



Cascadia Wildlands Seeks a Wildlands Director

Ideally based in Eugene, Oregon

Full time — \$57,000-\$62,000/year

Reports to Legal Director

Priority Application date: Monday January 17th, 2022, open until filled

Start date: March 1, 2022 or sooner

ABOUT CASCADIA WILDLANDS

Cascadia Wildlands is a 23-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; halting the proposal to build the 230-mile Pacific Connector Pipeline and Jordan Cove LNG Project in southern Oregon; cancelling reckless, proposed timber sales on state and federal public land; and helping facilitate gray wolf and other species recovery across the Pacific West.

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. We vociferously oppose the discrimination of any persons based on their background, place of origin, ethnicity, race, gender, ability, sexual orientation, religion, and belief or non-belief systems. We believe that Cascadia, and nature as a whole, is for everyone. In pursuit of our mission, we work with a broad range of individuals and organizations. This is our shared strength. We recognize that confronting social injustice is essential to achieving our mission, as well as being a moral imperative in its own right. As a community-based organization, Cascadia Wildlands places significant emphasis on the well-being of our employees, our relationships with the community, and our role in the greater environmental movement.

WILDLANDS DIRECTOR POSITION

This position uses legal, administrative, scientific and grassroots organizing tools 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 defending mature and old growth forests in western Oregon. Protecting mature forests from irresponsible logging practices is essential climate defense in this region.

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

MONITORING, COMMENTING AND APPEALING (75%)

- ✓ Reviews land management planning documents for the Willamette, Umpqua and Siuslaw National Forests and western Oregon Bureau of Land Management Districts. 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 and Digital Organizer to identify priority sales for fieldchecking and grassroots organizing.
- ✓ Fieldchecks proposed timber sales and other land management proposals, including visits with agency staff and stakeholders, to better understand what is being proposed.
- ✓ 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 (15%)

- ✓ Assists Grassroots and Digital Organizer by explaining legal intricacies associated with priority projects and engaging WildCAT (Cascadia Action Team) volunteers and supporters virtually during the pandemic 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 and Digital Organizer.
- ✓ Works in collaboration with the Grassroots and Digital Organizer to participate in relevant coalition efforts.

RESEARCH, CAMPAIGN AND STRATEGIC DEVELOPMENT (5%)

- ✓ Works with Cascadia Wildlands staff to set and revise conservation goals and campaign 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.

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
- Be fully vaccinated and boosted against COVID-19 by start date
- Commitment to Cascadia Wildlands' Justice, Equity, Diversity and Inclusion goals and ongoing learning and unlearning process.

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

- 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
- Fluency using modern office and communication systems
- Strong knowledge about Pacific Northwest ecology and environmental threats and opportunities and ability to translate into legal comments and public education
- Expertise in state and federal environmental statutes, including the state and federal Endangered Species Act, Administrative Procedures Act, National Environmental Policy Act, O&C Act, National Forest Management Act, and the Freedom of Information Act
- Familiarity with scientific and legal issues pertaining to the intersection of logging and forests, waters, and species in Cascadia

Education

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

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

SALARY AND BENEFITS

\$57,000-\$62,000/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 action team. We are currently primarily working remotely, though we hope it will be safe to return to our office setting sometime in 2022.

APPLICATION PROCEDURE

We will be reviewing applications on a rolling basis. The priority application date is Monday January 17th, 2022. We will accept applications for the position until filled. Candidates are encouraged to apply as soon as possible.

Email a cover letter, resume with references, and a relevant writing sample as a **single .pdf file** to **apply@cascwild.org**. *No phone calls or additional emails please.* Given our small staff of 6

and work load, only those applicants selected for interviews will be contacted. 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.