



ABOUT US

The North Lakeland Discovery Center is a 501(c)(3) nonprofit organization whose mission is to enrich lives and inspire an ethic of care for Wisconsin's Northwoods, through the facilitation of connections among people, nature, and community. Our 63-acre site is located in the heart of Wisconsin's tranquil Northwoods, set within the 240,000-acre Northern Highland-American Legion State Forest. Members and the public are invited to enjoy, explore, and challenge themselves on our 12-mile trail system, maintained for wildlife viewing, hiking, biking, snowshoeing, and cross-country skiing.

WHAT WE BELIEVE

- » **Experience the Outdoors** - We believe exposure to the outdoors is necessary to the health of people, families and communities.
- » **Broad Definition of Community** - We encourage people to see themselves as part of a community that cares for our Northwoods environment and culture.
- » **Commitment to Sustainability** - We believe that ecological care and economic viability create the foundations for sound decision-making and promoting environmental health.
- » **Power of Partnership** - We engage with profit and non-profit businesses, service organizations, governmental and educational bodies building off each other's strengths to fulfill our mission.
- » **Lifelong Learning** - We are committed to the use of active learning techniques with ample opportunities for reflection and interaction with diverse audiences and the natural world.

JOIN US!

We are looking for someone to join the Discovery Center's Woods and Waters (WW) Team who aspires to work as a part of our community, local conservation, and the great outdoors.

THE OPPORTUNITY

We are hiring **Conservation Technicians** to join our team as a part of our professional development program. You may learn more about our program here: <https://discoverycenter.net/professional-development-program/>

REPORTS TO

- » Woods and Water Director

DESCRIPTION

- » This position supports efforts to protect and restore the Northwoods' woods and waters. As a Conservation Technician, you will conduct aquatic invasive species (AIS) surveys and removal, collect aquatic health assessments, assist with land restoration, carry out Clean Boats, Clean Waters (CBCW) surveys, participate in community events to educate the public on conservation practices, and design and implement a personal project that advances your skills while contributing to the organization's mission.

EXPECTATIONS AND OPPORTUNITIES

- » **Invasive Species Monitoring and Management** — Conduct aquatic invasive species (AIS) monitoring and management, including biocontrol, snorkel and free-dive removal, and shoreline surveys. Identify, map, and document AIS distribution and density. Enter data and maintain accurate GPS records.
- » **Aquatic Health Assessments** — Assist with data collection for lake monitoring projects, including point-intercept (PI) aquatic plant surveys, lake-level monitoring, and coarse woody habitat surveys.
- » **Ecological Restoration** — Assist with planting and seeding for native communities and shoreline restoration projects. Support maintenance and enhancement of campus native gardens.
- » **Boat Inspections and Decontamination** — Conduct Clean Boats, Clean Waters surveys, including watercraft inspections, decontamination and data entry into SWIMS.
- » **Individual Development Opportunity** — Identify, design, and complete a personal project that supports both your professional development and the Discovery Center's mission.
- » **Educational Programming and Community Outreach** — Provide outreach through booths, AIS workshops, and other WW programs. Attend stakeholder meetings to support community engagement.
- » **Contribute to the Discovery Center's Missions** — Assist with programs, special events, fundraisers, and community outreach as needed. Communicate proactively with team members and support cross-departmental needs.

WHAT YOU BRING

- » **Excellent oral and written communication skills**, a positive attitude, and dependable.
- » **Passion for working outdoors** with experience and appreciation for field work conditions and hours.
- » **Strong swimming skills**, comfortable in and around water, snorkeling, free-diving, and working on various boats, including pontoons, johnboats, kayaks, and canoes.
- » **Pursuing a degree in limnology, conservation biology, botany, restoration ecology, environmental science, environmental education, natural resources**, or a related field.
- » **Some classwork or field experience implementing limnological principles** including aquatic invasive species, biology, conservation, or sampling methods.
- » **Strong attention to detail** with a sense of personal ownership, data integrity and responsibility for work.
- » **Collaborative with supervisors** and a high degree of integrity and trustworthiness.
- » **CPR and First Aid certification, and WI Boater Safety Certification**, or ability to obtain upon hiring.
- » **A valid driver's license and clean driving record**.
- » **Preferred certifications / experience**: Boat operation experience, plant identification, SCUBA certification, or prior invasive species management

THE EXPERIENCE YOU WILL GAIN

Experience in AIS monitoring and management through snorkeling and free diving, aquatic plant surveys, shoreline restoration, community engagement, field data collection, boat operation, and personal project.

COMPENSATION AND REQUIREMENTS

- » **Compensation**: \$1,750 monthly stipend and includes free shared onsite housing.
- » **Hours**: Minimum 40 Hours/week with usual Tuesday-Saturday work week. Evening, weekend, and holiday work are required but the position does provide a good deal of flexibility for days off. Field work often requires longer workdays which in trade results in some 4-day work weeks, allowing ample time off for exploring the Northwoods and its abundant wilderness and serene water.
- » **Length of Service**: 3-months, approximately May 18 – August 15, start and end dates may be flexible.
- » **Internship Opportunities**: Position may be adjusted to earn school credit for internship or work-study projects. Option to discuss these opportunities during the interview process.

TO APPLY

Hiring begins immediately and the position is open until filled. Send a letter of interest, résumé, and three references by February 1, 2026 to jobs@discoverycenter.net with 'Conservation Technician' as the subject. Questions regarding this position? Please contact abby@discoverycenter.net