Summer 2026 Legal Internship—National Wildlife Federation

Great Lakes Regional Center (Ann Arbor, Michigan)

Founded in 1936, the National Wildlife Federation has grown into America's largest and most trusted grassroots conservation organization with 52 state/territorial affiliates and more than six million members and supporters. NWF's mission is to unite all Americans to ensure wildlife thrive in our rapidly changing world, and the Federation is committed to inspiring all people around our shared love of nature and wildlife by creating a welcoming and inclusive community representative of all Americans. By respecting and valuing the diversity of connections to the natural world and wildlife, we work toward convening a powerful movement.

To support our mission, for the summer of 2026, we seek as many as three legal interns to join NWF's Great Lakes Regional Center in Ann Arbor, Michigan. Interns work under the supervision of our senior attorney, Professor Oday Salim, who also directs the University of Michigan Law School's Environmental Law & Sustainability Clinic. Recent internship highlights include: federal Clean Water Act litigation targeting oil pipelines; a report on PFAS regulation; advising a hunter-angler group on when agencies must translate do-not-eat-fish advisories for limited English proficiency communities; and drafting legislation that would make drinking water more affordable.

Description of internship:

- Interns engage in litigation, administrative commenting, legislative drafting, public records requests, and policy analysis.
- Topics include environmental justice, pollution control, climate change, natural resources management, and utility ratemaking.
- To develop the ability to communicate legal concepts to non-lawyers, intern will have the chance to publish blog posts and provide community education.
- Interns receive professional development education and training, which includes course selection discussions and support for resume & cover letter writing.
- Extracurricular activities include birding hikes, lunch & learns, and kayak trips.
- This is by default a paid internship (unless a student prefers to seek academic credit). The main source of pay is the intern's law school's public interest funding program. NWF also provides an additional $500 honorarium. For students who do not have access to a public interest fund, NWF can offer $17 per hour.
- Interns are expected to work 30–40 hours per week for approximately 8–12 weeks, though alternative arrangements can be made for those who prefer to split their summer.

Qualifications & Preferences:

If during the application period you are a 1L or 2L, or an LLM candidate with a JD from an ABA-accredited law school, you can apply.

We strongly prefer, but do not limit the internship to, candidates who have:

- Either work experience (before or during law school) involving environmental law, policy, or science,
- Or have taken two or more law school courses on any combination of the following topics: administrative law, climate change, energy regulation, environmental justice, environmental protection, natural resources management, wildlife management, or species protection.

NWF Values:

Your actions are expected to reflect the staff values of the National Wildlife Federation: collaboration, mindfulness, empowerment, inclusivity, and mission focus. Your competencies should include:

- Being motivated by values of equity and responsibility to those most marginalized.
- Consistently bringing a high level of empathy and social skills to work and interpersonal interactions.
- Actively seeks feedback, direction, and guidance from all team members and keeps staff informed of decisions that impact them.
- Being dedicated to advancing NWF's internal equity transformation and compelling partners and allies to incorporate equity into their work; and
- Passion for and commitment to NWF's mission

Applicants are invited to learn more about National Wildlife Federation's required equity competencies at https://www.nwf.org/About-Us/Careers.

Physical Requirements:

Remaining in a normal seated or standing position for extended periods; reaching and grasping by extending hand(s) or arm(s); dexterity to manipulate objects with fingers, for example, using a keyboard; communication skills using the spoken word; ability to see and hear within normal parameters; ability to move about the workspace. The position requires mobility, including moving materials weighing up to several pounds (such as a laptop computer or tablet).

Persons with disabilities may be able to perform the essential duties of this position with reasonable accommodation. Requests for reasonable accommodation with be evaluated on an individual basis.

Please note: This job description sets forth the job's principal duties, responsibilities, and requirements; it should not be construed as an exhaustive statement, however. Unless they begin with the word "may," the Essential Duties and Responsibilities described above are "essential functions" of the job, as defined by the Americans with Disabilities Act.

Location and Work Mode:

This position is based out of our Great Lakes Regional Center in Ann Arbor, Michigan. The National Wildlife Federation is committed to a flexible and empowered work environment with an authentic community of care for all staff. In this position, the employee may work in the office or in a hybrid manner, to be decided jointly with their supervisor in the final stages of the interview process.

Compensation:

This position pays $18.50 an hour with paid holidays.

Where a law student receives public interest funding or academic credit, the duration and minimum hours are defined by the academic institution. Otherwise, the expectation is that interns will work 300 hours over the course of eight to ten weeks.

Application:

No later than January 9, 2026, candidates should email Professor Oday Salim at salimo@nwf.org The email itself will serve as the cover letter. The email should be *no more than 500 words*. The following should be attached to the email: resume (which should indicate law school GPA), one writing sample, list of two references (at least one should be familiar with your writing), and law school transcript (for second-year and other students who have one). Please try to attach all documents as one single pdf file. The email subject line should read *Summer 2026 legal internship application from [NAME]*.

For more information on our recruiting process, please review our Careers page: https://www.nwf.org/About-Us/Careers

We strive to increase diversity, equity, inclusion and justice (DEIJ) in all elements of our work and with our partners to support the interdependent needs of wildlife and people in a rapidly changing world. We recruit, employ, train compensate, and promote regardless of race, religion, creed, national origin, ancestry, sex (including pregnancy), sexual orientation, gender identity (including gender nonconformity and status as a transgender individual), age, physical or mental disability, citizenship, genetic information, past, current, or prospective service in the uniformed services, or any other characteristic protected under applicable federal, state, or local law. We are proud to be an equal opportunity employer. Applicants are invited to learn more about National Wildlife Federation's commitment to diversity, equity, and inclusion at nwf.org/equity.

We recognize that people come with a wealth of experience and talent beyond just the technical requirements of a job, therefore our job descriptions are guidelines, not hard and fast rules. Your experience, which may include paid and unpaid experience, including volunteer work, helps build the competencies and knowledge that translates to our openings. Diversity of experience and skills combined with passion is a key to innovation and a culture of excellence. Therefore, we encourage people from all backgrounds to apply to our positions.

Please let us know if you require accommodations during the application or interview process by reaching us at hrhelp@nwf.org or 703-438-6244.

If selected for this position, a background check will be conducted.