



Dan Scott Ranch Management Program Internship Program

Mentor Application

Please complete this application form and return it to Rachel Frost, PO Box 172900, Bozeman, MT 59717 or email frost@montana.edu.

Program Mission & Goal

Mission: To sustain and preserve the agricultural heritage of the Northern Great Plains and Intermountain West by graduating students who have the breadth of knowledge and diversity of skills needed to employ prudent ranching practices that create value and improve the natural resources vital to our land.

Goal: Develop a pipeline of future ranch managers with the skills and experiences to manage complex ranches through a unique program focused on building a knowledge base and skill set across academic disciplines that includes business, ecology, agriculture, communication and public policy. Student's education will be enhanced through real-world experiences and exposure to leading organizations in commodity production, fish and wildlife ecology and land management.

Internships: This mentoring position is for a 2-year period to gain the maximum experience possible within the confines of the academic calendar. It is expected that interns will serve the host ranch beginning mid-May through late-August each summer, along with weekends, Spring Break, and Christmas Break when possible. Internships are designed to be a work / learn experience where they contribute to the ranching operation while gaining valuable experience in all aspects of ranch management. Interns should be compensated monetarily for their work contribution, while hosts will be compensated monetarily for their mentoring contribution. The following learning objectives are required for all interns in the program:

Internship Learning Objectives:

1. Describe the host operation, including its structure, history, philosophies, and commodity production. (Knowledge)
2. Demonstrate work ethic and recognize how daily tasks such as spraying weeds, fixing fence, and animal husbandry are relevant to the operation and industry. (Knowledge, Application)
3. Recognize, extend, and apply knowledge of animal, rangeland, and economic learning acquired during course work to ranch operations and describe how internship enhanced understanding and use of discipline theories. (Knowledge, Comprehension and Understanding, Application)
4. Describe how the internship has provided understanding and skills not covered in course work and explain why these skill are important for ranch managers. (Comprehension, Application)
5. Identify a specific opportunity for improvement in the ranching operation and write a summary of how implementing changes in that area could enhance the operation's efficiency, natural resource stewardship or economic returns. Create a final synthesis describing whether the plan will be implemented and summarizing the reasons for the decision. (Analysis, Synthesis, Evaluation)

Please Print or Type:

Date Application Mailed: _____

Ranch Name: _____

Owner/Manager Name: _____

Mailing Address: _____

Physical Address (If different from above): _____

Telephone: (_____) _____

Email Address: _____

Do you require a background check/drug screen for employees or interns?

Yes _____

No _____

Housing and Accommodations:

What type of housing is available to the intern? (Bunkhouse, apartment, room in ranch house, etc.):

1. Please note the item/services that are available to the intern during their term with the ranch:

___ Washer and Dryer: Please explain if services will be utilized and/or shared by others on the operation: _____

___ Internet Connection: Please explain location and times of use for service: _____

___ Opportunity to eat with operation's crew, employees or family. If not, is there a kitchen/kitchenette for intern to utilize? Yes _____ No _____

2. Additional items Interns will need for duration of Internship (i.e. bed sheets, towels, cooking utensils, pots and pans, furniture, etc.):

3. Are there any items the intern cannot bring with them (i.e. dog, gun, horse etc.)?

4. Are there any items you would like the intern to bring with them for work (i.e. saddle/tack, horse, tools, etc.)?

5. Interns are in a work / learn position and will be expected to contribute to the ranch operation in a meaningful way. Will you be able to pay the intern a monthly wage along with Work Comp benefits?

Yes _____

No _____

6. What is your typical salary range for inexperienced to moderately experienced workers?

Ranch Structure and Activities:

1. Please describe the purpose of the livestock production operation and the ranch in general: (i.e. seedstock producer, commercial cow-calf / sheep production, integrated farming and livestock, etc.)

2. Please describe the basic decision making structure of the ranch: (i.e. family operation, board of directors/trustees, corporation, absentee owner / on-site manager, etc.)

3. Please give a brief list of activities on the operation during the summer months that interns may experience.

4. Are there specific challenges on the operation that the intern could help find possible solutions to address? (i.e. livestock fertility, range condition, invasive plants, etc.)

5. Are there any activities on the operation that you do not want the intern to participate (i.e. use of equipment, use of herbicides or fertilizer, etc.)

Mentoring and Learning Objectives:

1. There are specific learning objectives for interns during the summer sessions (listed on page 1 of this application), and the internship as a whole. These learning objectives will require mentoring from the ranch manager / owner. Are you willing to dedicate time on a regular basis towards mentoring your intern? *The program is prepared to reimburse the ranch for up to \$2,000/ year for time the mentor spends towards helping the intern accomplish the learning objectives*

Yes _____ No _____

2. A strong understanding of ranch finances and business is a critical component of this program. Are you willing to open (at least a portion) of the ranch's financial records to the intern for learning purposes?

Yes _____ No _____

3. Who would be the main mentor and what is their primary role on the ranch? Please list any other individuals (and their roles) who may assist with mentoring:

4. Who would be the main contact for Montana State and the DSRMP? Please list any other individuals who may assist along with their contact information:

Mentor agrees to the following responsibilities and objectives:

- To provide an educational and safe work / learn experience
- To provide the intern with the equivalent of a full day off each week
- Will work with intern to meet learning objectives for the DSRMP
- Will give the intern the opportunity to meet with local resource related entities when applicable
- Contact the DSRM Program Leader if any issues and/or questions occur
- Will provide a safe and functioning living space for intern

- Understanding that intern may or may not have a full range of agricultural experiences and may not be suitable for various kinds of work done on the operation with or without guidance and/or supervision
- Is willing to provide feedback on the DSRM Internship Program and how it can be improved for future hosts and interns.
- Understand that the intern is required to submit bi-weekly work summaries and photos of activities.
- Termination of mentoring opportunity can happen at any time and mentors can resign from mentoring by contacting the Dan Scott Ranch Management Program Leader and setting up a meeting time (via phone or in person) regarding reasons for withdrawal from program.
- I understand responsibilities and requirements to be met by person(s) receiving a mentoring position and I certify by my signature on this application that I can meet the objectives stated above and if I cannot I must contact the Dan Scott Ranch Management Program Leader to announce my withdrawal from the mentoring position for the duration of the internship program.

I certify that the information contained in this application is true and correct.

Date

Applicant Signature

Printed name

