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### **Mission & goals:**

On the organizational level: Our mission at Bird Conservancy of the Rockies (BCR) is the conservation of birds and their habitats through an integrated approach of science, education and land stewardship. We envision a future where birds are forever abundant, contributing to healthy landscapes and inspiring human curiosity and love of nature. Our work radiates from the Rockies to the Great Plains, Mexico and beyond. Our efforts are advanced by sound science, achieved through empowering people, realized through stewardship and sustained through partnerships. Together, we are improving native bird populations, the land and the lives of people.

Banding Stations: The Bird Conservancy of the Rockies Banding Stations fulfill two of our four overarching goals by:

1. guiding conservation action by conducting scientifically rigorous monitoring and research of birds
2. inspiring conservation action in people by developing relationships, through community outreach and science-based experiential education programs.

### **Program Overview:**

Bird Conservancy operates 9 banding stations. Two of those stations are open for fall and spring migration. The other seven are open either for spring or fall migration. Pineridge Natural Areas station is open for both fall and spring migration allowing for school and public visits as well as volunteer involvement in both seasons.

The banding stations meet the goal of scientific monitoring of birds by keeping standardized practices aligned with the USGS Bird Banding Lab, collecting precise data, and submitting all collected data to the bird banding lab. Each station has a designated bander (sub-permitted on BCR's banding permits) who oversees all activities at the banding station, trains and manages assistants, interns, and volunteers, and upholds the quality of the work being done at the banding station.

The banding station also serves as a point of contact with the public, allowing us to meet our goal of developing community relationships and inspiring conservation activities within the community. The bander, volunteers, and interns educate the public about the process of banding, the importance of monitoring populations in this way, dangers that birds face, and ways that we can help them. Having birds in the hand is also an opportunity to show visitors birds' incredible adaptations. This chance for people to connect with wild birds has been shown to motivate environmentally conscious behaviors in the future.

The banding intern will contribute to both of these goals by working under supervision of the bander to assist with all operations of the banding station including setting up and



breaking down equipment, checking nets and extracting birds, banding birds and collecting data, and entering and managing data. The banding intern will also assist with field trips by helping to lead groups of students (with their teachers/chaperones) on brief hikes, teaching them about birds, local wildlife, and habitats and escorting them to the banding station to teach them about the banding process.

In addition the intern will complete a capstone project. The project is designed to help the intern give additional consideration to the data being collected and how we might better communicate and interpret it visually for banding station visitors and the public. The focus point of the data is to be determined by the intern on what they think might be of most importance or interest for interpretation. Interns may design a different project if an objective emerges based on their goals for the internship.



## **Banding Intern Description of Duties and Expectations:**

### **Essential Responsibilities:**

- Responsible for helping to set up and break down the banding station.
- Help to manage net checks by keeping time and extracting birds.
- Helping to carefully band birds and collect precise data.
- Willingness to help problem solve, creatively plan for & organize programs as a part of a small team.
- Guiding field trip groups on short hikes and helping them to learn about birds, their habitats, and other local natural history.
- Learning teaching methods and environmental education standards through shadowing & teaching lessons on natural history, ornithology, science, research, conservation, field journaling, team building, and nature awareness/appreciation.
- Completing a capstone project to increase knowledge of the data being collected and how it can be translated to educate the public.

### **Learning Outcomes:**

- Strengthen skills of safely handling wild birds and bird identification
- Learn about data collection and how it translates to data entry and management.
- Exposure to risk management and decision making for optimal wildlife care.
- Build knowledge of field trip planning, implementation, and evaluation.
- Develop collaborative skills among fellow staff and volunteers and practice professional leadership with students.
- Broadening understanding of ornithology and natural resource management.
- Cultivate a skill set that sets the candidate apart from others and creates a core set of on the job skills applicable to future work in education, science or beyond.

### **Internship Benefits**

1. \$15/hour, up to 40 hours/week
2. Opportunities to connect with those working in the bird conservation and environmental education fields.
3. Mentorship throughout the internship, both formally and informally on a weekly basis. Guidance shared based on goals set together with the intern to be sure that the growth is tailored to their desired career path. (See Sample Evaluation Chart)

This role will run from April 20, 2026 through May 30, 2026 as a part-time position encompassing at least 90 hours total through the 6 week term. In this time, the intern will have the opportunity to build skills extracting, banding, and identifying birds. They will also



build useful skills entering and managing data, learning about the pitfalls of poor data management, and ways to avoid it. They will also build upon leadership and teaching/nature interpretation skills by guiding field trip groups visiting the banding station. In accordance with Bird Conservancy's onboarding requirements, the candidate must be able to clear state and federal background checks and drug screens.

On-site supervisor(s) credentials & experience in the field:  
This position reports directly to the Fort Collins Education Manager, Stephanie Wheeler and will receive supervision, feedback, and guidance throughout the season.



## Capstone Project

Through the course of this position the intern will develop a data-based visual aid that can be used to help educate the public. The specific topic being covered can be selected by the intern and what they think will be most helpful or interesting to communicate to the public.

Alternative capstone projects can be considered based on the goals and objectives brought to the conversation by the internship candidate.

Sample Evaluation Chart:

To be completed each week throughout the internship to look at progress together.

| Date: _____       | What progress has been made so far? | What roadblocks have you encountered? | Observations from manager: |
|-------------------|-------------------------------------|---------------------------------------|----------------------------|
| Goal 1:           |                                     |                                       |                            |
| Goal 2:           |                                     |                                       |                            |
| Goal 3:           |                                     |                                       |                            |
| Capstone Project: |                                     |                                       |                            |



## POSITION DESCRIPTION

|                     |   |
|---------------------|---|
| <b>Title:</b>       | Banding Intern  |
| <b>FLSA Status:</b> | Seasonal/Part-Time/Non-Exempt   |
| <b>Reports to:</b>  | Education Manager   |
| <b>Location:</b>    | Fort Collins, CO (Pineridge Natural Area)   |
| <b>Salary:</b>      | \$15/hr (minimum 15 hours per week up to 40 hours max; housing not included)  |
| <b>Duration:</b>    | April 20th – May 30th, 2026   |
| <b>Purpose:</b>     | The Banding Intern assists the Fort Collins Education Manager at the Pineridge Banding Station with banding birds, data management, station set-up/break-down, and leading field trips. The internship includes a capstone project. |

### About the Organization:

Bird Conservancy of the Rockies (BCR) is a 501-c(3) non-profit headquartered at the Environmental Learning Center at Barr Lake State Park with a satellite office in Fort Collins and fieldwork outposts in the Great Plains Region. BCR conserves birds and their habitats through an integrated approach of Science, Education and Stewardship. Our work radiates from the Rockies to the Great Plains, Mexico and beyond.

### Essential Responsibilities:

- Responsible for helping to set up and break down the banding station.
- Help to manage net checks by keeping time and extracting birds.
- Helping to carefully band birds and collect precise data.
- Willingness to help problem solve, creatively plan for & organize programs as a part of a small team.
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- Completing a capstone project to increase knowledge of the data being collected and how it can be translated to educate the public.

### Desired Qualifications:

- Effective communication skills.
- Knowledge and experience regarding bird identification and natural history preferred.
- Must be in good physical condition, able to lift/carry 40 pounds, and able to hike at elevations above 8500'.
- High school graduate (or equivalent, OR prior experience banding with at least 25 birds banded) and an interest in pursuing the sciences or related field and an interest in ornithology.



- Willingness to learn how-to lead environmental science, leadership, and/or outdoor adventure programs for diverse audiences in non-formal outdoor settings.
- Responsible, creative, enthusiastic, flexible, and dedicated to providing a safe and age-appropriate learning environment.
- Reliable personal vehicle, valid drivers license and auto insurance required.
- Able to clear state and federal background checks.

**Learning Outcomes:**

- Strengthen skills of handling wild birds and bird identification.
- Learn about data collection and how it translates to data entry and management.
- Exposure to risk management and decision making for optimal wildlife care.
- Build knowledge of field trip planning, implementation, and evaluation.
- Develop collaborative skills among fellow staff and practice professional leadership with students.
- Broadening understanding of ornithology and natural resource management.
- Cultivate a skill set that sets the candidate apart from others and creates a core set of on the job skills applicable to future work in education or beyond.

**To Apply:**

Please send a **cover letter and resume with three professional references** to **[applicants@birdconservancy.org](mailto:applicants@birdconservancy.org)** with the subject line '**Banding Intern**' by January 30, 2026. Applications will be reviewed after the deadline.

**Equal Opportunity Employer:** Bird Conservancy of the Rockies is an equal opportunity employer committed to creating a diverse work environment. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.