



## **Cascadia Wildlands Seeks a Grassroots Organizer**

Based in Eugene, Oregon

Full time — \$39,500-\$42,500/year

Generous health, retirement, vacation and sabbatical benefits

Reports to Executive Director

Application deadline: March 23, 2020 (although candidates are encouraged to apply ASAP)

Position Starts May 1, 2020

### **ABOUT CASCADIA WILDLANDS**

Cascadia Wildlands is a 22-year-old, non-profit conservation organization that works to defend and restore Cascadia's wild ecosystems in the forests, in the courts, and in the streets. Cascadia Wildlands envisions vast old-growth forests, a stable climate, rivers full of wild salmon, wolves howling in the backcountry, and vibrant communities sustained by the unique landscapes of the Cascadia bioregion.

Grassroots organizing, policy and litigation are the primary strategies employed by Cascadia Wildlands to achieve its conservation goals. Recent successes include helping create the 30,500-acre Devil's Staircase Wilderness in the Oregon Coast Range; stopping plans to privatize the 93,000-acre Elliott State Forest; stymying the proposal to build the 230-mile Pacific Connector Pipeline and Jordan Cove LNG Project in southern Oregon; halting reckless timber sales on state and federal public land; and helping facilitate gray wolf recovery across the Pacific West.

### **GRASSROOTS ORGANIZER POSITION**

The Grassroots Organizer works to advance Cascadia Wildlands' conservation campaigns, mission and vision through community outreach, education, and mobilization. The successful candidate will utilize a diversity of grassroots organizing strategies and tactics to educate, engage and activate our constituency, including presentations and tabling opportunities, public hikes, rallies and demonstrations, social media, event planning, volunteer coordination, field trips, coalition building and other movement-building techniques. A central tenet of the position is overseeing and empowering WildCAT (Cascadia Action Team), the action-oriented volunteer group that helps us achieve our conservation goals. The Grassroots Organizer coordinates monthly meetings and oversees WildCAT working groups, or "spokes," supporting volunteers in writing, field surveying, and outreach to take action on key campaign issues. The Grassroots Organizer acts as the public "face" of the organization in many diverse settings.

The Grassroots Organizer reports to the Executive Director, works in a team setting with other staff on conservation campaigns, and is expected to take the leadership role in developing and implementing all phases of Cascadia Wildlands' grassroots outreach and organizing.

### **OUTREACH AND ORGANIZING (90%)**

- Build Cascadia Wildlands supporter list, interfacing with Salsa CRM database
- Participate in key forest defense and fossil fuel resistance coalition organizing efforts, including hosting rallies, demonstrations and actions targeting key decisionmakers
- Oversee WildCAT and its various organizing spokes (writing, outreach, fieldchecking and action) and cultivate new leaders in the WildCAT group
- Develop and expand partnerships with diverse stakeholders and conservation allies, helping break down the inequitable balance of power and amplifying the voices of those under-represented and disempowered by environmental injustice
- Maintain a compelling and updated tabling display
- Organize, staff, and publicize outreach events, including the Public Interest Environmental Law Conference, Oregon Country Fair, Northwest String Summit, Whiteaker Block Party, and various other community organizing events
- Host educational events and participate in community presentations, forums, and conferences about our campaigns in order to recruit, educate, empower and activate community members to take action
- Organize and lead public hikes to threatened and priority campaign areas
- Work with volunteers and staff to fieldcheck timber sales, compiling data to assist with technical comments, and generating community awareness and grassroots opposition to destructive public lands sales
- Host Cascadia Wildlands' annual "Basecamp" fieldchecking and skill-share weekend event
- Set up action alerts on our website
- Write articles for E-News, Cascadia Review, website
- Post regularly on social media, including Facebook, Twitter and Instagram

### **DEVELOPMENT (10%)**

- Participate in all Cascadia Wildlands fundraisers, including our annual Wonderland Auction in December
- Promote and build membership with volunteers, the general public and business community
- Assist Executive Director with relevant sections of grant proposals and reports

### **PHILOSOPHY AND VALUES**

Cascadia Wildlands is a community-based organization that places huge emphasis on the well-being of our employees, our relationships with the community, and our role in the greater environmental movement.

*Candidates must have:*

- A passion for wild places, wildlife, and grassroots movements for change
- A commitment to building a more diverse, equitable and inclusive environment in the office and in the larger conservation community
- Professional etiquette and a high standard of accountability
- An ability to form meaningful relationships with diverse constituencies
- A commitment to building a movement through cultivating volunteers, creating personal connections with community members, and supporting fellow staff members in their work
- A commitment to minimizing our organization's environmental footprint
- An ability to have fun and a sense of humor

**QUALIFICATIONS**

The Grassroots Organizer must have excellent organizational and interpersonal skills as well as an ability to prioritize tasks in a dynamic, campaign-heavy setting.

*Experience*

- Experience engaging and organizing the public into conservation campaigns and building successful relationships with diverse stakeholders
- Experience using modern office and communication systems
- Experience planning, coordinating, and executing outreach events

*Education*

- Undergraduate degree preferred, although a knack and passion for grassroots organizing to affect change is more relevant
- Understanding of Pacific Northwest ecology and environmental threats and opportunities
- Understanding the difference between a goal, a strategy and a tactic

*Abilities*

- Strong interpersonal and communication skills, written and verbal
- Group facilitation skills
- Analytical, negotiation, and problem-solving skills
- Excellent judgment and confidence to make decisions
- Strong time and task-management skills
- Highly motivated and independent, yet team-oriented
- Confidence organizing and leading public hikes and fieldchecking in remote, forested areas
- Computer and other standard office equipment skills sufficient to prepare flyers and other communications, update Salsa CRM database records, email, and website posting
- Ability to work some weekends and evenings
- Enthusiasm for asking for volunteer help, donations and sponsorships
- A valid driver's license and reliable vehicle transportation

### **SALARY AND BENEFITS**

\$39,500-\$42,500. Health, vision and dental, and retirement benefits are available after the first month of employment. Paid sabbatical is available after five years with the organization. Generous paid vacation time. Flexible schedule.

### **APPLICATION PROCEDURE**

We will accept applications for the position until **March 25, 2020** or until filled, but due to high competition and demand, candidates are encouraged to apply as soon as possible.

Email a cover letter, resume with references, and a short, relevant writing sample as a **single .pdf file** to Executive Director, Josh Laughlin, at **[jlaughlin@cascwild.org](mailto:jlaughlin@cascwild.org)**. No phone calls or additional emails please. Thank you for your time and interest!

*Cascadia Wildlands is committed to cultivating a diverse, empowered, and respectful community in the workplace and beyond. We do not discriminate against individuals on the basis of race, color, sex, sexual orientation, gender identity, religion, disability, age, parental status, marital status, veteran status, ancestry, or national or ethnic origin.*