



Conservation Northwest Volunteer Apprenticeship Announcement:

Community Wildlife Monitoring Program Volunteer Apprenticeship – Supporting Diverse Learners in the Conservation Field

Overview:

Position: Community Wildlife Monitoring Program Volunteer Apprenticeship – Supporting Diverse Learners in the Conservation Field

Opportunity Type: Volunteer Apprenticeship. Approximately 10 days, mainly weekends spread out from late November 2023 to early April 2024. Specific dates set in coordination with apprentices chosen.

Objectives: Help apprentices develop their winter outdoor recreation skills, wildlife tracking skills, and wildlife research techniques, through field trainings and participation in an ongoing community science program.

Benefits: Opportunity for professional wildlife track and sign certification. Training in winter mountain recreation and travel. Training in field methods for wildlife research. Mileage reimbursement and assistance with gear outfitting for winter fieldwork depending on apprentice needs.

Study Area: North Bend and Snoqualmie Pass, Washington.

Supervisor: Senior Coordinator, Community Wildlife Monitoring Program.

What to Expect Physically: This volunteer apprenticeship requires the ability to walk/snowshoe through areas near Snoqualmie Pass, WA. These areas will expose the selected individuals to uneven slopes, surfaces, grades, and terrain in varying winter weather conditions. Field days can include up to 8 hours outdoors in winter conditions.

Position Summary:

We are looking for 4-6 enthusiastic individuals with an interest in increasing their winter outdoor recreation skills, wildlife research and tracking skills, and participation in field work directly related to wildlife conservation in the Cascade Range of Washington State. We strongly encourage individuals from historically underrepresented communities in the environmental and conservation field to apply. These groups may include BIPOC, LGBTQ+, and English as a second language peoples. Invited apprentices will form a strong cohort aimed at developing skills in winter field research as part of Conservation Northwest's Community Wildlife Monitoring Program. The cohort will primarily work weekends alongside volunteers and wildlife professionals while participating in the annual winter field season of wildlife monitoring near Snoqualmie Pass, WA. This is an opportunity to receive field training, ongoing mentorship, access to outdoor/conservation/wildlife professionals, community engagement skills and significant professional growth and career development. Conservation Northwest can help outfit individuals in need of field gear to complete this volunteer apprenticeship.

Conservation must protect wildlife and wildlands for ALL people and communities. The relationship between land and people is not separable, and solutions to conservation, environmental justice, and

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climate problems require us to transform how we engage internally within Conservation Northwest and externally with the larger community we serve. We must acknowledge that people of color and other historically underrepresented groups have been subject to unequal harm, while also not having an equal voice in creating solutions. The more voices that are represented in conservation, the stronger the solutions to overcoming complex challenges will be.

Conservation Northwest aims to increase representation and participation of all our diverse communities within our Community Wildlife Monitoring Program. This position will work to accomplish the goals of Conservation Northwest's Community Wildlife Monitoring Program, which aims to better community engagement in the field of wildlife conservation through education, outreach, science, and policy.

Schedule:

- Late November 2023: Onboarding meeting for volunteer apprenticeship cohort (virtual or in person).
- December 3, 2023: General Volunteer Training for winter snow tracking season (optional).
- December 9-10, 2023: Volunteer Apprenticeship Field Training at Snoqualmie Pass.
- Mid-December 2023 to mid-March 2024: Four days of field work at Snoqualmie Pass (dates to be determined collectively).
- February 17-18, 2024: Track and Sign Certification at Snoqualmie Pass (dates tentative).
- Early April 2024: End of season celebration and volunteer apprenticeship conclusion.

Who We Are:

Conservation Northwest's mission is to protect, connect and restore wildlands and wildlife from the Washington Coast to the British Columbia Rockies. We have a 30+ year track record of success protecting and connecting wildlands and recovering our region's iconic wildlife including wolves, wolverines, fishers, lynx, and grizzly bears. We believe for long-term progress, conservation must go hand-in-hand with healthy, prosperous and equitable communities. We have 28 staff and an annual budget of \$4M.

The conservation sector has traditionally been overwhelmingly white and male, with a long history of exclusion. As a leading organization in our region, we need to acknowledge this privilege and history, actively work to promote environmental justice, continue to interweave DEI into our external work, and be an ally for BIPOC, LGBTQ+, and English as a second language communities. Our work crosses many identities and cultures; interweaving radical empathy will make our work in those spaces more effective. We each need to be able to listen to others' experiences with humility, find what we have in common, and connect with each other's humanity.

Core Mentors:

Tanner Humphries (he/him): A native of the Pacific Northwest, Tanner grew up nestled in the arms of the Olympic and Cascade Mountain ranges. His passion for protecting and conserving this wild and biodiverse area lead him to receive his B.S. in Environmental Sciences from Western Washington University and his M.S. in Wildlife Biology from the University of Montana. His Master's research was focused on the fisher reintroductions in the Cascades. Before joining Conservation Northwest, Tanner conducted wildlife research with a variety of species ranging from butterflies to snow leopards in North Cascades National Park Service Complex, Mount Rainier National Park, Yellowstone National Park, Montana, Mexico, and Kyrgyzstan. Tanner brings his background in wildlife conservation and

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community engagement to his work and is excited to be working with Conservation Northwest to protect, connect, and restore the wild places that make the Pacific Northwest such a unique and special region. Out of the office you can find him enjoying the great outdoors (hiking, biking, climbing, rafting, skiing) or getting his hands dirty on the potter's wheel.

So Sinopoulos-Lloyd (they/them): So is a trans Greek-American environmental educator, graduate student, and wildlife tracker whose work explores the confluences of ecology, animal studies, and cognition. So's current interest lies in comparative cognitive ecology and behavioral ecology. They center questions like "how do our—and other animals'—cognitive and perceptual systems interact with, and get shaped by, local and global environments?" And "how can these questions and insights lead to better conservation strategies and mutually beneficial relations among humans (cross-culturally as well) and other animals?" A core part of So's work utilizes track & sign interpretation as a powerful tool for answering these questions, and more. So is the co-founder of Queer Nature, a project devoted to creating learning spaces for LGBTQ+ folks to learn place-based skills.

Guest Mentors:

Carter McBride (he/him): Carter is an avid outdoors person and has been so fortunate to have had an opportunity to reconnect with his soul in natural spaces and places at the wonderful age of 66 years. After over 30-years of being inundated in the American banking, pharmaceutical, and higher-education environments, Carter now embraces those lived experiences and projects to those, willing to listen, how nature can provide such a phenomenal healing presence both professionally and personally. His goal over the last 10 years has been focused on Experiential Learning and positioning himself with entities that he feels progressively provide "A Sense Of Hope" embracing Natural Spaces as its base. Working with a wide array of organizations including the Sierra Club, North Cascades Institute, Wilderness Awareness School, Outdoor Afro, and National Outdoor Leadership School; Carter enthusiastically embraces opportunities to collaborate and assist in creating greater access and deeper experiences inspired by one's curiosity in the natural world for all that are willing to enter. Carter presently makes his home in Twisp, WA, forty miles South of the Canadian Border as the Raven flies and West Seattle, WA.

Leilani Shimokawa (she/her): Leilani first fell in love with tracking as a child in the oak woodlands and coastal prairies of northern California (Ohlone, Ramaytush and Awaswas land). She moved to western Washington (Snoqualmie land) to receive a more formal education in tracking and trailing at Wilderness Awareness school in 2012 and has taught and studied with Wilderness Awareness School and Tracker Certification North America ever since. She is always grateful for the opportunity to learn about the natural world in community with others, especially when in service to the stewardship and preservation of wild lands.

Who You Are:

Passionate, driven, enthusiastic individuals who are interested in building connections and experience in the outdoor/conservation/wildlife field. Community engagement experience helpful.

Our Values:

Adaptability, boldness, collaboration, empathy, equity, integrity, pragmatic idealism, rationality, and tenacity.



Conservation Northwest is an equal-opportunity employer committed to creating an inclusive workplace that represents the diversity in our communities. Multiple perspectives and experiences help strengthen our work as an organization and enhance our relevance throughout communities currently underrepresented in the conservation sector. People with diverse social, racial, and ethnic backgrounds are encouraged to apply. All qualified applicants will be considered for employment without preference given to race, color, religion, sex, sexual orientation, gender identity, social background, or disability status.

To Apply:

Fill out an application form online at:

[CWMP Winter Snow Tracking Volunteer Apprenticeship Application](https://docs.google.com/forms/d/e/1FAIpQLSc4Nq8x5vGuTZGj0QrIM-EiLQ8M2q0Ri5SyJOqgBPojCLPRCQ/viewform)

(URL: <https://docs.google.com/forms/d/e/1FAIpQLSc4Nq8x5vGuTZGj0QrIM-EiLQ8M2q0Ri5SyJOqgBPojCLPRCQ/viewform>)

Questions about this opportunity can be directed to Tanner Humphries at: tanner@conservationnw.org. This position is open until filled, with priority given to applications received before November 17, 2023.

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