



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: Dził Yíjiin Nanise’ Project Intern

Primary Work Location: Tó Nizhóní Ání (TNA) Flagstaff, AZ Office with occasional travel to the Black Mesa region, Navajo Nation, AZ.

Terms of Service:

- **Start Date: May 25, 2026**
- **End Date: July 31, 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 Yíjiin 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 the 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. Plant Project work has been completed in Hardrock. Forest Lake 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.

Interns with the Black Mesa Plant Project will work alongside Project Lead Raeanna Johnson in ethnobotany research. Interns will participate in data gathering, community organizing & engagement, and Diné ecological & traditional knowledge reclamation. Expect to work with the Diné language and programs such as Microsoft applications (Microsoft account will be provided) and SEINet.

Location of primary work will be in Flagstaff, AZ at the TNA Flagstaff Auxiliary Office, but be prepared to travel (carpool with Project Lead or Community Organizers) to Navajo Nation Chapters & communities. The typical schedule is two and a half days at the office per week leading up to or after field workdays. We will be preparing to conduct research and engage with communities on the Navajo Nation through workshops, interviews, and presentations; this consists of one to two days of travel during the week of scheduled field work.



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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 may be asked to assist in media write ups, event preparations, outreach tabling, and presentations at meetings. Administrative roles such as submitting worklogs and completing appropriate request forms 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.

Responsibilities:

Leadership & Mentorship

- Learn from Community Organizers to facilitate workshops and events and effectively lead during field workdays.
- Promote and display a motivating work ethic at TNA.

Project Management & Implementation

- Work alongside fellow interns to prepare for work sessions on the Navajo Nation.
- Load, haul, and unload supplies for workshops, events, and work sessions. Set up and break down event materials or equipment.
- Communicate effectively with Project Lead and Community Organizers
- 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 and business request forms

Environmental Stewardship

- Must exhibit and live with a strong interest in caring for natural landscapes
- Have an affinity for working in and within tribal communities

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
- Technological proficiency and ability to learn new software and applications
- Commitment to the TNA mission of justice, equity, diversity, and inclusion

Preferred Qualifications

- Experience working in tribal communities
- Facilitating teamwork and conflict resolution experience
- Ability to speak/write and understand Navajo
- Experience with Microsoft Office Suite and SEINet

Work Schedule:

- flexible weeks depending on work session scheduled
- Summer season

*Note: The typical schedule is two and a half days at the office per week leading up to or after field workdays. We will be preparing to conduct research and engage with communities on the Navajo Nation through workshops, interviews, and presentations; this consists of one to two days of travel during the week of scheduled field work.

Physical Demands & Work Location/Environment:

Must be able to work individually, be resourceful, and self-motivated. Work environment varies from indoor spaces to moderate outdoor environments which will be outside in varying terrain and weather.

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

Time Requirements:



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

Orientation and Training

- Plant Project Intern will be briefed in the onboarding process a week prior to the start of the term of service.

Benefits:

- \$20/hour paid for each work session worked
- 20-35 hours per week

Evaluation and Reporting:

As Plant Project 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:

Raeanna Johnson // Community Organizer

Raeanna@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.