



**Job Description**  
**Cascadia Consulting Group, Inc.**  
**Fieldworker**  
**Remote**

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. 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 Seattle (WA) and Oakland (CA) and remote staff, we serve clients across the country and abroad. Our mission is to pioneer a sustainable future, making a positive difference for our clients, our global community, and the environment.

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 Description:**

We are seeking multiple Fieldworkers to support our waste diversion and reduction programs by performing waste characterization studies throughout North America. It is expected that 85% of this position will be travel. The successful candidate will thrive while traveling and doing physical work in outdoor or industrial settings. Attention to detail, problem-solving, team building, and a willingness to learn are equally important competencies.

**Primary job responsibilities for this position include:**

- Independently or collaboratively collecting desired waste, recyclable, and/or organic material as specified in a research study design.
- Participating in fieldwork to visually characterize or hand-sort samples of waste, recyclables, and/or organic materials. The characterized material may include items such as rotting food, diapers, hygiene products, and other traditional items placed in the garbage.
- Ensuring and upholding that performed work adheres to Cascadia's safety standards, study designs, and fieldwork protocols.
- Performing data entry using Cascadia's cloud-based software and Excel.
- Contributing to field crew morale.
- Completing and/or coordinating project preparation tasks that may include travel logistics, assessing gear inventory, setting up databases, printing field forms, etc.
- Conducting internet and telephone surveys as needed.

*Between fieldwork, opportunities may be available for:*

- *Conducting quantitative analyses, including use of spreadsheets and databases.*



- *Assisting with the writing, production, and overall execution of proposals and reports as needed.*
- *Evaluating and informing project design to ensure equitable service delivery.*

*This position description is designed to outline primary duties, qualifications, and job scope, but not limit the incumbent nor the organization to just the work identified or assigned.*

**Required qualifications for this role include:**

- Understanding of, and commitment to, Cascadia’s mission.
- A commitment to racial equity and the ability to apply racial equity principles to project work with clients, partners, and colleagues in an innovative and culturally responsible way while exhibiting emotional intelligence (i.e., culturally responsive engagement and facilitation).
- Commitment to thinking critically about your own cultural lens; ability to provide equitable outreach and communicate respectfully and effectively with people from a diversity of backgrounds.
- Willingness and desire to take on new challenges and responsibilities.
- Valid driver’s license and comfort with driving company vehicles, rental vehicles, and in some cases box trucks ranging 12’ - 26’ (training to drive a box truck will be provided accordingly); personal vehicle not required.
- Ability to lift and move up to 50 pounds.
- Ability to work in a fast-paced environment.
- Ability to stand or walk on uneven surfaces for up to 12 hours per day.
- Ability to work outdoors, including in inclement weather.
- Ability to sort through garbage, recycle, and compost.
- The ability to organize, prioritize, and meet deadlines with attention to detail in a dynamic work environment, including efficiently carrying out fieldwork tasks.
- Commitment to working both in teams and independently to advance common goals, think creatively, collaborate with others to resolve issues, and create high-quality work products.
- Strong verbal and written communication, quantitative analysis, and problem-solving skills with the ability to adapt to diverse styles and perspectives, both in person and over the phone.
- Basic to intermediate experience—and a willingness to expand skills—in producing documents with Microsoft Office 365 programs such as SharePoint, Word, Excel, and PowerPoint.
- Comfort working with technology, including tablets and computers.

*The successful candidate will have most of the above qualifications and a strong desire to learn the other qualifications. We recognize that not every candidate may have all of the listed qualifications and that many skills can be learned on the job.*

**Compensation and Benefits**

These positions are paid an hourly rate and guaranteed a minimum number of hours equivalent to 60% of full-time. Some weeks during fieldwork assignments may be full-time or more, with time between assignments having less hours. These positions are benefit eligible. Positions will have an initial term through the end of 2023. Hourly rates are based on experience and competitiveness with jobs in the environmental sector; the hourly rate for this position is \$25 - \$29/hour. The work will require flexible hours (including hours beyond the standard workday, such as weekends and evenings).



Cascadia offers 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, flexible spending accounts, generous paid time off (per annum: 3 weeks' vacation, 10 holidays, 9 sick days pro-rated for FTE equivalency), and a paid winter break between Dec. 25th and January 2nd, 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.

This is a remote position and can reside in various states across the US including WA, CA, PA, SC, RI, CO, OK.

### **How to Apply**

Applications will be accepted and considered on a rolling basis until positions are filled. Please submit a complete chronological resume and a compelling cover letter, that addresses your ability to meet the criteria in the *Required Qualifications* section and interest in the position and Cascadia Consulting Group here: [APPLY HERE](#).

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*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 individuals' 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.*