



Senior Associate- Recycling, Reuse & Circularity Emphasis
Cascadia Consulting Group, Inc.
Preference for Seattle, WA or Oakland,
CA based candidates; Remote Options
www.cascadiaconsulting.com

Firm Overview

Cascadia Consulting Group is a women-owned, private environmental consulting firm with 29 years of experience developing and implementing innovative solutions to today's environmental challenges. Our mission is to inspire and empower communities everywhere to protect and restore our world in an equitable and inclusive way. Cascadia works with public and private-sector clients to advance sustainability through recycling and materials management, climate change mitigation and adaptation, energy efficiency, pollution prevention, transportation demand management, and water and natural resources management.

The Cascadia team brings both established expertise and creative thinking to research and analysis, strategic planning, program design and implementation, outreach, social marketing and behavior change, and evaluation roles. From our offices in Oakland (CA), Seattle (WA), Philadelphia (PA), and Charleston (SC), we serve clients across the country.

At Cascadia, we strive to create an equitable and inclusive environment at all levels of the organization. Having staff and partnerships that reflect the diverse communities we serve empowers us to shape innovative and effective solutions together with those most impacted by social, human, and environmental health challenges.

Position Overview

Cascadia is currently seeking an experienced senior-level professional to lead recycling, reuse, repair, and circular economy projects at the firm. Example project types include the following:

- **Waste characterization and other field-based research studies** – sampling materials arriving at landfills, transfer stations, material recovery facilities, composting and anaerobic digestion plants, and construction & demolition processing facilities.
- **Innovative community outreach and technical assistance program development** – including design, piloting, implementation, and evaluation, with emphasis in collaborating with businesses, institutions, and multifamily communities.
- **Recycling market development research and support initiatives** – including emerging community co-design approaches to reuse, repair, and circular economy initiatives.
- **Strategic policy research and consulting support** – in advancing recycling, reuse, repair, organics, food waste, and circular economy initiatives at the local and state levels.

Job Responsibilities

Specifically for the project types above, the Senior Associate will:

- Perform **project and team management** duties for recycling, reuse, and circular economy projects, including scoping, budgeting, planning, client communication, directing staff and partner organizations, performing QA/QC on products and deliverables, reporting, and invoicing.
- Deliver **technical services**, such as quantitative and qualitative research and analysis, study design, and in-field team leadership. Direct and lead project teams, as assigned.
- Support **business development** efforts, including proposal development, client interviews, and presentations at industry events.
- Demonstrate strong **written and spoken communication** skills, including written technical reports and summaries, presentations, memos, and email communications.
- Actively reflect and improve upon efforts to incorporate **diversity, equity, and inclusion** principles and best practices into client and internal work with teams and partner organizations.
- **Supervise** staff; provide **mentorship** and coaching.
- **Occasional travel** locally or overnight, including for client meetings, fieldwork, conferences, etc.

Key Qualifications

Education and Experience:

Bachelor's degree in an **environmental or related field** *and* a minimum of 7 years of relevant professional work experience in recycling, reuse, and circular economy field; **OR** a minimum of 10 years of relevant professional work experience in the recycling, reuse, and circular economy field.

Combination of relevant education, training and experience will be evaluated on an individual basis to meet minimum education and experience qualifications.

The successful candidate will have most of the following qualifications and a strong desire to learn the other qualifications:

- Knowledge of waste prevention, reuse, recycling, organics, and circular economy concepts, policies, programs, metrics, etc. (TRUE or other relevant professional certifications are a plus!).
- Alignment with **Cascadia's mission and commitment to racial equity**:
 - Mission: To inspire and empower communities everywhere to protect and restore our world.
 - Racial equity: Ability to apply racial equity principles to project work with clients, partners, and colleagues in an innovative and culturally responsive way while exhibiting strong emotional intelligence.
- Ability to manage and juggle **multiple concurrent projects, responsibilities, and deadlines** in a fast-paced environment.
- **Leadership** skills in providing coaching, mentorship, and professional development opportunities as well as motivating teams.
- Effective written and verbal **communication** skills with the ability to adapt to a diversity of styles and perspectives, and to synthesize and translate technical ideas into accessible, simple, commonly understood language.



- Exceptional **problem-solving** and interpersonal skills; ability to negotiate with varied interests, including clients, partners, colleagues, and teams.
- Intermediate to advanced experience with **producing deliverables** with Microsoft Office 365, including Word, Excel, Outlook, and PowerPoint.
- Written and spoken capabilities in **languages** commonly used in Seattle (WA) and the Bay Area (CA), including Spanish, Mandarin, Cantonese, Vietnamese, Amharic, Punjabi, Tigrinya, Tagalog, and Somali.

Compensation and Benefits

This is a full-time, salaried, regular, exempt position with a preferred location of Seattle, WA or Oakland, CA; Remote options may be considered. Salary is based on experience and competitive with jobs in the environmental sector; the anticipated salary range for this position is \$88,000–\$120,000 annually. Salary is based on experience, a candidate with 10+ years may be considered for the maximum salary in this range. The work may occasionally require flexible hours (including hours beyond the standard workday, such as weekends and evenings).

Cascadia offers a flexible workplace with the potential to work from home and the office, a generous benefits package, including health insurance for employees at or above 60% full-time equivalent, 401(k) with an employer match, life insurance, long-term disability insurance, transportation subsidies, flexiblespending accounts (childcare, medical, and transportation), generous paid time off (per year: 3 weeks' vacation, 10 holidays, 9 sick days prorated for FTE equivalency), professional development opportunities, sabbaticals, and paid parental leave.

Cascadia requires employees to be vaccinated as a condition of employment and show proof of vaccination, such as their CDC COVID-19 Vaccination Record Card or the vaccination record maintained by their health care provider unless requests for medical or religious accommodation are submitted and approved.

How to Apply

Submit a compelling cover letter outlining your passion for and fit with the position, and please also provide a complete chronological resume. Submit both to the following link:

<https://cascadiaconsulting.hire.trakstar.com/jobs/fk021mf?source=Website>

Your cover letter should address your ability to meet the criteria in the *Key Qualifications* section and highlight relevant experience, education, and why you are interested in this position. Please state where you learned about the position. Applications will be accepted until the position is filled with the first review date of May 20th, 2022.

Cascadia Consulting Group is an Equal Opportunity Employer and values diverse perspectives and life experiences. We do not discriminate on the basis of race (inclusive of traits historically associated with race, including, but not limited to, hair texture and protective hairstyles), color, creed, ancestry, height, weight (including obesity), national origin, religious beliefs and practices including the wearing of religious clothing, jewelry or artifacts, and hair styles or body hair which are part of an individual's observance of their religious beliefs, gender identity (transgender status), sex, sexual orientation, marital status, parental status, domestic partner status, political ideology, age, disability (sensory, mental, or physical – including the use of a trained dog guide or service animal), veteran or military status, medical condition (e.g., pregnancy, childbirth, breastfeeding and/or other related medical conditions; cancer, cancer related illness, or record or history of cancer; HIV/AIDS or Hepatitis C status; gender dysphoria), genetic characteristics (e.g., non-symptomatic carriers of inheritable diseases), retaliation for filing a whistleblower complaint, retaliation for opposing an unfair practice, or other basis protected by law.