



HIRING FOR REUSE AND RECYCLING PROGRAM IMPLEMENTATION EVENTS AND FIRE CAMP 2025 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

ABOUT:

Perennial Zero Waste works to develop and implement zero waste solutions across large-scale events and with the U.S Forest Service on wildland fire base camps on the West Coast. This job involves working within a team of energetic and motivated individuals to implement and monitor reuse and recycling operations during our summer season on large-scale events in Washington State, and on wildfire basecamps across the West.

Due to current federal funding and contract status, this is a combined job opportunity with our event and fire camp line of business. Applicants who live in Western Washington should be available and willing to work our seasonal event line-up, however only applicants who express interest in and meet the qualifications for fire camp work will be required to take part in that program should Perennial's Federal contract remain active with the USFS.

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 1st with weekly event opportunities through August.

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

Compensation: \$25/hour

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 1st, 2025.

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 – EVEVNT 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 status of Federal contracts

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 with the subject: PerennialCrew_2025_Last Name