



Native Plant Nursery Academic Internship

Golden Gate National Recreation Area; Fully in-person
Part Time (2-3 full days/week), Summer 2026
Available only to students currently enrolled at COM, CCSF, and SFSU

Organization Description

Since 1981, the Golden Gate National Parks Conservancy (Parks Conservancy) has served as the nonprofit partner of the National Park Service, collaborating with the Presidio Trust, partners, donors, and the community to support the Golden Gate National Recreation Area (GGNRA). The GGNRA stretches across three Bay Area counties north and south of the Golden Gate Bridge and includes iconic places such as Muir Woods National Monument, Fort Point National Historic Site, Alcatraz Island, Crissy Field, Mori Point, Lands End, and the Presidio of San Francisco.

The Parks Conservancy engages at the intersection of national park sites, local communities, social justice, and climate resilience. Collaborating with partners, our staff are dedicated to enhancing public awareness and providing volunteer and educational opportunities in the parks. We are park builders, caretakers, ambassadors and educators, all working to connect people to parks in support of our vision *Parks for All Forever*. Join us.

Branch/Unit Description

The Park Nurseries support the mission of the Golden Gate National Recreation Area (GGNRA) by growing native plants for restoration efforts and connecting local communities with nature. With the involvement of volunteers, the Nurseries collect seeds throughout the park and grow up to 150,000 plants a year across two nurseries. As a team and as a public serving program, we are committed to equity and inclusion and are working to increase access for historically excluded communities.

Internship Overview:

Nursery interns work alongside staff and participate in all aspects of a community-based restoration nursery. As an intern, you will be introduced to many aspects of nursery operations: seed collection and cleaning, plant propagation, pest and disease control, and facility maintenance. Interns will gain experience in botany and horticulture; volunteer management

and environmental education; and habitat restoration--all while improving their leadership and collaboration skills.

This position is located at the Presidio Native Plant Nursery and the Marin Headlands Nursery. Carpooling is available from the Presidio Nursery to the Marin Headlands Nursery. The start date for this position is June 2nd, 2026, with an end date of August 14th, 2026. Work is performed fully in-person. The work schedule for this position is Wednesday and Friday 8:30 am- 5 pm, with the options to work additional hours/make up days on Thursday. Interns must be able to work in full-day increments. Interns must have a Social Security Number or an Individual Taxpayer Identification Number to receive a stipend. This position is only available to students currently enrolled at College of Marin, SF State University, and City College of San Francisco.

Reports To: Nursery Manager

Learning Objectives:

- Growing and care of native plants for restoration
- Seed collection and cleaning
- Plant identification of local native species
- The ability to identify, plan, and prioritize critical tasks
- Leadership experience working with staff and volunteers from diverse backgrounds

Essential Functions and Responsibilities:

- Propagate native plants: sow seeds, process cuttings, transplant seedlings
- Perform routine plant maintenance: monitor, water, weed, fertilize, prune and move plants
- Collect, process, and store plant materials (seeds and cuttings) for propagation
- Perform tasks related to facility maintenance and repair
- Adhere to Best Management Practices to maintain nursery sanitation and manage plant pathogens
- Keep accurate records and enter data on forms and online database

Knowledge, Skills, and Abilities:

- Interest in native plants, horticulture, and/or a major focusing on parks and recreation, environmental studies/education, botany, natural sciences, or another related field
- Interest in working with volunteers and the desire to lead, train, and motivate others; desire to build public speaking and written communication skills

- Desire to work on a team and with people of different backgrounds, ethnicities, races, genders, sexual orientations, ages, and viewpoints
- Once trained, willing to work independently with little supervision on specific tasks
- Ability to transcribe information and data accurately

Health and Safety:

It is the goal of the Parks Conservancy to create and maintain a safe and healthy workplace. We work to mitigate hazards and risks that may cause harm to employees, consistent with state and federal laws. Employees play an active role in creating a safe and healthy workplace and are expected to comply with all applicable health and safety rules.

Physical Requirements and Work Environments:

- Work is primarily performed outdoors with some indoor office work.
- The position involves working outside in various conditions while maintaining a positive attitude
- The position involves periods of standing and walking, including in some off-trail areas
- The position involves lifting and moving plant racks and occasionally shoveling soil
- This position involves the regular use of disinfectants (such as isopropyl alcohol) to maintain healthy plant production
- Wearing personal protective equipment is required for certain tasks and will be provided by the nursery (e.g., gloves, safety glasses, hearing protection, etc.)

Terms of Position

- Start Date: June 2, 2026
- Fully in-person
 - Work site: Presidio Native Plant Nursery and Marin Headlands Nursery (carpool is available from Presidio Nursery to Marin Headlands)
- Work Schedule: June 2nd - August 14th (11 weeks total)
- Intern must be able to work full day increments, on Wednesdays and Fridays (with optional Thursdays)
- Intern must have a Social Security Number or an Individual Taxpayer Identification Number to receive stipend
- Available only to students currently enrolled at College of Marin, SF State and City College of San Francisco

Benefits

- Opportunity to attend trainings and workshops on a variety of topics including resume building and interview skills, history, flora and fauna of the GGNRA, mapping and monitoring, computer skills, and much more
- Opportunity to enjoy the scenery, wildlife and cultural resources of a spectacular National Park
- Opportunity to work with staff and volunteers from a wide range of backgrounds that share a common interest in preserving and protecting our natural lands while engaging the next generation of park stewards
- Opportunity for personal/professional development days to pursue an interest, including training and education days in various departments within the Park Service and Parks Conservancy
- Two hundred and fifty (\$250) per week taxable stipend plus academic credit available
- Uniforms will be provided

Position Contact and How to Apply

To apply for this position, please [submit an application](#) by March 15, 2026. For questions regarding the Academic Internship Program, please reach out to internships@parksconservancy.org.

Application Deadline Date: March 15th, 2026

The above statements are intended to describe the general nature and level of work being performed by people assigned to this classification. They are not to be construed as an exhaustive list of all responsibilities, duties, and skills required of personnel so classified. All employees may be required to perform duties outside of their normal responsibilities from time to time, as needed.

The Golden Gate National Parks Conservancy is an Equal Opportunity Employer. Recruitment, placement and promotions are conducted without regard to an individual's race, color, religion, sex, national origin, age, physical handicap, veteran status or sexual orientation, or any other classification protected by Federal, State, and local laws & ordinances. We will consider qualified candidates with criminal history in a manner consistent with the requirements of the San Francisco Fair Chance Ordinance. All qualified applicants are encouraged to apply.

