# *Hatchery Operations Intern*

***with Mount Shavano State Fish Hatchery***
***Salida, CO***

***Service Dates:*** February 1, 2027 - September 15, 2027 or March 1, 2027 - October 15, 2027
***Average Hours per Week:*** 40
***Days/Hours of Service:*** M-F, 8 hours/day, some weekends or holidays may be required
***Minimum # of Hours to Complete Term:*** 1200 hour minimum

***About Blue Elements Watershed Stewards:*** Blue Elements Watershed Stewards are committed to increasing community resilience in the face of changing water conditions by supporting sustainable access to one of Colorado's most valuable natural resources. AmeriCorps members will support organizations serving the water education and monitoring sectors in the Arkansas River Valley and beyond. Members may provide water education to youth and adults, complete watershed management projects, and support water quality monitoring projects.

***About the Mount Shavano State Fish Hatchery:*** Since 1881, Colorado Parks & Wildlife fish hatcheries have been dedicated to improving the fish populations of our beautiful state. Today, CPW operates 19 hatcheries that breed, hatch, rear, and stock over 90 million fish per year. Many of the fish produced are to enhance angling opportunities, while others serve a critical role in native species recovery efforts. Colorado fish hatcheries support our angling pastime, which annually contributes 2.4 billion dollars to our state's economy. Purchased in 1956, the Mt. Shavano Hatchery is one of the largest trout units in the state. Mt. Shavano produces approximately 550,000 whirling disease-negative, catchable (10-inch) trout and about 2 million sub-catchable fish (2−5 inches) per year. Species such as rainbow, Snake River cutthroat, cutthroat-rainbow crosses, and kokanee salmon are raised at the unit.

***About the Position:*** The Hatchery Operations Internship at the Mt. Shavano State Fish Hatchery offers a hands-on opportunity to gain real-world experience in fish hatchery operations and aquatic resource management. This position provides valuable training in fish care, facility maintenance, biological data collection, and public education. Interns will actively participate in feeding and rearing fish, monitoring water quality, maintaining biosecurity protocols, and assisting with fish stocking efforts that enhance both recreational angling and native species recovery. Additionally, the intern will engage with visitors, including youth, to promote awareness of Colorado's fisheries and conservation efforts. This role is ideal for individuals passionate about fisheries science, environmental stewardship, and hands-on conservation work.

***Primary Position Duties & Responsibilities:***

- Feeding Fish
- Cleaning Rearing Containers
- Biological Data Collection
- Egg Care and Treatment
- Light Construction
- Plumbing
- Grounds and Building Maintenance
- Waterflow and Chemistry Management
- Support transport and release of fish for recreational opportunities.
- Interacting with and educating the general public visiting the fish hatchery, which may include youth.
- Support maintaining biosecurity

***Trainings Provided:***

- First Aid/CPR
- Leave No Trace
- River Watch Water Quality Monitoring
- Experiential Education
- Volunteer & Stewardship Project Coordination

***Knowledge, Skills and Experience:***

- Pursuing or Completed a Degree in Aquaculture, Fisheries Science, Environmental Science, Biology, Marine Biology, or a related natural resources field
- Basic understanding of fish biology, aquatic ecosystems, and the principles of fish care and breeding
- Comfortable engaging adults and youth giving tours of the fish hatchery
- Strong professional communication skills
- Must be willing and able to carry at least 50 pounds.
- Must be willing and able to serve occasionally in extreme weather conditions.
- Must be willing and able to serve occasional weekends.
- Applicants must hold a valid driver's license and have an acceptable driving record
- Basic computer skills

***AmeriCorps Required Qualifications:***

- At least 18 years old at start of service
- Must be a high school graduate, GED recipient, or working toward attaining a high school diploma or GED during the term of service.
- Be a citizen, national, or lawful permanent resident of the United States
- Ability to pass a National Service Criminal History Check (state, FBI, and National Sex Offender Public Website checks) per 45 CFR 2540.202

***Physical Demands and Service Environment:*** This position is based in Salida, Colorado. The position will include frequent days of service outdoors and in extreme weather conditions. Service may involve frequently working with children and community members.

***Watershed Stewards AmeriCorps Program Benefits:***

- *Living Allowance*- AmeriCorps member(s) will receive a total stipend of $14,400 paid out bi-monthly at $960.00 per pay period over the course of the term. Taxes are deducted and the living allowance is distributed by direct deposit to the member.
- *Housing Stipend*- AmeriCorps member(s) will receive a total stipend of $4500.00 paid out bi-monthly at $300.00 per pay period over the course of the term. Taxes are deducted and the housing stipend is distributed by direct deposit to the member.
- *Education Award / Tuition Assistance*- AmeriCorps member(s) can receive an Education Award upon successful completion of service in the amount of $5,176.50. This can be used to pay back student loans or further your education.
- All members receive professional development and training. Mileage reimbursement is paid for travel to required trainings.
- All members may be eligible for the Federal Assistance Program (SNAP, Medicaid, etc.)
- All members may qualify for student loan forbearance while in service.
- Alumni benefits may include priority hiring with organizations that are part of Employers of National Service and the Public Service Loan Forgiveness Program to eliminate educational debt.

***Blue Elements Watershed Stewards is an equal opportunity employer. We strongly encourage people of every color, orientation, age, sex, origin, and ability to apply. Our service culture embraces—and is strengthened by—the unique perspectives, contributions and experiences of all our members.***

***To Apply:***

*Submit cover letter and resume to BE@blueelements.org. Please include "SHAVANO1200" in the subject line. In your cover letter, explain your relevant experience and your commitment to the mission of the Watershed Stewards program.*