

Maryland Coastal Bays Program

Environmental Education and Interpretation Internship



Position: Environmental Education and Interpretation Intern

Job Type: Seasonal Intern

Application Deadline: February 6, 2026

Length: 10 weeks

Start/End: June-August 2026

Rate: \$19/hour



The Maryland Coastal Bays Program (MCBP) is accepting applications for a paid internship position starting in June 2026. Part of EPA's National Estuary Program, the Maryland Coastal Bays Program is a non-profit that works to enhance the ecological value and resiliency of the Coastal Bays, the watershed, and its community through conservation and engagement. Through education, scientific monitoring, outreach, and restoration, we collaborate with the stewards of our community to have a positive impact on our watershed.

MCBP works cooperatively with local, state, and federal agencies, other environmental non-profits, as well as citizens, to implement management actions that will meet the goals established for the protection of the Coastal Bays.

For additional information about the Maryland Coastal Bays Program, visit www.mdcoastalbays.org

Position Description

The Maryland Coastal Bays Program is seeking a qualified applicant for a summer internship focusing in environmental education and interpretation. We are looking for a highly motivated individual who has a background in outdoor education leadership, environmental science, environmental studies, biology, education, or other related fields. This position will run for 10 weeks at 40 hours a week from June through August. Exact start and end dates are flexible. This is a seasonal position with no benefits and pays \$19/hour.

MCBP works to provide opportunities for residents and visitors to gain a deep understanding of the environment around them with the hope of inspiring environmental stewardship. An ideal candidate is creative, passionate, and flexible, with the ability to work well on a dynamic small team, and is excited to educate in the field. The goal of this internship is for the intern to not only gain experience in lesson planning and program development and delivery, but to learn the inner workings of the Coastal Bays Program, involve themselves with local environmental partners, and expand their knowledge about the Maryland Coastal Bays watershed.

Primary Responsibilities:

- Lead public seining programs at various locations around the Coastal Bays
- Design and facilitate public library programs at each of the five Worcester County branches
- Write a lesson plan that will become part of the Coastal Bays lesson inventory
- Develop and facilitate community boat tours
- Co-lead meaningful estuary-based camp programs that run for three weeks of the summer
- Design and facilitate outreach events and activities around the watershed
- Work alongside our science team to gain technical skills

Desired Qualifications:

- Education experience (ex: leading youth, planning activities/lessons)
- Strong desire and passion to work with the environment and teach in the field
- Organizational and professional skills- has the capability of managing diverse tasks
- Strong verbal communication and interpersonal skills
- Basic computer skills including Canva, PowerPoint, Word, and Excel
- Creative/design skills for social media and outreach materials
- General knowledge of watersheds and/or other aquatic ecosystems
- Must be comfortable working outside in various weather conditions, in/near the water, and able to lift 25 lbs

To be considered for this position, please submit a cover letter, resume, and three references (name, job title, phone number/email, capacity you know them) to Ellen Turnbaugh, Education Program Manager at the Maryland Coastal Bays Program, at eturnbaugh@mdcoastalbays.org. Applications will be accepted until Friday, February 6, 2026 at 11:59 pm EST.

The Maryland Coastal Bays Program is an equal opportunity employer. All applicants will be considered for employment without attention to race, color, religion, sex, sexual orientation, gender identity, national origin, veteran, or disability status.