



RECYCLING AND COMPOSTING DOOR-TO-DOOR OUTREACH

Cascadia Consulting Group, Inc.

Oakland, California

www.cascadiconsulting.com

Cascadia Consulting Group is a women-owned, private environmental consulting firm that develops and implements innovative solutions to today's environmental challenges. Founded in 1993, Cascadia works with public and private-sector clients to advance sustainability through recycling and materials management, climate change mitigation and adaptation, energy efficiency, and water and natural resources management. The Cascadia team brings both expertise and creative thinking to research and analysis, strategic planning, program design and implementation, and outreach and evaluation. With offices in Seattle, Oakland, and Austin, we serve clients across the country and abroad. Our mission is to inspire and empower communities everywhere to protect and restore our world.

Cascadia aspires to be a multicultural organization and seeks to hire individuals who contribute to our cultural fluency. We value employees who are aware of their own cultural lens, along with the impact it has on their interactions and work, and who can effectively connect across culture and difference, including race, class, gender identity, sexual orientation, and physical ability. Additionally, we hire individuals who value a collaborative, fast-paced work environment, who think creatively and communicate effectively, and who work hard to get the job done well. Consulting is about taking initiative, solving problems, and serving clients, so we seek staff members with skills in those areas.

Position Overview

Cascadia Consulting Group is seeking Recycling and Composting Door-to-Door Outreach staff who can be called upon to assist with outreach project work on a part-time, intermittent basis. Specifically, duties include:

- Conducting door-to-door outreach with residents living in apartments and communities regarding how to recycle and compost correctly at their homes.
- Explaining information about recycling and composting to residents.
- Delivering recycling bags and compost pails to residents and providing tips on their proper use.
- Representing city and county recycling and composting programs.
- Discussing recent changes to city and county recycling and composting programs.
- Tracking door-to-door interactions on an iPad using Google Surveys.
- Conducting work in the City of San Francisco, Alameda County, and Contra Costa County.

Required Qualifications

- You have excellent communication and interpersonal skills and are comfortable talking with people you have never met before.
- You like to teach others and share knowledge.
- You are culturally competent, including the ability to connect respectfully with people from a variety of backgrounds, including Spanish-speaking communities in the Bay Area.
- You can connect with people who have personal backgrounds that are different from your own.
- You are comfortable working on tablets using Google Surveys, Google Sheets, or other worksheet-based technology.
- You have demonstrated ability to thrive in a flexible, fast-paced environment.

- You take initiative and have a sense of humor.
- You can lift up to 20 pounds.
- You can stand or walk on uneven surfaces for up to 8 hours per day.

Desired Qualifications

- You have professional experience working in a fast-paced job and interacting with people you don't know (for example, experience as a rideshare driver, barista, food server, or canvasser).
- You have spoken and written fluency in both English and another language, such as Spanish, Mandarin, Cantonese, Vietnamese, and/or Russian.
- You have knowledge of solid waste, water conservation, energy efficiency, sustainable building, and/or recycling programs.
- You have experience setting up composting, recycling, or other sustainability programs at businesses and/or residential buildings.
- You can work outdoors, including in inclement weather.
- You have access to a personal vehicle.

Work Schedule

Demand for on-call work can vary as it occurs occasionally throughout the year. This work may require flexible hours, or it may have designated hours, including weekends and evenings. It can also have short periods of intensive work. Recycling and Composting Door-to-Door Outreach positions are considered part of Cascadia's roster of on-call employees, and as such Cascadia does not guarantee that you will receive a specific number of work hours.

Ideally, work schedules are determined at least 1-2 weeks in advance of planned work, so you can plan your schedule accordingly.

Compensation and Benefits

Cascadia will compensate Recycling and Composting Door-to-Door Outreach staff with an hourly wage of \$20+/hour, dependent on experience. Temporary staff are not immediately eligible for health benefits.

How to Apply

To apply, please email the following to jobs@cascadiaconsulting.com, indicating "Recycling and Composting Door-to-Door Outreach – Oakland – [Your Name]" in the subject line:

- 1) Your resume.
- 2) Responses to the following questions in the body of the email:
 - a. Why are you interested in the position?
 - b. What relevant professional experience and education do you bring to the position?
 - c. What relevant language capabilities do you have? Note specific language(s) and fluency level.
 - d. Where did you learn about the position?

Cascadia Consulting Group is an Equal Opportunity Employer and values diverse perspectives and life experiences. People of color, immigrants, refugees, women, LGBTQ+, people with disabilities, and veterans are encouraged to apply.