

Summer 2020 Cartography Internship

Put your skills and talents to work conserving wild places.

[The Wilderness Society](#) (TWS) is the nation's leading public lands conservation and advocacy organization. Our mission is to unite people to protect America's wild places. We recognize and employ our maps as one of our best tools to convey complex stories and connect the values and perspectives of TWS and our partners across urban and rural landscapes. Our maps and graphics guide the implementation of our strategic priorities and frequently and meaningfully impact conservation outcomes.

We seek a curious and creative Cartography Intern to join our award-winning cartographic program for the summer. The Cartography Intern will work closely with our cartographic designer, Marty Schnure (Midd Geography '10.5), to help create compelling maps that connect people with conservation issues nationwide.

The focus of this internship will be on one of two possible tracks, described below. Applicants may either choose one track to apply for or, if interested in both tracks, may rank them in order of preference. The successful candidate will be chosen based on their qualifications for the track they select. In considering applications, both tracks will be prioritized equally; that is, there is no advantage to choosing one track over the other.

Track 1: Core cartographic storytelling

Our work changes every day as our public lands face new threats and we make crucial new policy gains. There is always a wide variety of cartographic needs—for community stakeholder meetings across the country, our digital stories, meetings with donors, scientific research, films, debates in Congress, court cases, and more. We employ a range of tools to fit the job, including Illustrator (with MAPublisher and ai2html), Photoshop, ArcGIS, After Effects, Natural Scene Designer Pro, and front-end development (HTML, CSS, JavaScript). These projects vary in depth and duration, with some being simpler rapid-response maps and others more complex with a longer timeline.

The Cartography Intern will take on a variety of these projects to meet important cartographic needs at TWS. Marty will work with the intern to identify which projects are appropriate based on the intern's skills.

Strong candidates for this role will have portfolio samples of original, beautifully designed, and intuitive maps. Applicants should be able to conceive, design, and build elegant standalone maps on deadline. This internship requires editorial skills, with a solid understanding of how to find and evaluate sources of information, work with complex data, and tell stories through meaningful and clear visualizations. Strong cartographic design principles, the ability to use color to communicate effectively, and a nuanced understanding of how to tailor a map to a specific audience are essential.

Track 2: Inclusive mapping guide and curriculum

As part of The Wilderness Society's commitment to ensuring America's public lands are more equitable and inclusive, we are working to change the way we make maps, use geographic data, and conduct geospatial analyses. We acknowledge the outsized role maps have played and continue to play in the perpetration of injustices against underrepresented communities throughout history and today. Specifically, maps have been wielded to determine and perpetuate who has power and who does not—who controls land, who gets to draw boundaries, who gets to name and claim spaces, and whose values are represented in or erased from the geographic record passed on to future generations. This history of maps as colonial tools has its corollary: maps can be powerful tools in our efforts to acknowledge past and present injustices and make our public lands—and indeed our world—more equitable and inclusive. As mapmakers we have a responsibility and an opportunity to use maps and analysis to promote more equitable and inclusive representation in our work.

In this track, the Cartography Intern will conduct research and develop a curriculum for training other mapmakers and staff on (1) how maps have been used as colonial tools in the past and present, including examples, and (2) principles and guidelines for how we can make our mapping work more equitable and inclusive, including examples of maps that do this well. If time allows, this track may also involve creating one or more maps of TWS issues/places that applies these principles and guidelines.

Strong candidates for this track will have superior research skills, including in exercising independent judgment regarding sources of information and quality of information. They will also have demonstrated skill in communicating complex information to individuals and groups in a way that is dynamic, engaging, and easy to understand.

Core qualifications for either track

- Strong interest in conservation and visual storytelling
- Completion of GEOG 120 (Human Geography with GIS) and GEOG 0325 (Cartographic Design)
- Strong organizational skills and ability to work productively and independently, possibly remotely (see Location section)
- Flexibility, solid time management skills, and the ability to work under a deadline
- Ability to give and take feedback positively
- Ease with being team oriented, but confident in the value of their own ideas and contributions
- Attention to detail
- Excellent written and verbal communication skills
- Exceptional interpersonal skills and ability to work with a diverse group of people
- Strong research and analytical skills
- Proficiency in Microsoft Office Suite
- The ideal candidate also has a background in natural resources and/or public lands issues

Location

The planned location of this internship is The Wilderness Society's office in downtown Seattle, Washington. However, as news continues to reveal the depth of the public health emergency facing the nation as COVID-19 spreads, The Wilderness Society has chosen to close all of our offices and convert to remote work until further notice. At the time of this writing, we do not know whether our offices will be open this summer. We will continue to evaluate the situation as it develops. Applicants should be prepared for the possibility that they will need to work from an alternative location, including the Middlebury Geography Department (if it is open for student workers during the summer), or from a remote location. We appreciate your patience and flexibility.

If the internship does take place in Seattle, the intern is expected to secure their own housing in the area. The office is easily accessible by public transit, so a vehicle is not required for the internship itself.

Compensation and Duration

This internship is based on a schedule of 35 hours per week, Monday through Friday, for 10 weeks. Start and end dates are negotiable between early June and late August. A

stipend of \$4,000 is available. Additional funding may be available to offset the cost of living in Seattle.

The internship is funded by generous donors in memory of Professor Bob Churchill, the founder and director of the GIS program at Middlebury College, who trained more than 900 students in different aspects of GIS and cartography. Many of these students are now leaders in the field.

Working at The Wilderness Society

As an organization, we aspire to be inclusive in the work that we do, and in the kind of organization we are. Internally, this means working as a team that listens to different points of view, recognizes the contributions of every employee and empowers each employee to bring their whole selves to work every day. Externally, this means ensuring that public lands are inclusive and welcoming, so that our shared wildlands can help people and nature to thrive.

We are committed to equity throughout our work, which we define as our commitment to realizing the promise of our public lands and ensuring that all can share in their universal benefits. To learn more about our commitment, please see [Our Commitment to Diversity, Equity and Inclusion](http://wilderness.org/our-commitment-diversity-equity-and-inclusion-wilderness-society) (<http://wilderness.org/our-commitment-diversity-equity-and-inclusion-wilderness-society>).

For more about what it's like to work at The Wilderness Society, [watch this video](https://youtu.be/qqdbMDnpwnY) (<https://youtu.be/qqdbMDnpwnY>).

We are an equal opportunity employer and actively works to ensure fair treatment of our employees and constituents across culture, socioeconomic status, race, marital or family situation, gender, age, ethnicity, religious beliefs, physical ability, veteran status or sexual orientation.

How to Apply

Please email a cover letter, resume, and samples of your work (attached or by link) to Marty Schnure at marty_schnure@twso.org no later than April 2nd. In your cover letter, please describe which track you would like to take on, why you're interested in it, and what you will bring to it. Your resume should include your level of proficiency in any skills and/or software relevant to the track.

We recognize that students often have multiple offers to choose from. In your email, please let us know if you have other outstanding or expected offers and what their decision deadlines are. Applications will be considered on a rolling basis and an exceptional candidate may be extended an offer before April 2nd.

Please direct questions about this internship to Bill Hegman (whegman@middlebury.edu).