

Position: Environmental Markets Analyst [Summer, 2025]

Company: Magnolia is an environmental conservation company that develops mitigation projects across the United States. Magnolia is pioneering a new era in environmental stewardship by leveraging compliance-based markets to drive large-scale, impactful conservation and restoration efforts. Project developers such as energy companies and public entities purchase mitigation from Magnolia to maintain compliance with the Endangered Species Act, Clean Water Act, and other federal or state regulations. To date, we have conserved over 18,000 acres (and counting!) of critical habitat for dozens of rare and endangered species nationwide, the majority of which have been endangered bird and bat mitigation projects for wind and solar developers. Alongside species mitigation, Magnolia has established flourishing markets for wetland mitigation throughout the Midwest. We are growing quickly and are looking to identify talented and inspired people to join our multidisciplinary team. Learn more at www.mitigation.org.

Responsibilities: As an Environmental Market Analyst at Magnolia, you will have the opportunity to join one of the company's core teams and work alongside the people at the vanguard of compliance-based environmental conservation. Our teams collaborate closely, so you will likely work on projects and tasks across different areas of the company. Working at a small start-up, Magnolia's Environmental Market Analysts will contribute directly to the creation of real-world conservation projects around the country.

- 1) **Land Team:** The Land Team is charged with finding, assessing, and acquiring potential conservation sites using a variety of methods including, but not limited to, geospatial analysis, on-site assessments, in-person meetings, and real estate transactions. Environmental Market Analysts will assist with outreach to potential partner landowners and organizations across the United States. Day-to-day tasks include species data analysis, GIS mapping, and drafting conservation documents. Experience with GIS software, technical reading/writing, or rural real estate are a bonus but not required.
- 2) **Regulatory Team:** The Regulatory Team is responsible for working with various governmental agencies and NGOs to develop and approve new conservation projects. This team manages agency relationships, drafts regulatory filings, and maintains a deep understanding of the mechanics of each environmental market in which we operate. Day-to-day tasks include communicating with environmental agencies, drafting regulatory documents, and researching market guidelines. Experience with proposal-writing, technical reading/writing, or GIS software is a bonus but not required.
- 3) **Growth Team:** The Growth Team manages relationships with mitigation buyers, exploring opportunities to provide these offsets to new companies or into new geographies. Growth Team members market and sell environmental mitigation credits to a variety of entities across the country, including large-scale renewable energy and infrastructure projects, by analyzing trends in clean energy markets, managing relationships with developers, and staying up to date with compliance-based mitigation requirements. Day-to-day tasks include market research, sales prospecting, reaching out to new clients, and drafting sales proposals. Experience in a sales role or proposal-writing is a bonus but not required.

Beyond team specific tasks, Environmental Analysts will assist with daily operations at the company, which may include some combination of the following: proposal-writing, marketing and branding, restoration ecology, data analysis, market research, and administrative tasks.

Past analysts have produced valuable work that has positively impacted the trajectory of the company. This is an opportunity to leave a real impact at a mission-driven startup company that is operating in the new and growing field of environmental offsets!

Eligibility/Qualifications: Magnolia is searching for candidates that share our enthusiasm for entrepreneurship, conservation, and market-based environmental solutions. An ideal candidate will be intellectually curious, resourceful, proactive, and comfortable collaborating with a small team. Preference will be given to students enrolled in an undergraduate or graduate degree program graduating in 2025 or 2026. Ability to work eight to ten weeks is strongly preferred.

Compensation: Environmental Market Analysts will receive a base stipend of \$2,000 per month, subject to increase, depending on an applicant's need to relocate and ability to receive funding from partner academic institutions. To promote the use of public transportation by team members, Magnolia will cover the cost of daily transit to and from the office (limitations may apply).

Location: We anticipate that this will be a hybrid-model internship with a preference for applicants who are able to be physically present in either our Philadelphia or Chicago office for at least a portion of the summer. This position offers flexible start and end dates.

Application Deadline: March 1st, 2025. Applications will be accepted until the deadline but will be reviewed on a rolling basis.

How to Apply: Send your resume and a short cover letter to hire@mitigation.org. The email should indicate which office you would like to work in and rank the teams by your interest in them. Please note that applications sent via Handshake or LinkedIn will NOT be reviewed.