

Job Posting: Conservation Technician

Northwest Straits Foundation

January 2026

Open until filled, review beginning February 2, 2026

Reports To: Director of Programs

Status: Regular, Full-Time, Non-Exempt (32-hours per week)

Starting Wage: \$30.82 per hour (\$51,284 annual salary) (Depending on Qualifications)

Benefits: Health & dental insurance; Group Life & Disability insurance; 401K; Holiday, vacation, and sick leave.

Duration: March 1, 2026 – June 30, 2027 (This position is permanent subject to grant funding.)

Join Our Team!

Do you care deeply about the Salish Sea, healthy shorelines, community engagement, cleaning up marine debris, and hands-on stewardship work? Are you excited about the idea of working directly with shoreline landowners to restore and protect our nearshore ecosystems? Northwest Straits Foundation is seeking a **Conservation Technician** to support the goals and objectives of Shore Friendly, nearshore stewardship, restoration monitoring, and Derelict Gear programs and help inspire positive change along our region's shorelines.

The Northwest Straits Foundation works hand in hand with communities, scientists, and partners to protect and restore our marine environment. From removing harmful derelict fishing gear to restoring vital nearshore habitats and informing better shoreline stewardship. Our work is grounded in partnership, powered by community, and rooted in science-driven solutions. Together, we're ensuring the Salish Sea thrives for generations to come.

Duties:

In this role, you will work collaboratively with Foundation staff, volunteers, partners, landowners, and consultants to assist with landowner outreach, coordination, scheduling, and research of on-site conditions for technical site visits, community beach walks and workshops, and the removal and prevention of harmful derelict fishing gear. The Shore Friendly program aims to reduce the negative impacts of bulkheads and inspire shoreline residents to adopt stewardship practices throughout the Northwest Straits region. The Derelict Gear Program works to eliminate harm from lost and abandoned fishing gear from the salmon and Dungeness crab fisheries. The Conservation Technician will provide seasonal assistance with restoration site stewardship and maintenance including volunteer outreach and event planning, watering, weeding, and planting, assist with restoration monitoring activities and data collection, and provide field support for derelict crab pot removal and prevention efforts.

This is a hybrid position that includes a combination of remote office work and in-person field work. The role requires regular travel throughout northern Puget Sound to support on-the-ground conservation activities.

The Conservation Technician reports to the Director of Programs. Some responsibilities and tasks will be assigned by the Program Coordinators.

Essential Job Functions and Responsibilities:

- Carry out logistical, clerical, research, and communications tasks necessary to assist in development and implementation of workshops and targeted outreach events.
- Compile and analyze data from previous Shore Friendly activities to determine and assist with future outreach methods utilizing social marketing tools and concepts.
- Assist with organization of meeting/workshop logistics including development of outreach materials.
- Coordinate scheduling of site visits with landowners and technical experts.
- Compile geophysical, ecological, and biological data (available from on-line sources) in preparation of site visits with shoreline landowners.
- Participate in site visits as schedules allow.
- Perform restoration site stewardship and maintenance by watering, weeding, and maintaining marine riparian vegetation to assist the Nearshore Program Coordinator as needed.
- Safely operate and maintain restoration tools and equipment.
- Work with volunteers to conduct stewardship projects.
- Assist with restoration monitoring activities.
- Provide onboard vessel support for derelict crab pot removal operations.

Required Qualifications:

- BA/BS in Natural Resource Management, Environmental Science, Biology, Ecology, Social Science with emphasis in the natural sciences, or closely related field.
- Must be highly organized, have strong interpersonal skills, and be comfortable working in a small nonprofit team environment.
- Ability to work collaboratively with a range of partners including: volunteers, funders, landowners, consultants, state, federal and local agencies, tribes and subcontractors.
- Good physical health for active field work.
- Must be able to work all day outside on the beach and marine vessels in all weather conditions.
- Valid driver's license and reliable transportation.
- CPR certification within three months of hire. To be recertified every two years.
- Competence in MS Office suite.

Desired Qualifications

- Familiarity with Salish Sea issues.
- Familiarity with Canva and social media platforms.

To Apply:

- Email a cover letter, resume, and contact information for at least three references to kaufman@nwstraitsfoundation.org with "Conservation Technician" in the subject line. Address cover letter to: Lisa Kaufman, Director of Programs.
- The Northwest Straits Foundation will begin reviewing applications on February 2nd with a goal of filling the position by March 2, 2026.

The Northwest Straits Foundation is an equal opportunity employer. We are committed to providing equal opportunity in all of our employment practices, including selection, hiring, promotion, transfer and compensation, to all qualified applicants and employees without regard to Race, Color, National Origin, Sex, Creed, Disability-Sensory, Mental or



partners in marine conservation

Physical, HIV, AIDS, and Hepatitis C, Age, Marital Status, Pregnancy or Maternity, Sexual Orientation or Gender Identity, Use of a service animal by a person with a disability, Honorably discharged Veteran or Military status, Retaliation for filing a whistleblower complaint with a state auditor, Retaliation for filing a nursing home abuse complaint, Retaliation for opposing an unfair practice, Religion or any other protected status in accordance with the requirements of all federal, state, and local laws.