Paid Internship Opportunity - Summer 2026

Chesapeake Stormwater Network

The Chesapeake Stormwater Network is now accepting applications for a Stormwater Programs Intern during Summer 2026. Join the Network and play a pivotal role in advancing sustainable stormwater management, green infrastructure, and urban watershed restoration practices in the Chesapeake Bay through training, research and technical assistance.

Time Commitment *(approximate)*: This is a temporary, part-time position. The candidate is expected to work 30-35 hours per week for an approximately 12-week period beginning on or around June 1st. Specific hours and work schedules can be flexible for the right candidate, depending on course schedule and existing commitments.

Salary & Benefits: $20.00/hour

CSN works remotely, and onboarding for this position will be virtual. Prospective applicants should be physically based in the Chesapeake Bay watershed for the majority of their internship.

About Us

The Chesapeake Stormwater Network (CSN) is a small nonprofit organization that works to promote more sustainable stormwater management in the Chesapeake Bay. Among our key roles, we:

- Provide free stormwater training programs, including CUSP (Chesapeake Urban Stormwater Professionals), which introduces the basic impacts of stormwater runoff and how they can be reduced or mitigated by stormwater and urban watershed restoration practices and programs.

- Serve as the urban stormwater technical coordinator for the EPA's Chesapeake Bay Program

- Manage an interactive network of more than 6,000 stormwater professionals to align and integrate their efforts to solve stormwater problem across the Bay.

Learn more about us at our website: http://www.chesapeakestormwater.org/

Internship Responsibilities

As a member of the CSN team, the Stormwater Programs Intern will support training and communication to CSN's 6,000 member network of stormwater professionals, as well as assist in other essential programs involving stream restoration, urban nutrient management, and climate resilience. The Stormwater Programs Intern will work with subject matter experts to create, maintain and market consistent, high-quality content for the CSN's members that supports more sustainable stormwater management across the Chesapeake Bay Watershed.

CSN is in the process of redesigning our website, shifting to our new branding materials, and reconstructing our archived course materials. A primary task of this internship will be to provide the Stormwater Program Coordinator support towards these goals:

- Producing and editing shortform video and image content around topics such as stormwater resilience, inspection and maintenance, impervious cover, pollutants of concern, etc.

- Assistance in creating new graphics and updated materials for existing course materials.

In addition, the internship will provide an opportunity to assist in developing a strategic plan to grow and promote the BUBBAs (Best Urban BMP in the Bay Award). These tasks may include:

- Creating a Storymap of previous BUBBAs projects
- Organizing content and project planning to promote the 2027 competition
- Interviewing past winners for a series of promotional articles or graphics.

A critical component of this internship will be professional development. Depending on the start/stop date of the internship, the successful applicant will also have the opportunity to:

- Participate in the 2026 CUSP program (late summer – early fall 2026) and assist in the growth of the program through content creation and in-person event support.
- Help research and produce entertaining and informative monthly newsletter content for CSN's network members that support the interns professional and academic interests. This may include writing original content with the support of subject matter experts, or identifying journal articles, events, and resources from partners to feature.

Depending on the selected candidate's interests, other opportunities include:

- Work with the Stormwater Program Coordinator to develop fact sheets and other resources on critical watershed restoration topics including stream restoration, climate resiliency, and green infrastructure practices.

- Pending the selected candidate's career and professional development goals, other responsibilities may be assigned.

CHESAPEAKE STORMWATER NETWORK

Key Skills

A successful candidate:

- Should be a college-level student in their junior or senior year of undergraduate study. Students in their first year of graduate work will also be considered if it is the right fit.
- Completed course work and/or relevant prior professional experience in communications, civil or environmental engineering, biology, environmental studies, stormwater management or a related field. Has a record of academic achievement in chosen field of study.
- Possesses solid verbal and written communication skills, with a strong interest in writing for a variety of formats, including newsletters, and fact sheets.
- Experience (or willingness to learn) graphic design and video editing software such as Canva.
- A working knowledge of website platforms and editing skills (Wordpress is preferred).
- Is proficient in the Google Suite as well as Microsoft Word, Excel, and PowerPoint.
- Is self-motivated, highly organized, and can prioritize multiple tasks while working remotely under the guidance and supervision of professional staff.
- Possesses some knowledge of urban runoff and stormwater management practices, and has a strong interest in environmental protection and watershed restoration.

If you meet most of these qualifications, we encourage you to apply.

How to Apply

Applications should include a cover letter, resume, and short writing sample. Personalized cover letters reflecting the candidate's interest in CSN should include professional goals, interest in stormwater experience, and how previous experiences (personal and professional) contribute to the candidate's

qualifications. We value candidates with strong writing skills and whose personalities come through in their cover letter. Cover letters will be evaluated for excessive use of AI.

Application materials are due by **February 27th, 2026.** Interviews will take place on a rolling basis beginning the first week of March for qualified applicants.

If you are interested in joining our team, please e-mail your resume, cover letter and writing sample to Michele Berry (michele@chesapeakestormwater.org) by February 27th. Please indicate “CSN Internship” in the subject line.

The Chesapeake Stormwater Network believes that diversity and inclusion are essential to achieving equitable and sustainable stormwater management. We are committed to building a diverse team that elevates different perspectives and fosters open communication. The Chesapeake Stormwater Network is an equal opportunity employer and will not discriminate against any employee or applicant because of race, color, age, gender, sexual orientation, physical or mental disability, religion, ancestry or national origin. We encourage applicants of all backgrounds to apply.