



## NORTHERN VIRGINIA CONSERVATION TRUST

### General Fellowship Program Description

NVCT has worked toward the goal of saving nearby nature throughout the region for over 30 years, and part of that work is engaging the next generation of conservationists. We are excited to hire a fellow for a one-year term, beginning in May of 2026. This fellowship is open to students and young professionals of color and other underrepresented groups. Land conservation is an environmental justice issue that affects climate change, safeguards cultural heritage, improves communities' access to clean air, water, and recreation, and much more. Despite our region's striking diversity, few people of color work with, serve, or lead local conservation and environmental groups. Important land use decisions therefore seldom reflect Virginia's human diversity. Fellows will have the opportunity to work closely with multiple staff members on projects focused on communications, community engagement, and partnership building.

#### **Commitment:**

This position will be hybrid based out of our Annandale office, with some work to be completed in the field and/or within our service area for events and meetings. Remote work is possible following training and proven reliability, and the position can be fully remote for the right candidate.

This position is paid at a rate of \$15 per hour and will be part-time for 10 to 15 hours per week, most of which should be Monday through Friday 9 am to 5 pm. The fellowship will begin in May of 2026 and conclude in May of 2027, with flexibility given on exact start and end dates.

#### **How to Apply:**

This fellowship is focused on individuals in the early career stage who meet desired qualifications. It is not restricted to college students, and we encourage people from all backgrounds to apply. Interested candidates should submit a resume and cover letter to [awilt@nvct.org](mailto:awilt@nvct.org) by end of day on **February 15th** for consideration. Please include "Community Engagement Fellow Application" and your name in the email subject line. Please submit your materials in PDF format titled "LastName FirstName Resume" and "LastName FirstName Cover Letter."

### **We Are Committed to Inclusion, Diversity, Equity, and Accessibility**

Just as biodiversity is the key to a thriving ecosystem, human diversity is the key to protecting Northern Virginia. Success depends on people from diverse backgrounds, cultures, ethnicities, identities, and

races taking action collectively. Clean water, air, and a safe environment are our shared rights as human beings, and increasing diversity is our duty as an organization.

## **Community Engagement Fellow**

The Community Engagement Fellow will focus on communications, marketing, and outreach, working with the Communications Specialist and the Partnerships Coordinator. This intern will be primarily responsible for creating content for socials and web, researching partners and conducting outreach, assisting in the planning of events, and strengthening the organization's IDEA work.

### **Required qualifications:**

- Must be over 18 years old
- Must be able to work in person at least occasionally at Annandale office (at least at the beginning of the fellowship)
- Must be able to dedicate a minimum of 10 hours per week for the full year period to the fellowship
- Strong research and analytical skills
- Experience creating content for various social media platforms
- Basic knowledge of social media apps such as Instagram, Facebook, and LinkedIn
- Enthusiasm for promoting inclusion, diversity, equity, and accessibility
- Ability to attend/staff occasional events throughout the year

### **Desired qualifications:**

- Located in Northern Virginia for the duration of the fellowship
- Knowledge of and interest in environmental science and conservation
- Familiarity with the Northern Virginia landscape and communities
- Strong professional communication skills
- Experience in web editing using Wix
- Experience with Canva and Adobe Acrobat
- Background and interest in community engagement work
- Background and interest in communications work
- Ability to juggle multiple projects at once and prioritize
- A self-starter attitude and strong work ethic
- Ability to develop a project independently after being given a framework
- Preference given to those pursuing a degree or with strong experience in marketing, journalism, communications, or non-profit work (or a conservation-related field with interest in outreach, promotion, and communications)
- Access to a personal vehicle
- Availability at noon on Mondays for all staff meetings

### **Key skills learned or honed:**

- Web design and webpage creation in Wix
- Social media content planning and analytics
- Poster, flyer, blog, and email creation for events or campaigns
- Event planning and execution
- Community outreach strategies
- Content development for target audiences
- Operations within a nonprofit regional land trust
- Skills in professional communication, collaboration, and project management