

Job title – Desert Land Management Internship
Location – Perth/ Australian Deserts
Position Status – Fixed Term One Month Internship Contract
Team – Ranger and Sector Development
Reports To – Internship coordinator

Applications are now open for the 2026 Indigenous Desert Alliance (IDA) Desert Internship Program.

The Australian desert is one of the largest and most environmentally and culturally connected areas on the planet. It had been cared for and expertly managed over thousands of years by Indigenous minds, hearts and hands. Today a network of 65 ranger teams looks after country and manage the exceptional cultural and natural values of the desert.

The Desert Internship Program provides an entry pathway into the sector that aims to attract a broad pool of talent and train interns with foundational skills to work in ranger coordinator, or similar positions. Now in its fourth year, the internship is an effective program in introducing, empowering and supporting people seeking careers in the Indigenous Land Management sector, leading directly to employment and career outcomes.

The Desert Internship Program is an immersive four-week program that will provide real-world, practical experience with community-based Indigenous ranger programs.

The internship is **paid** and is designed to help you transition into the sector and build a career working with rangers in the desert. The internship is a unique opportunity if you are considering a career change or wanting a more purposeful role connected to people and country. We encourage people with diverse skills and experience to apply.

The internship is a proven pathway into a rewarding career in the Indigenous Land management sector. Many previous internship participants are employed in working within the sector.

About The Indigenous Desert Alliance

The Indigenous Desert Alliance (IDA) is a member-based, Indigenous-led organisation that plays a vital role in securing the future health of the Australian desert and its people. It does this by strengthening the existing connections between desert people, empowering Indigenous groups to look after their country and by promoting the importance of the Australian desert.

We work with over 65 ranger groups from across the desert to support in our role 'Keeping the Desert Connected' to empower a united voice for the desert.

Please refer to our website for more information on our organisation [IDA website](#)

Desert Internship Program Overview

Proposed Dates: **20th July 2026 until the 14th August 2026**– (These dates are proposed and may be subject to change)

The internship is based out of IDA's Perth/Alice Springs offices and will include a supportive and comprehensive induction process.

Week 1: orientation and learning program with IDA staff at the IDA's Desert hub (Perth) and introduction to the desert ranger sector and the IDA.

Week 2 and 3: immersion with a ranger team in a remote community supported by IDA staff (In the NT and WA)

Week 4; debrief and short assessment tasks and supported networking opportunities with potential employers.

All travel and accommodation costs will be covered across the internship including return air fares from place of residence to take up the internship if required.

The internship is open to Indigenous and non-Indigenous applicants.

For more information on the internship, please refer to our website [Desert Internship](#) or contact the IDA directly hrstaff@indigenoussdesertallaince.com

Your Role

Your role as an intern is to learn, listen, participate, reflect and demonstrate your potential to take on a role in the Indigenous land management sector. Specifically, your role as an intern will include:

- Learning, participating and reflecting on your experience
- Participate in induction, mentoring and debrief sessions
- Participate in learning workshops across the internship
- Complete basic assessments and micro projects identified in the learning and assessment framework across the internship
- Building good relationships with Indigenous rangers, other interns and IDA staff members

The learning framework will guide your training across the internship and is focused on four key areas:

- Cultural awareness, community development, relationship building and intercultural facilitation
- Practical field and technical skills
- Project management and reporting
- Resilience and wellbeing

Your Duties

Your primary duties, as indicated above are to learn, listen, reflect and participate in the internship program. In addition to these you will also participate in a range of on-country and in-community activities as part of the two-week immersion element of the internship. Your duties across the immersion will include:

- Follow IDA travel and Work Health and Safety systems and 'Our Ways of Working' cultural induction

- Support community engagement and communication processes
- Support the planning, preparation, implementation and pack-up of on-country ranger trips
- Participate as a member of the team in remote on-country ranger trips
- Support the collection of field data and other relevant environmental, social and project relevant data
- Support the preparation of basic trip reports
- Follow instruction and direction of IDA and host program staff

Selection Criteria

Essential

- You are passionate about developing a career in Indigenous land management sector and are available to take on an ongoing role
- You would value the opportunity to work in a remote Indigenous community and gain experience in Indigenous land management
- You are emotionally mature, have a flexible mindset and build strong relationships
- You are practically minded; can problem solve and deal with challenges and find solutions
- You communicate well, value teamwork and want to see individuals and teams thrive
- You have a driver's license
- Prepared to travel and participate in remote fieldwork and isolated work environments

You have the ability to obtain:

- a National Police Clearance, Working with Children Check WA Clearance and /or NT Ochre Card.
- Senior First Aid certificate and a nationally accredited 4x4 driving course
(IDA will support you to obtain these prior to the internship commencement if required)

Desirable

- Experience working with Indigenous communities and/or working in cross-cultural contexts
- Tertiary qualifications in natural resource management, environmental science, community development, anthropology and/or extensive related experience in these or other related areas

Application Process

Applications will close 19th April 2026. Applicants will submit a cover letter addressing the **questions below** as well as providing a **current resume/CV**.

Applications should be submitted via link below <https://form.jotform.com/260421211494851>

Applicants will be shortlisted, and an offer of internship will be made by May 28th 2026. Interns will commence the internship on July 20th 2026 (TBC). **Please note that the Desert Internship is not an offer of on-going employment.**

At the conclusion of the internship – based on performance and suitability – the IDA will maintain regular contact and recommend you apply for roles available with one of our member organisations.

Internship Application Question

Please address the following questions in a cover letter and keep your response to **2 pages**.

<https://form.jotform.com/260421211494851>

As this is a highly competitive program, applications that demonstrated individual insight and draw directly on your own experience in addressing the below criteria will be strongly preferred over theoretical or research-based responses. **Applications that do not address the criterion will not be considered.**

1. What's your motivation to apply for this internship, what do you want to get out of it?
2. Tell us about yourself and your career goals?
3. Tell us about your working career to date and what you believe your strengths and key skills are and how they may apply to this internship?
4. Why is teamwork and strong relationships important to you? Provide some examples.
5. What does good cross-cultural communication look like to you?
6. What do you think the key qualities and behaviours (say 3-4) are to work well in remote Indigenous communities? How do you show these?

Application Contact & Checklist

- My application includes a cover letter that addresses the above questions, and a copy of my resume/CV and has been submitted
- If successful I am available to participate in the internship between July 20st and August 14th
- I have a reasonable level of fitness and no pre-existing health conditions which would prevent me from work in remote areas
- I am willing to travel as part of this internship including camping in remote areas
- I hold a current driver's licence
- If successful I am willing to complete a Working With Children Check and Police Clearance and complete any relevant training (including first aid and 4WD) required prior to the commencement of the internship.

Please refer to our website for more information on the internship [Desert Internship](#) or contact us here hrstaff@indigenoussdesertalliance.com