

Compensatory Mitigation Intern

STEP Internship 2025

Location: Raleigh, NC
Division of Mitigation Service

Project/Initiative Objective

The project will provide the college intern with the opportunity to gain critical professional experience for future career opportunities in compensatory and restoration ecology, and environmental resource management. The intern will work on tasks and projects that can assist with the development of tangible skills for working with and producing information at the interface of science, public policy, and economic development.

Major Task to be Performed

Assist in determining how endangered and threatened species in North Carolina can benefit from compensatory mitigation projects that restore, establish, enhance, or preserve habitats negatively impacted by development and transportation projects in the state. Tasks may include collecting, entering, curating, and analyzing data from online databases, GIS mapping and visualizing information, and doing literature and online searches for related content.

The intern will also assist with the day-to-day activities of the section (e.g., reviewing mitigation requests and project data entry), and will have the opportunity to provide content for section-specific, regulatory, and legislative reports.

Desired KSAs (Knowledge, Skills & Abilities)

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

Final Product or Outcome Anticipated

The intern will learn various data management, analysis, and presentation skills. The intern will develop experience working in a mission-driven public agency, working alongside a diverse set of compensatory ecologists and mitigation specialists. The intern will provide content for the primary assigned project, as well as for others.

Travel Required

No