



## **HIRING FOR REUSE AND RECYCLING PROGRAM IMPLEMENTATION AT EVENTS AND FIRE CAMP 2026 SEASONAL CREW MEMBER POSITION**

**TITLE:** Reuse and Recycling Program Implementation | Events and Fire Camp

**PROGRAM AGENCY:** Perennial Zero Waste

**ROLE:** Zero Waste Events and Fire Camp Crew

**WEBSITE:** [www.perennialzero.com](http://www.perennialzero.com)

### **ABOUT:**

Perennial Zero Waste works to develop and implement zero waste solutions across large-scale events, with a primary focus on implementing reusable dishware programs and recycling operations at public events across Western Washington. This role involves working within a team of energetic and motivated individuals to deliver high-quality event services throughout our summer season.

In addition to event work, Perennial has historically supported waste reduction and recycling efforts at U.S. Forest Service wildland fire base camps across the West. While we are actively pursuing fire camp opportunities this season, this work is not guaranteed due to recent changes in federal contracting. Applicants who are interested in fire camp work and meet the qualifications may have the opportunity to be placed on the on-call fire camp roster should the work arise, but all applicants should expect event work to be the primary component of this role.

### **GENERAL SKILLS AND EXPERIENCE:**

- Team player who works well with others and has a desire for everyone to win.
- Clear and professional communication with team and supervisors.
- Understand waste streams and waste management processes (can be learned).
- Dedicated to accomplishing daily tasks to the best of your ability.
- Work with diligence and professionalism.
- Understand your needs and those of your teammates.
- Flexible schedule and attitude, able to deal with unexpected situations.
- Customer service minded.
- Able to be physically active for long periods of time (standing/walking for most of the day).
- Self-motivated in daily tasks and takes initiative within different aspects of the job.

### **REQUIREMENTS:**

- Must be able to lift 40+ lbs.
- Must have a current tetanus shot
- Must have a food handlers permit, or the ability to obtain one within one week of hiring \*reimbursable expense\*
- Must be able to withstand long hours outdoors in unpredictable temperatures (some days it can be really hot, some days it can snow or rain) and on uneven grounds (events and fire camps can be in parking lots, fields, fairgrounds, etc.)



- Must have your own health insurance.
- Manage your own transportation to the site with a valid driver's license and insurance or be willing to carpool. *For fire camp work, alternate travel arrangements can be made.*
- *For fire camp only: Must have camping equipment (tent, sleeping pad, sleeping bag) to sleep on site.*

### **DETAILS - EVENT WORK:**

**Season:** July 1<sup>st</sup> – October 31<sup>st</sup>

**Location:** Events occur in or around Seattle, King County and Bellingham, WA.

**Compensation:** \$26/hr

**Hours:** 8-hour shifts, with option to extend hours if desired. Some events are single-day, others are multi-day.

**Applications due:** Rolling applications now through May 13<sup>th</sup>, 2026.

**Additional benefits:** Working outside at various summer events, including fundraisers, athletic events, and other celebrations!

**Pro Deals:** Pro-deals on outdoor gear from Mountain Hardware, Outdoor Research, Therm-a-rest, Darn Tough, Black Diamond and more after your first fire.

### **JOB DUTIES – EVENT WORK:**

- Ensure no contamination occurs in recycling and compost streams by sorting materials as needed (training will be provided). This is the majority of the work.
- Direct event attendees on how to properly sort their waste.
- Distribute and collect reusable dishware (cups, plates, bowls, utensils) throughout the event.
- *If mobile wash unit is on-site, washing duties are included in the event tasks.*
- Represent Perennial Zero Waste and Zero Waste concepts professionally and enthusiastically to all event attendees and hosts.

### **DETAILS - FIRE CAMP WORK:**

**Fire Season:** can start as early as June, but likely mid-July deployment through October  
*\*\*pending federal ordering preferences and is NOT GUARANTEED\*\**

**Fire Camp Locations:** Filling roles in various West Coast regions (WA, OR, CA, WY, ID, CO, MT).

**Compensation:** \$275 per day at camp. Camps can last anywhere from 5 to 60 days, with most trending towards 8-14 consecutive days. After 14 consecutive days, you are required to take a 48-hour break.

**Applications due:** Rolling applications now accepted through September.

**Additional benefits:** Pro-deals on outdoor gear from Mountain Hardware, Outdoor Research, Therm-a-rest, Darn Tough, Black Diamond and more after your first fire.

### **JOB DUTIES - FIRE CAMP WORK:**

- Collect, empty, and sort bags of waste/recyclables from in camp and the fire line. This is the majority (80%) of the work.
- Distribute recycling bags and train firefighters on proper sorting.
- Research local recyclers and hauling options for transportation of recyclables.
- Engage a variety of facility and fire camp personnel on proper waste sorting and handling.



- Record and report daily recycling data for diversion data analysis.

**NOTE:** *When called to deploy, you must be able to respond to the Perennial Zero team lead with availability within 2-3 hours and arrive at the scene of the incident within 36 hours. This is an on-call/seasonal job only, no set hours or guaranteed work. You do not have to say yes to a fire call and it won't be held against you if you decline, but the more availability and experience you have will increase your involvement.*

**HOW TO APPLY:**

If this job sounds like a good fit for you, we would love to learn more about you! Please submit the following in PDF format, or refer to our website for the application link which includes:

- Resume
- Answer the following question: What does Zero Waste mean to you?
- Google form response
- Availability

Please submit your application via email to [info@perennialzero.com](mailto:info@perennialzero.com) with the subject: PerennialCrew\_2026\_Last Name