



Job Description: Florida Scrub Mint Internship**Job Summary**

The Florida Native Plant Society (FNPS) and Florida Wildflower Foundation (FWF) have created an internship program to provide pathways to employment in conservation and non-profit sectors. FNPS has approximately 6,500 members and a strong volunteer base supporting the conservation, preservation, and restoration of Florida's native plants and native plant communities. The intent of this internship program is to provide hands-on experiences that will maximize exposure to a wide variety of career opportunities and perspectives while supporting the shared mission of FNPS and FWF.

Job Description

This role is for a fixed term from August 10th, 2026 - December 10th, 2026.

The Florida Scrub Mint Intern reports to the Director of Communications and aids in surveying, data collection and aggregation, mapping, and volunteer recruitment and management, including:

- Surveying privately- and publicly-owned lands for *Dicerandra* (scrub mint) species
- Handling *Dicerandra* seeds and facilitating containerized plantings
- Recruiting and managing volunteers for surveys
- Collection and aggregation of plant locations and demographic data
- Developing content for social media and other FNPS communication channels
- Represents FNPS in a positive and professional manner
- Planning and hosting *Dicerandra* Day events in October
- Developing educational materials to share with members and the public
- Aiding with other tasks as directed by the intern line manager

Required Educational Experience

- Currently enrolled or recently graduated from a degree program, high school, or similar, with a focus in environmental science, biology, ecology, social science, or a related field

Physical Requirements

- Able to lift and carry objects and materials up to 50 lbs
- Able to safely navigate natural, unimproved terrain and ensure the safety of program participants
- Able to consistently work in an outdoor setting with extreme weather conditions, including but not limited to: hot, sunny, humid, rainy, and/or cold days



- Know, respect, and follow safety policies and procedures given by their supervisor

General Requirements

- Excellent oral and written communication skills, with attention to detail
- Proficient computer skills: Microsoft Office, Google Apps
- Social media experience a bonus
- Professional, well-organized, and safety-conscious
- Team player who can take on leadership roles and responsibilities
- Ability to deal professionally, effectively, and courteously with employees, volunteers, and the public
- Ability to handle sensitive and confidential information appropriately
- A passion for conservation and FNPS's mission and vision.
- Candidates must possess a valid U.S. driver's license.

Requirements specific to this assignment

- Physically able to survey difficult terrain safely, staying focused and observant to find *Dicerandra* species, and lead volunteers in their group with this effort
- Safety is of the utmost importance, so it will be necessary to use good judgment, caution, communication, and leadership to keep themselves and their volunteers safe
- GIS mapping ability and experience is a bonus

Working Conditions

- Expected to work in the regions of Polk, Marion counties
- Expected to work from a location of their choice within Florida
- Must have adequate internet and phone connectivity to fulfill all aspects of the job
- Ability to confidently navigate off-trail, often in rugged terrain that is unstable and slippery
- Ability to use pruners or a saw as required to move through terrain
- Many areas require climbing over and under felled trees, and are sometimes densely vegetated, requiring long pants, long sleeves, gloves, and eye protection

Hours of Work

- This is a part-time position (24 hours per week)
- The number of hours per week worked is flexible to meet the needs of the intern and the nature of work, and may include weekend and/or evening hours and special events

Compensation

- \$20 per hour, paid every two weeks
- Does not include health care benefits or a retirement plan