2027 Internship Opportunities

Applications Due: December 8,2026 by 5:00 PM
Posted on 11/14/2026
Apply Here: https://bit.ly/4ztdLLn

The Santa Clara Valley Open Space Authority seeks three interns to support our mission through dedicated tracks in Communications, Coyote Valley Master Planning, and Conservation Policy.

Our mission is to conserve the natural environment, support agriculture, and connect people to nature by protecting open spaces, natural areas, and working farms and ranches for future generations. Since 1993 the Open Space Authority has protected almost 30,000 acres of natural and working lands across the Santa Clara Valley. Our agency manages and conserves a network of open space lands and natural resources, while providing compatible opportunities for hiking, biking and equestrian uses, with a focus on increasing equity of access to the outdoors for all our constituents.

We know our continued success depends on our employees and the work they do. We are committed to providing a collaborative and inclusive work environment that encourages growth and development; and acknowledges individual and team achievements.

The Ideal Candidates
The Authority is seeking three dynamic and inquisitive individuals to support our Communications and Media, Long-Range Planning, and Conservation and Strategic Partnerships teams. Each internship opportunity includes a special project in the area of work that the intern is able to design to blend their professional development goals with the Authority's work priorities.

As a member of the Communications team, the Communications Intern will work to advance the Authority's reach into new and expanded audiences and amplify awareness of the Authority. You will hone your skills by engaging with the public across digital media channels and at in-person events. You are a detailed-oriented communicator with an interest in visual and written storytelling and conservation. You are able to multi-task, follow through with commitments, bring creativity to your work and provide effective support to colleagues.

As a member of the Long-Range Planning team, the Coyote Valley Planning Intern will play a hands-on-role in the Open Space Authority's planning work in Coyote Valley. You will assist with developing public engagement strategies, support community engagement efforts through outreach events, and collect and synthesize feedback. A special project will evaluate existing conditions and opportunities for improving place-making and safety for people and wildlife along a major transportation corridor in Coyote Valley. You are a motivated and adaptable professional excited to use your education to expand your career development and collaborate with seasoned colleagues.

As a member of the Conservations and Strategic Partnerships team, the Conservation Policy Intern will support the Authority's intergovernmental relations and land use and policy programs. You will research and analyze new policy proposals, attend public meetings, communicated findings through written and verbal formats, participate in strategic discussions with Authority staff and partners, and support the planning and execution of tours for elected officials and their staff. You will use your detail orientation to help maintain internal trackers and databases.

Qualifications
The ideal candidate for each of these three positions will possess any combination of training and experience that would provide the required knowledge, skills, and abilities. A typical way to obtain the required qualifications would be:

- High school diploma or the equivalent.
- Currently enrolled or recent graduate in communication, planning, political science, environmental

science, landscape architecture, public policy, psychology, sociology, or similar majors.
- Strong written communications and research skills and comfortable engaging in dialogue with individuals from the public.
- Familiarity or experience with the Microsoft Office Suite, Adobe Suite, ESRI.

Note: This position is required to take and pass a pre-employment background check.

If you are excited by the opportunities and challenges offered in this position, we encourage you to apply, even if your experience is non-typical or if you are not sure you meet every one of the qualifications described.

Compensation & Benefits
The hourly pay rates for these non-exempt intern positions is $33.20 hourly. These positions will be enrolled in CalPERS retirement programs. Exact hours can vary to balance with intern's academic schedule. The Open Space Authority supports a hybrid workplace, and these positions may be afforded opportunities for remote work.

Application and Selection
All application materials must be received prior to December 8, 2026 by 5:00 PM. To be considered for this opportunity, submit your application materials including cover letter and a self-prepared resume at the application link provided below. The Open Space Authority utilizes a robust process that will ask qualified candidates to engage in multiple steps leading up to a final panel interview. We encourage applicants to closely monitor email communication from the Authority's hiring team.

Go here to apply for the job: https://bit.ly/4ztdLLn

Workplace Culture Santa Clara Valley Open Space Authority
The staff of the Open Space Authority are passionate about conservation and driven to make an impact in the community through their work. Everyone brings a unique skillset to their role and the creative collaboration of all staff maximizes talent to realize the Authority's mission. We have established values and defined supporting behaviors that are shared and demonstrated by every employee at the Authority. Together all of these reflect the culture that makes the Authority the high performing agency that it is. We are Intentional, Respectful, Accountable, Empowering, Innovative, Collaborative, and Inclusive. You can learn more about the staff of the Authority and how everyone works together on our website here.

The Open Space Authority envisions the Santa Clara Valley as a region dense with beautiful natural areas, where a vibrant network of interconnected open spaces, trails, wildlife habitats, and thriving agricultural lands enrich our communities. Learn more about how the Authority tackles these goals.

The Authority values Justice, Equity, Diversity, Inclusion, and Access in our work to preserve the natural environment, support agriculture, and connect people to nature:

- We have **Accessible, Collaborative, and Accountable** processes to engage the diverse communities we serve in our programs, projects, careers, and governance opportunities.
- We have **Respect** for the land and all people in our community.
- We are **Inclusive** and acknowledge current and historic land stewards.
- We **Empower** future generations of conservation leaders.
- We invite everyone to join and connect to nature with us.

The Authority is committed to the principles of equal employment. We are earnest in our efforts to comply with all state and federal laws providing Equal Employment Opportunities, and all other employment laws and regulations. We do not discriminate on the basis of race, color, age, gender, national or ethnic origin, religion, sexual orientation or physical disability. We are committed to creating a safe environment where people are treated with respect and appreciated for their unique differences, where issues are promptly raised and resolved and where communication flows across all levels of the agency.