



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 land mapping using GIS, while learning about the inner workings of a local land trust.

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 \$18 per hour and will be part-time for 12 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 by end of day on **February 15th** for consideration. Please include "Land Conservation 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.

Land Conservation Fellow

The Land Conservation Fellow will work closely with the Lands Team on GIS mapping projects using ArcGIS Pro and NVCT's Master Acquisition Plan to analyze conservation prospects within our focal areas in the region. Other responsibilities may include downloading and organizing land datasets, creating and analyzing layers in ArcGIS, updating property reports, and updating management plans. The fellow may assist on project site visits or other field work. To spread awareness of our conservation work and programs, the fellow may be asked to assist with staffing outreach events.

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 12 hours per week for the full year period to the fellowship
- Experience with GIS mapping, especially within ArcGIS Pro, ideally with a land conservation focus
- Experience reading and managing datasets
- Strong organizational and time-management skills
- A self-starter attitude and strong work ethic
- Ability to develop a project independently after being given a framework

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
- Strong professional communication skills
- Experience creating story maps and/or communicating map results
- Ability to juggle multiple projects at once and prioritize
- Preference given to those pursuing a degree or with a strong background in GIS, environmental science, or conservation
- Access to a personal vehicle
- Availability at noon on Mondays for all staff meetings

Key skills learned or honed:

- Working with layered datasets within ArcGIS Pro
- Presenting findings to stakeholders
- Understanding conservation values and prioritization

- Conserved property management knowledge
- Operations within a nonprofit regional land trust
- Skills in professional communication, collaboration, and project management