

Internship Job Descriptions (2026)

General Internship Information:

- Internship will run from mid-May to mid-August 2026
- Preference given to current college students pursuing internship for academic credit
- Attendance required at all 36 Big Sticks home games and special events, including team and community events, as needed
 - Interns are expected to work all playoff games if applicable
 - The internship does not end after the final home game – there is an end-of-season cleanup and transition process
- Required to maintain challenging schedule, up to 80+ hours per week at times during homestands
- All interns will be required to help in all areas of team operations as needed – including but not limited to taking out trash, cleaning, and wearing the mascot costume
 - Just because you have one job title does not mean that it is your only job!

The Badlands Big Sticks was established in 2018 and are a part of the Northwoods League. This internship will run from Mid-May through Mid-August. The Big Sticks will host 36 home games with an average of 700 fans per game. Attendance will be required at all home games and special events, including team and community events. The schedule will be challenging, working up to 80+ hours a week during homestands. Missing games and events are unacceptable and can result in disciplinary action or termination at the discretion of the Big Sticks staff. Please communicate any potential schedule conflicts or issues immediately with Kim or Brandon.

While all interns will receive a stipend, this particular position receives an increased value due to increased responsibilities and potential time requirements. Housing provided if applicable. Preference will be given to applicants that are receiving college credit. In addition to responsibilities, all interns will be required to help in all areas of team operations including but not limited to taking out trash, cleaning, and wearing the mascot costume at events.

Transportation is highly recommended as each intern is responsible for getting themselves to and from the job site and community events.

The following job descriptions describe the main tasks of each position. This does not mean these are the only duties or tasks that will be asked of each intern.

TO APPLY: Please send a resume and cover letter through an email to brandon@badlandsbigsticks.com.

HEAD OF OPERATIONS & SYNERGY OPERATOR

Summary

The Head of Operations plays a central role in ensuring the ballpark runs smoothly on game days and that both fans and players have a first-class experience. This position requires strong leadership, organization, and the ability to adapt quickly in a fast-paced environment. Serving as the go-to person for operational needs, the Head of Operations ensures that the ballpark, team, and game-day staff are always prepared and efficient.

Responsibilities

- Manage Synergy equipment & upload data/film (training provided)
- Serve as the backup official scorer in case of absence
- Prepare and clean up home and away dugouts, including filling coolers and providing cups
- Lead and delegate tasks to staff and interns during games
- Lead and delegate setup and teardown of the ballpark for each game according to the task list
- Assist with coach, player, and team needs before, during, and after games (e.g., equipment needs, guest list)
- Monitor kiosk & cooler inventory and keep items properly stocked
- Lead the effort in setting up and keeping the inflatables in good condition (bounce houses, Big Teddy)
- Serve as a “floater” during games, addressing needs and issues as they arise
- Help maintain Beer Garden needs during games (priority)
- Monitor Teddy’s status and assist as needed
- Manage team equipment inventory (balls, bats, uniforms, etc.)

Qualifications

- Ability to delegate tasks and run a small task squad
- Able to adapt to last-minute changes and challenges
- Willingness to learn other positions to serve as a backup (camera directing, operating – training provided)
- Strong communication skills
- Quick and critical thinking skills

- Ability to lift 50+ pounds
- Great organizational skills
- Willingness to be on-call and “right-hand-man” mindset
- People person – able to motivate and lift spirits of others
- Willingness to learn all processes and teach to others

Success in This Role Looks Like

- Keeping game day operations running smoothly through leadership and delegation.
- Ensuring dugouts, kiosks, and equipment are always stocked, clean, and game-ready.
- Anticipating and responding quickly to player, staff, or fan needs.
- Maintaining a professional, organized, and efficient ballpark environment.
- Having elite communication skills with front office staff and interns to ensure a smooth gameday and event experience for all parties involved.

