



Job Description
Cascadia Consulting Group, Inc.
Nationwide Fieldworker
www.cascadiaconsulting.com

Cascadia Consulting Group is a women-owned, private environmental consulting firm with 30 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 Overview:

Cascadia Consulting Group is seeking multiple Fieldworkers to support our waste diversion and reduction programs by performing waste characterization studies throughout North America. It is expected that candidates will spend 100% of the time traveling throughout the United States (including Hawaii and Alaska) as part of a five-person team for a US Department of Energy funded nationwide waste characterization study. 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.

Examples of everyday tasks may include:

- Collecting waste, recyclable, and/or organic material samples as specified in a research study design.
- Hand-sorting 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 that 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.



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.

Qualifications:

A demonstrated ability to successfully perform the above listed tasks typically includes:

- Understanding of and commitment to Cascadia's mission.
- 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 drive a full size truck with a 12' trailer or the willingness to learn this skill.
- Ability to lift and move up to 50 pounds.
- 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, 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.

We encourage you to apply if you think you'll be successful in this job and if you have a strong desire to learn 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

This is a full-time, hourly position. The employee's permanent residence is flexible but must be in WA, CA, SC, RI, CO, OK, or IL. The candidate must be available to travel across the United States for the entire period of the term. All project related travel expenses for this position (meals, lodging, travel costs, incidentals) are company paid. We anticipate an initial term of six months for this role; it's possible the project could extend to 9 months and Cascadia may extend the term with the agreement of the employee. Hourly rates are based on experience and competitiveness with jobs in the environmental sector; the hourly rate for this position is **\$26.50 - \$28/hour**. The work will require flexible hours and likely regular opportunities for overtime (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.

To Apply

Submit a compelling cover letter outlining your interest and alignment with the position. Please submit a complete and chronological resume to the following link: [Apply Here.](#)

Your cover letter should address your ability to meet the criteria in the Qualifications section and highlight relevant experience, education, and why you are interested in the position. Please state where you learned about the position. Applications will be accepted and considered on a rolling basis until positions are filled.

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.