



TÓ NIZHÓNÍ ÁNÍ

“SACRED WATER SPEAKS”

PO Box 483 Kykotsmovi, AZ 86039

info@tonizhoniani.org

T: (928) 440-3745

F: (928) 213-5909

Position Title: Watershed Restoration Intern

Location: TNA Flagstaff, AZ Office and Black Mesa region, Navajo Nation, AZ

Terms of Service:

- **Start Date: May 25, 2026**
- **End Date: August 28, 2026**

APPLICANT REVIEW PROCESS WILL BEGIN APRIL 18, 2026.

Purpose:

Tó Nizhóní Ání (TNA) is an environmental justice nonprofit based out of the Black Mesa region of the Navajo Nation. TNA offers summer internships to college students to immerse themselves in tribal clean energy issues, restorative economy work in watershed restoration, and ethnobotany research in the Dził Yíjiiin Nanisé Plant Project. While working with TNA, interns receive hands-on learning involving project management, data analysis, field work, and environmental stewardship. Programs are developed by need of the Project Lead and build upon existing skills from a college curriculum and traditional ecological knowledge.

The TNA Flagstaff office is the auxiliary office for the organization, while field work occurs in the Black Mesa region. Watershed Restoration work has been completed in Hardrock and Black Mesa Kits'iilí Chapters with a crew of youth ranging from ages 16-30.

Position Summary:

Tó Nizhóní Ání (TNA) College Internships allow college students the opportunity to bridge academic theory with professional practice, to gain firsthand experience and develop specific skills, build networks, and enhance employability. TNA has established projects focused on Just Energy and Economic Transition, Policy Development, Community Engagement, Watershed and Food Sovereignty work. The work prioritizes the Navajo Nation, Four Corners Region, and the Southwest.

Watershed Restoration Interns are responsible for overseeing the back-end work associated with field work sessions. If able to come into the Flagstaff office, interns will assist Project Lead with organizing the field work tasks and associated logistical activities. The typical schedule is one day of travel to the field, four days in the field with arrival back to Flagstaff on the fourth workday (we refer these consecutive field work days as “work sessions”). Depending on proximity to the work site, interns will travel with Project Lead back to Flagstaff, AZ or back to home residence after the work session. The day starts with a stretch and safety briefing, with two-fifteen-minute breaks and a one-hour break for lunch. At the end of the work session, project lead will return back to Flagstaff with intern or back to home residence.

This position requires a high degree of flexibility and passion for learning about/engaging in ecological restoration on tribal lands. In addition to duties in the field, interns will be asked to assist in data analysis using GIS mapping and other mapping tools. Administrative roles like crew member work hours logging will also be asked of the intern. Successful candidates will demonstrate effective communication skills, humility, maturity, and professionalism. Interns are ultimately responsible for asking questions and leading in the face of adversity.



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Responsibilities:

Leadership & Mentorship

- Learn from Project Lead to facilitate work sessions and effectively lead small groups in field work sessions
- Promote a motivating work ethic among crew members
- If applicable, mentor crew members in ecological restoration, utilizing college education and problem solving

Project Management & Implementation

- Work alongside Project Lead to rig up and prepare for work sessions from Flagstaff Office
- Unload and de-rig work vehicle and supplies after work session
- Inventory tools and data collected from each work day
- Communicate effectively with Project Lead
- Think critically to resolve issues and solve problems

Safety & Risk Management

- Exhibit strong situational awareness and promote culture of safety

Administration

- Complete professional documentation of work logs, work session reports, incident reports, work truck log, and project related deliverables

Environmental Stewardship

- Must exhibit and live with a strong interest in caring for natural landscapes while living outdoors in varying conditions
- Desire to learn/have an affinity for learning technical skills needed to complete proper ecological restoration
- Have an affinity for working in and within tribal communities with varying backgrounds of crew members

Key Objectives and Goals

1. Plan and complete projects, identify and solve issues in a professional setting.
2. Gain firsthand experience working with community, organizations, and leadership.
3. Collaborate with team members and allies to develop project strategies for implementation.
4. Create, develop, and deliver educational tools and information effectively to community groups and leadership that lead to mobilization and project outcomes.
5. Develop media tools, messages for projects, and campaigns.
6. Submit a final report.
7. Other duties as assigned.

Qualifications/Skills



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- Currently a College/University student studying Environmental Science, Policy, or relevant field.
- A commitment to support and lead with humility when entering communities and working with diverse cultures including Indigenous communities.
- Excellent writing skills demonstrated through publications, reports, and commentaries.
- Must be self-motivated, able to work independently, able to set priorities, and meet deadlines.
- Team oriented with strong interpersonal skills.
- Technologically proficiency and ability to learn new software and applications.
- Commitment to the TNA mission of justice, equity, diversity, and inclusion.
- Physically fit and able to work long days in adverse conditions on restoration projects

Preferred Qualifications

- Experience working in tribal communities
- Facilitating teamwork and conflict resolution experience
- Ability to speak/write and understand Navajo
- Experience with GIS, data analysis with Excel and Microsoft Office Suite

Work Schedule:

- flexible weeks depending on work session scheduled
- Summer season

*Note: Work sessions are scheduled every-other week in the summer. The total weeks worked are 10 weeks. The typical schedule is five days on the office/field, and nine days off.

Physical Demands & Work Location/Environment:

Must be able to work individually, be resourceful, and self-motivated. Watershed Restoration Interns must be physically fit and adept to work in varying weather conditions. Work environment varies in high elevation mountainous terrain on exposed ridgelines, where temperatures are cold and windy, to low elevation lowlands with high temperatures. Our season extends into the monsoon season where mud and precipitation will be experienced.

Space is available in the TNA Flagstaff Office located at 408 E Route 66 Suite 1 Flagstaff, AZ 86001 for internet access and office space.

Other Considerations:

- Have a vehicle or access to one is important to get to/from the work base(s).
- Have the ability to live, work and camp in rural Navajo Nation. Weather can be extreme and variable through the summer.
- TNA will start reviewing applications April 18, 2026. Please do not expect an interview or communication before that time.

Physical Demands:

Physical requirements include overnight travel, non-traditional work hours, ability to move across varied terrain, use program-specific tools and a range of technology on a frequent basis. Exerting up to 30



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pounds of force occasionally to lift, carry, push, pull or otherwise move objects.

Time Requirements:

- The Watershed Restoration Intern will work up to 5 days a week. These workdays may be up to 10 hours a day.

Orientation and Training

- Watershed Restoration Intern will receive First Aid/CPR Training and leadership training.

Benefits:

- \$20/hour paid for each work session worked
- 20-30 hours per week

Evaluation and Reporting:

As Watershed Restoration Intern, performance will be evaluated on whether the participant has completed the required hours, the participant has satisfactorily completed the assigned tasks and if the participant has met other criteria that was clearly communicated at the beginning of the term of service. Reporting requirements include, but not limited to, accomplishment tracking.

Supervisor Name and Contact Information:

Andrew Atencia // Community Organizer

Andrew@tonizhoniani.org

Equal Employment Opportunity

We are an equal opportunity employer and value cultural inclusion at TNA. We are committed to providing all employees with a work environment free from discrimination and harassment. We do not discriminate based on race, religion, color, national origin, gender, sexual orientation, age, marital status, veteran status, pregnancy/parental status, or disability status.