**Job Title:** Communications and Digital Storytelling Intern
**Location:** Salem, MA
**Position Type:** Paid Internship
**Hours per week:** Flexible schedule, averaging approximately 5.5 hours per week; with a maximum of 142 hours between January 1 - June 30, 2027. The end date of this internship can be flexible to account for the end of Spring semesters.
**Reports To:** Community Partnerships and Communications Coordinator
**Direct Reports:** n/a
**Compensation:** This role will be paid an hourly rate of $18 payable on a bi-weekly basis, less applicable taxes and deductions.

**About Salem Sound Coastwatch**
Salem Sound Coastwatch (SSCW) is a nonprofit organization dedicated to protecting and improving the environmental health of Salem Sound and its watersheds through science, education, and community engagement. Serving communities across Massachusetts' North Shore, SSCW works to advance coastal resilience, restore habitat, improve water quality, and connect people of all ages to their local marine environment.

Through our community science initiatives, habitat restoration projects, environmental education programs, and public engagement efforts, SSCW fosters stewardship and inspires action to protect our coastal ecosystems for future generations.

**About the Role**
Salem Sound Coastwatch's Communications & Digital Storytelling Intern will share stories about Salem Sound and the people working to protect it. The intern will help create and organize communications materials, including short videos, photographs, volunteer and supporter spotlights, and blog posts.

Through interviews, field visits, and staff mentorship, the intern will explore marine and environmental science, coastal habitats, watershed health, and local conservation efforts while building practical skills in photography, video production, writing, and nonprofit communications.

This is an opportunity to develop creative and professional skills while helping community members learn about and take part in protecting Salem Sound and its watershed. By the end of the internship, the intern will have developed a collection of communications pieces, such as photographs, short videos, interviews, and written stories, that demonstrate their creative and storytelling skills.

**Job Responsibilities**

- Help update Salem Sound Coastwatch marketing and communications materials.
- Produce short videos about coastal habitats, environmental education, and stewardship activities.
- Photograph programs, fieldwork, and community events.
- Create volunteer and supporter spotlights through interviews and writing.
- Draft blog posts, social media content, and other short-form content.
- Organize and maintain a searchable digital photo and video library.
- Work with staff to identify compelling stories that help the community understand and support SSCW's mission.

**Qualifications**

Research shows that candidates from underrepresented backgrounds are less likely to apply to jobs unless they meet every single qualification. We are dedicated to building a diverse, inclusive, and authentic workplace. If you possess many of the qualifications and are passionate about our mission, we encourage you to take a leap and apply.

Qualifications include:

- Be between the ages of 16 and 25, to meet eligibility requirements of the grant funding.
- Have an interest in communications, photography, video, writing, or storytelling.
- Be curious about coastal environments, environmental education, or community stewardship.
- Be comfortable learning new tools and working collaboratively with staff.
- Be willing to participate in interviews, field visits, and program activities.
- Bring creativity, reliability, and a willingness to learn. Previous experience is welcome but not required.
- Familiarity with Canva, Microsoft Office Suite, Adobe Creative Cloud, and social media platforms.

The Communications and Digital Storytelling Intern will primarily work out of the Salem office, with flexibility for responsibilities that require work in the field, with partners, or in the community.

**To Apply**

Interested applicants should submit a resume, cover letter, and a sample of your work to **hr@salemsound.org**. We understand that this may be your first experience in a professional setting, so your work sample could be a 1-2 page writing sample, a social media post or video, or a similar piece of original work. In your cover letter, please specify: (1) Why you want this role – what draws you to Salem Sound Coastwatch's mission and this opportunity; (2) Why you'd be good at it – how your skills, experience, and approach align with the responsibilities and success criteria outlined above; and, (3)

Your proposed work schedule, including start date, end date, and which days/time you are available to work each week. (Final schedule will be developed in coordination with the supervisor.)

Applications are reviewed on a rolling basis. Priority consideration will be given to applications received by **November 20th, 2026.**

**We expect to conduct virtual interviews from 11/30/26 to 12/11/26, with an anticipated start date**

On AI Use and Authenticity - You may use AI tools to brainstorm, edit, or proofread, but please do not use AI to write your application for you. We want to hear your voice, experiences, and perspective, not a polished, generic version generated by a model. If you use AI for minor editing assistance, please add a short note at the end of your response (e.g., "I used [tool name] to proofread this response"). Applications written in a genuine, original voice will be prioritized.

**Equal Opportunity Employer**
Salem Sound Coastwatch is committed to cultivating a diverse and inclusive workplace that reflects the communities we serve. SSCW is an Equal Opportunity Employer and does not discriminate based on age, race, ethnicity, religion, disability, gender identity, sexual orientation, national origin, or any other protected status.

We are committed to advancing diversity, equity, inclusion, and environmental justice in our hiring practices, workplace culture, and programs.