low Arizona at an elevation of 6200 feet. Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonably accommodate any restrictions. Preferred skills: the ideal candidate will have completed some college courses relevant to fishery biology and should have some experience in animal husbandry (preferably fish), knowledge of fish biology, basic fishing knowledge, swimming, experience with use of basic power tools and hand tools and groundskeeping equipment (such as lawnmowers and string trimmers), attention to detail in repetitive tasks, ability to lift 50 pounds on a routine basis, ability to work in semi-remote setting, attention to detail, ability to work in all types of weather conditions	Silver Creek Hatchery, Show Low, AZ	40	Yes
HICKS, HOLLY	4	The Sipe Wildlife Area Interns will gain knowledge in monitoring techniques (i.e. track plating) and vegetation surveys (i.e. robel pole and Daubenmire frame). The Sipe Wildlife Area Interns will assist with the New Mexico jumping mice project in the White Mountains. Field work includes track plate and vegetation surveys for endangered NM jumping mice but may involve other small mammal projects statewide. Field work will require hiking in remote areas over rough terrain, camping, navigating GPS and landmarks, identifying small mammals and vegetation, and accurately collecting data with minimal supervision. Field work will require thorough planning before a trip, including site inspections and mapping travel routes. Long days, weekends, and/or being out of town in remote areas for up to a week at a time. Interns will be expected to provide written summary report on activities before the end of assignment. Other duties include data entry, coordination with other agencies, reading and producing maps, researching literature, operating 4WD vehicles, cleaning and maintaining equipment. Both living quarters and work will be conducted in areas with limited services available. Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonably accommodate any restrictions. Preferred skills: knowledge and use of GPS, ability to navigate using maps, camping and hiking experience, ability to identify basic vegetation types, 4x4 experience, Microsoft Windows and G-Suites knowledge	Sipe Wildlife Area, Springerville, AZ	40	Yes
THOMPSON, MARK	1	The Tonto Creek Hatchery Intern will learn daily hatchery fish culture tasks and procedures and how to identify fish pathogens and treat with therapeutic chemicals. Will gain experience feeding, cleaning, diagnosing pathogens, treating with therapeutic chemicals, fish distribution techniques, using various fish enumeration and inventory methods, transferring, loading and stocking live fish. In addition, will provide skills needed to maintain hatchery buildings, grounds and equipment. The Tonto Creek Hatchery Intern will assist with fish culture activities including feeding, cleaning rearing units and disinfecting equipment, completing inventories, sample counts and moving fish on station. Testing and recording basic water quality parameters. Assist with fish health diagnostics and treating with therapeutics. Hands on learning of culture techniques for native Apache trout. Other duties will include routine maintenance and upkeep of facility and grounds. Provide periodic maintenance on hatchery equipment. Help load stocking trucks and assist with stocking local bodies of water. Provide hatchery tours and answering questions from hatchery visitors. Work schedule is Monday-Friday, 7am - 3:30p with on-site housing provided. Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonably accommodate any restrictions. Preferred skills: experience caring for live animals (preferably fish), knowledge of fish biology, experience with use of hand tools and groundskeeping equipment (such as lawnmowers and string trimmers), high attention to detail during repetitive tasks, ability to work in all types of weather conditions, ability to lift 50lbs on a routine basis	Tonto Creek Hatchery, Payson, AZ	40	Yes

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MURPHY, RANA	1	The FOR5 Terrestrial Intern will gain knowledge of hands-on experience in game, non-game, and aquatic wildlife handling, marking, detection and observation; introduction to field methods for monitoring wildlife populations and assessing habitat; experience in application of techniques, theories, and science regarding management of wildlife species; and basic knowledge of wildlife management policy and general guidelines specific to wildlife management in the state of Arizona. The FOR5 Terrestrial Intern will assist the Regional Terrestrial Wildlife program with dove trapping and branding, wildlife habitat assessment and enhancement projects, including rainwater catchment monitoring, and terrestrial game and non-game inventory. Some activities may be conducted before dawn, or after dusk, with safety precautions in place. Occasional tasks may include telemetry work, assisting with necropsy of deceased animals, and pickup/delivery of field supplies or animals such as desert tortoises. Some field work may include hiking in remote areas, orienteering using GPS and amps, and operating a 4x4 truck. Office work will include entering data, scanning and filing documents, care for wildlife temporarily under the care of the Terrestrial program, and some report writing and/or basic map creation. Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonable accommodate any restrictions. Preferred skills: field skills including hiking in remote areas, orienteering using GPS and maps, and using optics to identify wildlife, office skills including proficiency with word processing and spreadsheet software. Required skills: time management and communication/accountability.	Tucson	40	Yes
GARDNER, RUSSELL	2	The Sonoran Pronghorn (Yuma) Interns will gain knowledge of all aspects of the Sonoran pronghorn program. The intern will gain knowledge of pronghorn behavior. The intern will use radio telemetry, investigate mortalities to determine cause, identifying animals using optics and camera traps, how to record detailed wildlife related notes and other wildlife conservation practices. The Sonoran Pronghorn (Yuma) Interns will assist with all duties at the Kofa Sonoran pronghorn captive breeding pens and with projects related to wild pronghorn herds throughout their range. Observe and monitor pronghorn in the pen using binoculars and spotting scopes using ear tags and collars as identification. Provide feed, maintain waters, clean up waste hay, maintain woven wire and electric fences, maintain irrigation systems and irrigate as needed. Record detailed accurate field notes. Monitor and maintain other habitat enhancement plots. Investigate mortalities. Maintain cameras and record wildlife from photos. Other duties within the Sonoran pronghorn project as assigned. The position is based in Yuma, Arizona and will be working a four ten-hour schedule. Housing is provided. Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonably accommodate any restrictions. Required/Preferred skills: experience hiking, driving and orienting in rugged outdoor situations; maintaining fences and irrigation systems; use of radio telemetry equipment to locate wildlife; accurate field data recording; preparing for and functioning for long work days in extreme heat; working successful in small teams; observing wildlife with binoculars and spotting scopes	Yuma	40	Yes
KUHN, DAVID	2	The Wildlife Waters Interns will gain knowledge of the conservation efforts of why we haul water, ecological knowledge of the importance of water to wildlife species in the desert, how our water catchments are built and how they function, maintaining and repairing issues at our catchments, learning about our wildlife that use the water catchments, calculating water levels, and other biological and ecological concepts. 4x4 and trailer training class will be provided by AZGFD. The Wildlife Waters Interns will be assisting the Region 4 Terrestrial Branch with a variety of responsibilities in relation to our wildlife waters program. This includes driving a 3/4 ton truck with a 1,000-gallon water trailer over rough roads and sometimes in remote areas to help deliver water to our wildlife water catchments. Assisting with the instruction of Ranchbot water sensors across the region. Driving to water catchments to measure and record water levels in the systems. Maintaining, repairing or making adjustments to water catchments that have been damaged. Recording accurate data and notes. This position may often require early mornings, long days, overnight camping and working on weekends and holidays. Employment is contingent upon completion of a post-offer medical/physical examination and the agency's ability to reasonable accommodate any restrictions. Preferred skills: An interest in wildlife conservation, ability to use maps and electronic mapping apps, ability to work in hot desert conditions, and any experience towing trailers. Required skills: Must have a valid driver's license.	Yuma	40	Yes