



Cascadia Wildlands Seeks a Wildlands Director

Based in Eugene, Oregon

Full time — \$50,000-\$55,000/year

Reports to Legal Director

Application deadline: September 30, 2020

Start date: November 1, 2020 or sooner

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. Over 12,000 members and supporters across the country help sustain the organization and its movement for change.

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.

WILDLANDS DIRECTOR POSITION

This position uses legal, administrative and grassroots organizing tools and science to protect imminently threatened wildlands, waters and species. Working in coordination with program staff, the Wildlands Director monitors land management and policy proposals and engages in the public comment process to help shape planning outcomes and build legal records to protect biodiversity in Cascadia.

The Wildlands Director reports to the Legal Director, works in a team setting with other staff on developing and implementing conservation campaigns, and is expected to take the leadership role in monitoring and commenting on priority land management proposals on state and federal public lands with a focus on public lands in western Oregon.

The position is broken into the following approximate time allocations and descriptions:

MONITORING, COMMENTING AND APPEALING (50%)

- ✓ Reviews land management planning documents for the Willamette, Umpqua and Siuslaw National Forests and western Oregon BLM Districts.
- ✓ Fieldchecks proposed timber sales and other land management proposals, including visits with agency staff and stakeholders, to better understand what is being proposed.
- ✓ Builds working relationships with agency staff, community members, and scientific experts.
- ✓ Writes administrative comments, protests, and appeals on priority projects and coordinates with conservation allies for sign-ons.
- ✓ Works with Legal Director to identify litigation opportunities and priorities, and builds administrative records to establish winning claims.
- ✓ Works with Grassroots Organizer to identify priority sales for fieldchecking and grassroots organizing.
- ✓ Files Freedom of Information Act requests and state records requests.
- ✓ Follows and weighs in on proposed changes to laws and policies affecting watersheds and species in Cascadia.
- ✓ Testifies at hearings to increase Cascadia Wildlands' presence and effectiveness, and to further campaign goals.

OUTREACH, ORGANIZING AND COALITION BUILDING (30%)

- ✓ Assists Grassroots Organizer by explaining legal intricacies associated with priority projects and engaging WildCAT (Cascadia Action Team) volunteers and supporters in the office and the field.
- ✓ Develops and maintains working relationships with conservation allies, agency personnel, western Oregon Tribes, rural communities and other marginalized communities affected by forest and watershed policy and proposals.
- ✓ Cultivates relationships with members of the press and participates in media outreach about campaign efforts by drafting and circulating press releases, blogs, statements, and action alerts.
- ✓ Participates in and presents at community meetings, panels, conferences and classrooms on pressing issues.
- ✓ Works collaboratively with staff to service the organization's social media, email alerts and relevant website sections.
- ✓ Writes articles for monthly E-news, biannual *Cascadia Review*, and blog posts.
- ✓ Assists with tabling at events, conferences and other outreach opportunities identified by Grassroots Organizer.
- ✓ Works in collaboration with the Grassroots Organizer to participate in coalition efforts, including with the Northwest Forest Plan Coalition, Forest Waters Coalition, Forest/Carbon Alliance, NO LNG Coalition, and Power Past Fracked Gas Coalition.

RESEARCH, CAMPAIGN AND STRATEGIC DEVELOPMENT (15%)

- ✓ Works with Cascadia Wildlands staff to set organizational goals and develops campaign plans with associated tactics and strategies.

- ✓ Identifies potential campaign opportunities and helps develop future campaign plans and revises existing plans.
- ✓ Becomes familiar with relevant scientific publications and stays current on case law and policies affecting forests, waters and species in Cascadia.
- ✓ Assists Legal Director in developing and implementing legal internship program.

DEVELOPMENT (5%)

- ✓ Assists with fundraising events, including house parties and the annual Wonderland Auction.
- ✓ Provides information to Executive Director to inform grant proposals and reporting.
- ✓ Assists Executive Director with donor and grant-making foundation outreach and cultivation.

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
- A high level of emotional intelligence

QUALIFICATIONS

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

Experience

- At least five years of experience working within the National Environmental Policy Act process, specifically filing comments, protests and appeals and building legal records
- Deep understanding about the difference between a goal, a strategy and a tactic
- Building meaningful relationships with diverse stakeholders
- Significant experience using modern office and communication systems
- Strong knowledge about Pacific Northwest ecology and environmental threats and opportunities

- Expertise in state and federal environmental statutes, including the state and federal Endangered Species Act, National Environmental Policy Act, O&C Act, National Forest Management Act, Northwest Forest Plan, and climate policy
- Familiarity with case law pertaining to forests, waters and species in Cascadia

Education

- Law degree preferred
- Bachelor's degree or extensive experience in working within the NEPA process required

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 with field checking in remote, forested areas
- Computer and other standard office equipment skills
- Ability to work some weekends and evenings
- A driver's license and ideally a reliable vehicle

SALARY AND BENEFITS

\$50,000-\$55,000/year depending on experience. Health, vision and dental, and retirement benefits are available after the first month of employment. Paid two-month sabbatical is available after five years with the organization. Generous paid vacation time. Flexible schedule. Tight-knit staff, board and volunteer team.

APPLICATION PROCEDURE

We will accept applications for the position until **September 30, 2020** or until filled. 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**. *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.