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 mid December 2026 to early April 2027. 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: Program Manager, 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

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:

- Mid December 2026: Onboarding meeting for volunteer apprenticeship cohort (virtual or in person).
- Late December 2026: General Volunteer Training for winter snow tracking season (virtual).
- January 2027 to early April 2027: Four days of field work at Snoqualmie Pass (dates to be determined collectively).
- February 2027: 2-day Track and Sign Certification Evaluation at Snoqualmie Pass.
- Early April 2027: 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 25 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 Mentor:

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 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.

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

(URL: https://docs.google.com/forms/d/e/1FAIpQLSeNy_HsMfn6YavM8vNEHySSb-lqlD-O2YMQAayHq_uGhDF2xQ/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 December 9, 2026.