



Job Announcement: Wenatchee Forest Lead

Position Details

- **Employment type:** Full time; non-exempt
- **Compensation:** \$55,000-\$63,000 (dependent on qualifications and location)
- **Benefits:** Includes employer-paid medical/dental/vision insurance, 3% Simple IRA match, 12 sick days per year, 13 holidays, and vacation starting at 3 weeks per year (increasing to 5). Sabbatical after 8 years.
- **Location:** Based in or around Wenatchee, or reasonable commuting distance to Okanogan-Wenatchee National Forest
- **Physical and travel requirements:** During the field season, some physical work outdoors may be required. Occasional travel to fieldwork or meetings is also expected with some overnight stays.

Position Summary:

The Wenatchee Forest Lead is responsible for leading Forest Field program work on the Okanogan-Wenatchee National Forest (Chelan, Entiat, Wenatchee River, Cle Elum and Naches Districts). The goal is to develop and implement strategies that protect and restore wildlife habitat, increase habitat connectivity across barriers, and foster scientific, social, and political networks that enable favorable outcomes for wildlife. Program work is diverse, ranging from technical analysis to coalition building around ecological forestry and watershed restoration, wildlife recovery and resilience, access and range management, wildlands protection, culturally significance species, and organizing and communications for public engagement and advocacy. Must be able to work independently, lead within our **Forest Field team** and maintain tight coordination and communication with staff in Twisp and Seattle. Team leadership and management skills are essential.

Responsibilities:

- Engage directly and through coalitions in the design, development, funding, and implementation of quality landscape-scale forest and watershed restoration projects;
- Provide scientific and policy review, comment, and after action reviews on forest and aquatic restoration projects on the Wenatchee National Forest and other public lands;
- Seek out and work with agency, Tribal, private interests, and others to improve methods, efficiency, and ecological and social outcomes;
- Represent Conservation Northwest at the Northcentral Washington Forest Health Collaborative and other forums and coalitions;
- Maintain operational knowledge of science, policy, and practices related to forest and watershed restoration, regional ecology, habitat connectivity, culturally significant species, and wildlife and endangered species conservation and recovery;
- Build and maintain relationships, organize gatherings, lead field trips, and coordinate meetings and other events. Serve as a spokesperson and ambassador, representing Conservation Northwest in collaborative groups and with elected and agency officials, community leaders, and the media;
- Develop and present materials (fact sheets, blogs, articles, alerts, presentations) for policy reform, development and outreach efforts, and education and advocacy;
- Support Conservation Northwest's Forest Field program and other programs, including grant support, and contractor and volunteer management.

Desired Qualifications:

Conservation Northwest recognizes that applicants that could be successful in this role may have a variety of backgrounds that do not perfectly match the desired qualifications. Interested candidates that align with a majority

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of the job description and have an aptitude and interest in acquiring new skills or experience are encouraged to apply. Applicants from marginalized or underrepresented groups are strongly encouraged.

Applicants must have at least five years professional experience in forest, wildlife or natural resource management and conservation, and live in the region. The *ideal* candidate will be an organized and resourceful self-starter with a strong passion for wildlife conservation, forestry and watershed restoration skills, familiarity with Washington landscapes, cultures, plants and animals, and a desire and ability to serve as a visible community leader.

- Bachelor's degree or equivalent education or experience in forest, wildlife, or natural resource science; Master's degree or equivalent experience preferred.
- 5+ years of professional experience in forest, wildlife or natural resource management and conservation.
- Strong organization and project management abilities, including excellent interpersonal and communication skills, and a sturdy commitment to forging collaborative solutions.
- Solid working knowledge of science and policy related to forest and fire ecology, aquatics, climate change, wildlife, habitat connectivity and conservation.
- Strong work ethic, problem solving ability, creative thinking and attention to detail.
- Ability to multitask, handle deadlines, establish and juggle priorities, and work in a fast-paced environment.
- Demonstrated ability to apply science in policy and project development.
- Experience organizing events and conferences, public speaking, engaging officials, working with reporters, and public relations.
- Proficiency with Microsoft Office (Outlook, Word, Excel) and home office management; GIS competence desired.
- A passion for wildlands and wildlife conservation.

Conservation Northwest is an equal opportunity employer committed to creating an inclusive workplace that represents the diversity in our communities. Veterans and 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.

Who we are:

Conservation Northwest has a 30+ year track record of success protecting and connecting wildlands in Washington and British Columbia, and recovering our region's iconic wildlife including wolves, wolverines, fishers, lynx, and grizzly bears. We recognize that for long-term progress, conservation must go hand-in-hand with healthy, prosperous and equitable communities.

Our M.O. is simple: connect the big landscapes, restore the most vulnerable wildlife, and protect our natural heritage for future generations. We have an annual budget of \$3-\$4M and 28 staff working across Washington. Our conservation community also includes more than 15,000 activists, supporters, and online followers.

Our Mission: We protect, connect and restore wildlands and wildlife from the Washington Coast to the British Columbia Rockies.

Our Values: Adaptability, boldness, collaboration, empathy, equity, integrity, pragmatic idealism, rationality, tenacity

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To Apply:

Please send a resume and brief cover letter detailing your interest in this position to **Dave Werntz, Science and Conservation Director**, at jobs@conservationnw.org. Include **“Wenatchee Forest Lead”** in the subject. **Priority will be given to applications received by December 15, 2025.** No phone calls, please. Final applicants will be asked to provide professional references and writing samples.

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