



Canopy Crew Internship

Internship Description

Green Cambridge is a place-based interpretive science 501(c)3 non-profit centered on local ecology programs for youth, young adults and arts-based activities for school-age children. They use the urban forest, urban wilds, and urban agriculture areas as outdoor informal community classrooms. To ensure these opportunities exist and for greater climate resilience, they advocate on behalf of our shared natural systems, the benefits they provide for residents, and more equitable land use in Cambridge. The organization's mission is to "create a more sustainable Cambridge, and to protect the environment for the health and safety of all." Green Cambridge is managed by an Executive Director and other staff members, seasonal and part-time staff, interns, volunteers, and overseen by the Board of Directors.

Canopy Crew is a paid urban forestry internship for Cambridge high school students aged 16-18. Across training and planting sessions that run from late September through early May, interns explore how trees impact equity and justice issues in Cambridge and explore career opportunities in urban forestry, environmental science, and community outreach while preserving and expanding our shared tree canopy. Using the Cambridge Urban Forest Master Plan and other climate policies as a guide, Crew members become ambassadors to the community for the urban forest while taking direct hands-on action to mitigate the generational crisis of canopy loss and climate change.

A main goal of the Canopy Crew is to create career pathways in expanding and needed fields while supporting equity in the spatial distribution of canopy coverage across the city. The primary action is planting trees on private properties which make up 80% of the canopy across Cambridge. Crew members commit to a weekly schedule including Wednesday afterschool training sessions and Saturday outreach and planting days in order to satisfy the internship. Crew members report to the Program Manager.

Skills/Experience Provided

The Canopy Crew Intern will gain experience in hands-on urban forestation. In addition, the intern will gain leadership and communication skills and experience working collaboratively with their peers. During weekly training sessions, crew members will engage with a variety of topics related to urban forestry. This will include topics such as environmental justice, urban policy, and public planning. Crew members will be introduced to a variety of guest speakers with diverse backgrounds and professional experience.

Logistics and Pay

The internship is approximately 160 hours broken up across 31 weeks, with a winter break. Crew members are paid a fixed salary calculated by multiplying the hourly rate set by the Cambridge Living Wage Ordinance by the 160 hours, evenly distributed throughout the 31 weeks. Crew members can expect wages to total around \$3,000, consisting of bi-weekly payments of approximately \$190 before taxes.



CANOPY CREW SCHEDULE 2024-2025

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Key:			Classroom					Outreach				Planting		
October 2024							November 2024							
SUN	MON	TUE	WED	THUR	FRI	SAT	SUN	MON	TUE	WED	THUR	FRI	SAT	
		1	2	3	4	5						1	2	
6	7	8	9	10	11	12	3	4	5	6	7	8	9	
13	14	15	16	17	18	19	10	11	12	13	14	15	16	
20	21	22	23	24	25	26	17	18	19	20	21	22	23	
27	28	29	30	31			24	25	26	27	28	29	30	
December 2024							January 2025							
SUN	MON	TUE	WED	THUR	FRI	SAT	SUN	MON	TUE	WED	THUR	FRI	SAT	
1	2	3	4	5	6	7				1	2	3	4	
8	9	10	11	12	13	14	5	6	7	8	9	10	11	
15	16	17	18	19	20	21	12	13	14	15	16	17	18	
22	23	24	25	26	27	28	19	20	21	22	23	24	25	
29	30	31					26	27	28	29	30	31		



February 2025							March 2025						
SUN	MON	TUE	WED	THUR	FRI	SAT	SUN	MON	TUE	WED	THUR	FRI	SAT
						1							1
2	3	4	5	6	7	8	2	3	4	5	6	7	8
9	10	11	12	13	14	15	9	10	11	12	13	14	15
16	17	18	19	20	21	22	16	17	18	19	20	21	22
23	24	25	26	27	28		23	24	25	26	27	28	29
							30	31					
April 2025							May 2025						
SUN	MON	TUE	WED	THUR	FRI	SAT	SUN	MON	TUE	WED	THUR	FRI	SAT
		1	2	3	4	5					1	2	3
6	7	8	9	10	11	12	4	5	6	7	8	9	10
13	14	15	16	17	18	19	11	12	13	14	15	16	17
20	21	22	23	24	25	26	18	19	20	21	22	23	24
27	28	29	30				25	26	27	28	29	30	31