United States Environmental Protection Agency
Intern Program

Our Mission:
“...to protect human health and to safeguard the natural environment...”

About the EPA Intern Program
The EPA Intern Program at the U.S. Environmental Protection Agency (EPA) is a comprehensive, entry level, professional, full-time employment and career development program designed to recruit and nurture the next generation of Agency leaders. As a Program participant, you will join an intensive, two-year program to help you “jump-start” your career and develop your potential for future advancement within the Agency.

Attracting and retaining top-notch employees is crucial to the success of EPA. To foster both their personal and professional growth, Interns participate in an on-going, two-year EPA familiarization and career development program. Key developmental components of the Program are:

• A one-week Orientation Conference held in Washington, DC;
• Multiple rotational assignments, including an opportunity for a two-month rotation to a different geographic location;
• Individual Development Plans to serve as road maps for professional and personal development during the Program and beyond;
• Field studies and site visits introducing the “hands-on” work of the Agency, such as research, monitoring, environmental clean-up, community involvement, compliance, and prevention activities;
• A one-week Closing Conference, featuring team training and environmental studies;
• On-going mentoring, career development, and networking activities.

Applicant Characteristics
The EIP seeks graduates from bachelors and graduate degree programs in a variety of academic majors, including, but not limited to:

Biological Sciences and Ecology
Chemistry and Physical Sciences
Environmental Engineering
Financial Management
Public and Environmental Policy

Business
Computer Science
Environmental Studies
International Studies
Public Administration

In addition, applicants should demonstrate the following:

• Academic achievement
• Leadership potential and teamwork skills
• Good citizenship and commitment to a career in public service
• Interest in environmental issues
• Solid written and verbal communication skills
• U.S. citizenship (required)
Successful EIP candidates will be offered permanent EPA Intern Program positions as Environmental Protection Specialists at the GS-7 level or as Environmental Scientists or Biologists at the GS-7 or 9, at the EPA Headquarters in Washington, DC, one of ten regional office locations or Research Triangle Park, NC. Starting salaries are approximately $30,000 - $40,000 per year, depending upon a candidate’s qualifications, grade level, and location of the position.

As full-time EPA employees, Interns enjoy a comprehensive Federal compensation package that includes health and life insurance, Federal retirement program, sick and annual leave, and a Thrift Savings Plan (Federal 401k plan). Quality of Work Life Programs such as Career and Personal Development, Flexible Work Hours, Alternative Work Schedules, and tuition assistance are also available.

Program positions will be filled using the Federal Career Intern Program hiring authority. We also use the Administrative Careers with America (ACWA) program, supplemented by the Outstanding Scholar authority, and Selective Placement for People With Disabilities, as well as others, such as Peace Corps, and Americorps/VISTA.

The ACWA program provides for entry-level hiring in a large number of professional and administrative occupations. Candidates are evaluated using rating schedules that typically include questions about competencies such as a candidate’s relevant training, education, experience, skills, achievements in school, employment, and other activities.

To qualify as an Outstanding Scholar, a candidate must be a college graduate with a cumulative Grade Point Average (GPA) of 3.45 or better on a 4.0 scale for all undergraduate course work or must graduate in the upper 10 percent of his or her undergraduate class or major university subdivision. You should include this documentation with your application package.

The 2004 EPA Intern Program vacancy tentatively will be posted March 29 - April 9, 2004, on the EPA EZhire website at www.epa.gov/ezhire and the Office of Personnel Management’s website at www.usajobs.opm.gov

Approximately 90 applicants may be invited to Washington, DC, for the EIP Interview Process to be held June 21 - 24, 2004, with travel expenses paid by EPA. We anticipate hiring approximately 50 EPA Interns for the EIP Class of 2004. Interns will come on board in Fall 2004.

For more information about the EPA Intern Program, please call or write to the EIP Team at:

Jamie Langlie, EIP Program Manager, at 202-564-7576
Charlene Monroe 202-564-0228
Kent Smith at 202-564-7908
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Our e-mail address is: EPA-InternProgram@epa.gov

EPA Intern Program – MC #3615M
U.S. Environmental Protection Agency
Institute for Individual and Organizational Excellence
Office of Human Resources and Organizational Services
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All applicants for Federal employment receive consideration without regard to race, religion, color, national origin, sex, political affiliation, age (with authorized exceptions), sexual orientation, or any other non-meritorious factors.

U.S. Citizenship is required.