



Midpeninsula Regional Open Space District - *JOB ANNOUNCEMENT*

Water Resources Intern

Conservation Biology Intern

Pay Rate: \$27.1341 per hour, Non-benefited

Application Deadline: Sunday, February 1, 2026

About the Position: Midpeninsula Regional Open Space District (Midpen) is seeking three interns in the Natural Resources Department: one Water Resources Intern and two Conservation Biology Interns. Under the guidance of our professional biological staff, these subject-matter focused internships will provide training in a broad range of common natural resource management techniques and environmental analyses. Internships are open to applications from current students or recent graduates (within the last 12 months).

The expected start date for these positions is in April 2026.

Water Resources Intern

- The responsibilities of the intern will focus on a long-term aquatic habitat assessment and restoration project. Additional smaller projects may be assigned in other natural resource subject areas. Responsibilities will include scientific literature reviews, GIS mapping and modeling, data analysis, organizing and performing field work, writing reports, and science communication. Successful candidates will have an understanding of the hydrologic or ecological principles of wetlands and streams, experience with ArcGIS Pro, the ability to collect, organize, and interpret data, and written communication skills. Experience with data analysis in R, Python, or Microsoft Excel is preferred, and supplemental training time will be available. Experience with field work in remote areas is desirable.

Conservation Biology Intern (2 positions)

- The responsibilities of the intern include identifying plants in the field following plant survey and collection protocols; providing biological monitoring during construction and other ground-disturbing activities; GIS mapping, researching and preparing written summaries of local species, and collecting and organizing data in spreadsheets and databases. Requires the ability to identify plants and common wildlife of California as well as the skill of interpreting scientific reports and writing summaries.

Basic Requirements: Current enrollment in a post-secondary education (e.g., associate's, bachelor's, or master's degree) program in a relevant field or a recent graduate. Internships are open to applications from current students or recent graduates (within the last 12 months). Successful candidates will have a background in biology, botany, ecology, geology, environmental studies or another related field; and some experience with field survey techniques. Experience with ArcGIS software and mapping natural resources with GPS equipment are a plus. Possession of a valid California driver's license is required. For additional information about the position, see the [job description](#) on our website.

About Midpen: Midpen helps plants, animals and people thrive throughout the greater Santa Cruz Mountains region by preserving a greenbelt of more than 70,000 acres of public open space with 250 miles of trails in 27 extraordinary preserves, permanently protected for natural resource conservation and ecologically sensitive public enjoyment and education. Midpen is a public agency with a focused mission that guides our work, and where every employee makes an impact. If you are looking for an outstanding opportunity to contribute to the legacy of open space protection, natural resource restoration and outdoor recreation, working with an incredible team of like-minded colleagues, we invite you to apply for this position! For more information please visit our [Intern Program Brochure](#) on our Employment Opportunities

page. At Midpen, we believe open space is for all. Our public lands are shared spaces provided for the community by the community. All people, regardless of background, deserve respect, dignity, safety, and a sense of belonging. Midpen welcomes all people to enjoy the public open space preserves we hold in trust, supporting the mental, physical, and social well-being of our region.

Working Conditions/Schedule: This position will be divided between remote office work, on-site office work and field visits to survey, map, and collect field data. This position will operate in the Natural Resources Department at Midpen offices in Los Altos, California. Fieldwork is conducted in rural or mountainous Midpen open space areas, which may involve working alone in wildland areas and traversing rough, difficult terrain sometimes with poison oak, ticks and dense vegetation. Work may take place during inclement weather conditions. The selected individual will be required to work a minimum of three days on-site per week, and work may vary between field and office work. This is a temporary position working 20 – 40 hours per week, which will extend up to a total of 950 hours over a 6-9 month period (school schedules can be accommodated within regular business days/hours). Regular business is conducted Monday through Friday between the hours of 8:00 am to 5:00 pm. This is a non-benefited position.

Ready to apply? Great! We welcome your application online at [CalOpps.org](https://calopps.org). (To avoid missing email communication regarding your status in this recruitment, please add mpropenspace@calopps.org to your contacts or list of safe senders)

Application deadline is Sunday, February 1, 2026. Applicants with the most relevant experience and qualifications suitable for the position will be contacted for an interview.

The following application items are required to be considered*:

1. Fully completed CalOpps employment application
2. Cover letter
3. Resume
4. Supplemental question responses

****Incomplete CalOpps employment applications, or applications without the required application items listed here, will not be considered for the position.***

Interview Schedule: (we are unable to accommodate individual schedules and dates are subject to change)

Virtual Interviews: Two separate interview sessions will be held the week of February 16th. Dates are anticipated to fall between February 17th and February 20th (one interview date dedicated to each focus area).

Midpeninsula Regional Open Space District is an Equal Opportunity Employer

Applicants with disabilities may request reasonable accommodation by contacting the Human Resources department at 650-691-1200.

Put your passion for Open Space to work!