



# Aloha Tree Alliance 'Āina Allies Internship Program

**Position Title:** 'Āina Ally

**Position Details:**

- Mālama-a-Kīpuka: Assist ATA with stewarding a restoration site
- Unpaid, but option to use volunteer hours for other purposes

**Position Description:**

Aloha Tree Alliance is excited to celebrate the Year of the Community Forest in 2025 by expanding our internship program! We are actively recruiting interns to assist with special projects at our kīpukas (restoration sites). Interns will collaborate in teams of three to four, with each group dedicated to stewarding a specific kīpuka. To ensure seamless coordination and success, team members must have schedules that effectively align.

Interns will work together to help ATA implement reforestation techniques aimed at increasing moisture retention and survivability within our kīpukas. These activities include but are not limited to:

- Installing weed-mats to prevent regrowth of invasives and aid moisture retention
- Burying polymer water storing crystals around plantings
- Re-fertilizing
- Soil Testing
- Constructing rock berms around plantings
- Conducting vegetation surveys to aid ATA inventory and determine biodiversity

These tasks are imperative for the health and vitality of the newly planted species - the survival of which will benefit Kuli'ou'ou Valley as a whole and have cascading benefits through the entire ahupua'a.

Throughout the internship period, interns will gain skills in native and invasive plant identification, reforestation techniques, leadership development specific to volunteer-led initiatives, data collection, and much more.

**Position Responsibilities:**

Intern groups are expected to attend at least **three** Aloha Tree Alliance Community Work Days from January 2025 to June 2025. Interns will be required to fill out a post-workday survey outlining the tasks they completed and sharing additional information about their adopted kīpuka. At the end of the internship period, interns will be asked to conduct either a

short video interview and/or provide a written paragraph reflecting on their time spent with ATA and sharing what they learned.

Eligible Community Work Days for Internship Completion:

- Saturday, January 18th, 8:00-11:30 am
- Saturday, February 15th, 8:00-11:30 am
- Saturday, March 15th, 8:00-11:30 am
- Saturday, April 19th, 8:00-11:30 am
- Saturday, May 17th, 8:00-11:30 am
- Saturday, June 21st, 8:00-11:30 am

**Benefits of the Internship:**

- Upon successful completion, interns will be awarded ***Kīpuka Stewardship Certification*** from Aloha Tree Alliance (ATA).
- Interns can list ATA staff as professional references on applications and may request personalized **letters of recommendation** to support their academic or career pursuits.
- Interns will be invited to train as **Core Team Leaders** - an opportunity that would allow them to lead groups of volunteers during future ATA Community Work Days.
- Gain **hands-on experience** in environmental restoration and conservation, making a tangible impact on Hawai'i's native ecosystems.
- Build **teamwork and leadership skills** while collaborating with like-minded peers.
- Contribute to the restoration and protection of Kuli'ou'ou Forest, fostering a deeper connection to the 'āina (land).
- Participants will receive **exclusive ATA merchandise**, including, but not limited to, an ATA t-shirt, as a token of appreciation for their dedication.

**Qualifications:**

- Passion for protecting and regenerating Hawai'i's environment
- Enthusiasm surrounding teamwork and a collaborative mindset
- Attention to detail
- Able to work outdoors on rough terrain and under adverse weather conditions
- Must have a form of reliable transportation to and from Kuli'ou'ou Ridge Trail

*Aloha Tree Alliance is an equal opportunity employer and will not discriminate against any employee or applicant for employment because of race, color, religion, sex, national origin, handicap or veteran status.*

To apply, please fill out the Google form at [this link](#).