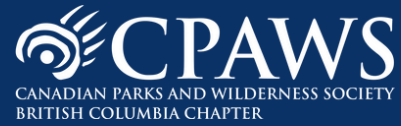


WE'RE HIRING!



CONSERVATION CAMPAIGNER

OCEAN PROGRAM

227 - 312 Main Street
Vancouver, BC V6A 2T2
(604) 685-7445
info@cpawsbc.org

Position Overview

The Conservation Campaigner, Ocean Program supports CPAWS-BC's advocacy work to establish marine protected areas (MPAs) and ensure they meet high conservation standards. Reporting to the Conservation Director, Ocean Program, this role works closely with the Ocean Program team, Executive Director, other CPAWS-BC staff, contractors, and external partners.

The Campaigner will lead specific campaigns while supporting team members on others. Using the Ocean Program's strategic goals and vision, the Campaigner will identify campaign needs and execute strategies to deliver meaningful conservation outcomes.

This is a full-time permanent position with a preferred start date of January 5, 2026, to provide overlap with outgoing staff and ensure a smooth transition.

Position Details

Position type: Full-time permanent. All positions at CPAWS-BC are funding-dependent.

Location: Flexible for remote work within BC. Office space is available in Vancouver.

Work hours: CPAWS-BC operates on a 4-day (32-hour work week), Monday through Thursday.

Compensation: \$58,350 plus benefits

Posting date: October 21, 2025

Closing deadline for applications: We will be reviewing applications on a rolling basis, we encourage interested applicants to apply as soon as possible.

Start date: January 05, 2026, with some flexibility for the right candidate.

Responsibilities & Duties

CAMPAIGN MANAGEMENT

- Support strategic development, execution, and adaptation of marine conservation campaigns aligned with site-specific priorities along BC's Southern and Central Coast.
- Evaluate the success of campaign activities against strategic campaign goals and Ocean Program objectives.
- Support special projects and research initiatives as required.
- Represent CPAWS-BC in coalition meetings and collaborative conservation efforts to advance campaign goals where appropriate.

COMMUNICATIONS & COMMUNITY ENGAGEMENT

- Contribute to the development and execution of communication strategies to advance campaign goals and engage diverse audiences.
- Support the development and delivery of campaign content. This may include outreach and educational materials, backgrounders, media releases, e-newsletters, action-focused email updates and action pages.
- Support CPAWS-BC's social media presence with campaign news, education campaigns and evergreen content as required.

GOVERNMENT & INDIGENOUS RELATIONS

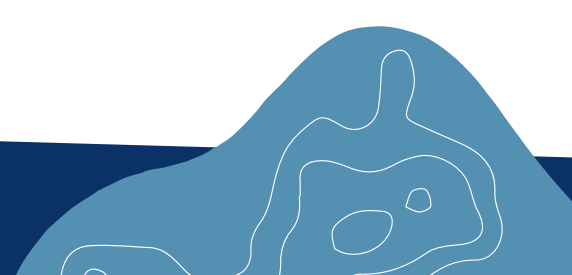
- In collaboration with the Conservation Director, Ocean Program and other CPAWS-BC staff, build relationships with key Indigenous and crown government leaders, officials and staff to advance campaign goals.
- Monitor government announcements and departments for political opportunities to advance campaign objectives.
- Develop campaign briefs and resources to support Indigenous and Government Relations, including preparing consultation submissions, workshops and forums.

FINANCIAL TRACKING & PROGRAM EVALUATION

- Maintain accurate and detailed records of campaign activities, budgets, and outcomes.
- Assist the Conservation Director, Ocean Program with reports for funders on the campaign's success and plans. May include writing reports, preparing summaries and attending meetings.

ADMINISTRATIVE TASKS

- Assist with logistics for events as required.
- Take minutes and/or facilitate internal and external meetings as required.
- Other tasks to support the success of CPAWS-BC as required.



Knowledge, Skills & Abilities

No minimum education is required. CPAWS-BC recognizes the value of both formal education and lived experiences. We invite applications from candidates who are excited about this role and bring some of the following skills and experience:

EDUCATION

- A Bachelor's Degree in ocean biology, ocean conservation, environmental science, political science, communications or a similar field would be an asset.

KNOWLEDGE & EXPERIENCE

- Experience in issue-based advocacy or campaign work (conservation or community engagement preferred).
- Knowledge of ocean ecosystems, marine planning, and marine protected areas in Canada.
- Familiarity with BC and Canadian environmental policy.
- Experience working with Indigenous, federal, and/or provincial levels of government in formal or informal capacities.
- Experience with campaign tools (e.g. NewMode) and content creation for social media, newsletters, or blogs.

SKILLS & ABILITIES

- Sharp verbal and written communication skills, with the ability to translate complex environmental issues into compelling messages for diverse audiences.
- Strategic and adaptive thinker, comfortable navigating shifting political and environmental landscapes.
- Strong project and time management skills, including the ability to juggle multiple campaigns or initiatives simultaneously and switch between projects quickly.
- Ability to analyze and evaluate campaign success using both qualitative and quantitative tools.
- Enthusiasm for collaborative work in a fast-paced, deadline-driven environment.



CORE & BEHAVIOURAL COMPETENCIES

CORE COMPETENCIES

These are the essential skills and attributes that we expect all those in campaigner-level positions to bring to their teams and work at CPAWS-BC:

- **Ensuring accountability:** Following through on commitments and acting with a sense of ownership and pride in conservation campaign work and outcomes.
- **Driving engagement:** Empowering partners, allies, and community members to feel as their contributions are important to safeguarding ocean ecosystems.
- **Community Focus:** Gaining insights into coastal community needs, identifying and leveraging opportunities where communities and nature can both benefit.
- **Balancing Stakeholders:** Understanding the needs and expectations of external partners, allies and opponents of conservation campaigns, and acting fairly despite conflict.
- **Action-oriented:** Taking on new opportunities and tough challenges with a sense of optimism, high energy, and enthusiasm.

BEHAVIOURAL COMPETENCIES

These are the essential skills and attributes that we expect all staff members to bring to the workplace at CPAWS-BC:

- **Cultural Sensitivity:** Awareness and understanding of diverse cultures, perspectives, and inclusion principles. Applying a culturally responsive approach to all work.
- **Planning and aligning:** Planning and prioritizing work to meet commitments aligned with campaign and organizational goals.
- **Decision quality:** Making good and timely decisions that keep the organization moving forward.
- **Courage:** Stepping up to address difficult issues, saying what needs to be said.



ABOUT CPAWS-BC



The Canadian Parks and Wilderness Society – British Columbia (CPAWS-BC) is part of one of Canada's oldest non-profit conservation groups. We have been defending lands and waters in BC since 1978 and are dedicated to keeping BC's natural environment thriving forever. Nature is BC's best hope.

CPAWS-BC works on the unceded territories of Indigenous Peoples. We recognize that all people have the right to a healthy environment. Identity, culture, and survival are often deeply rooted in people's connection to the land and ocean. However, not all people have equal access to and decision-making powers over the use of land and ocean. As a conservation organization, we have a responsibility to uphold the values of justice, equity, diversity, and inclusion of marginalized voices and perspectives.

We are a small, dedicated team working hard to protect land and waters in every corner of BC and deep into the ocean. Join us and help safeguard homes for grizzly bears, huge colonies of seabirds, threatened grasslands, endangered orca habitats, and vital stretches of boreal forest, keeping British Columbia wild forever.

Our office is located on the shared, unceded, ancestral territories of the xʷməθkʷəy̓əm (Musqueam), Sḵwx̱wú7mesh (Squamish), and səliłwətał (Tsleil-Waututh) Nations.

THE BENEFITS OF BEING ON OUR TEAM:

- 4-day, 32-hour work week, Monday-Thursday.
- Work from home or hybrid work environment, as well as in-person, all-staff strategy and team building sessions.
- Flexible work schedule (outside of our 9 am - 3 pm core working hours).
- Vacation entitlement starts at 3 weeks, plus an additional annual paid break over the December holiday period.
- Up to 10 paid sick and personal days annually to support your physical wellbeing, mental wellbeing, and caregiving responsibilities.
- After 3 months of employment, an extended health, vision and dental benefits package, which includes life insurance and long-term disability.
- A completely free and confidential employee and family assistance program (EFAP) to assist with counselling, financial advice, nutrition, addiction, childcare arrangements and more.



APPLICATION PROCESS



To apply, please submit one combined PDF document that includes a one-page cover letter and your resume to hiring@cpawsbc.org with the subject line: Conservation Campaigner, Ocean Program

We encourage you to use your cover letter to tell us how your background and experience align with this role and share any information about yourself that you think is important for your application. You will receive an auto-response informing you that your application has been received.

CPAWS-BC is committed to expanding a diverse, equitable, and inclusive conservation movement. We are invested in creating an organization representative of a wide variety of backgrounds, identities, cultural ways of knowing and life experiences, and welcome applications from Indigenous, Black, and racialized people, and those who face systemic barriers to employment.

We know research shows that society has conditioned communities of colour, trans and gender non-conforming people, immigrants, people with disabilities, and other marginalized candidates to more frequently not apply to a job because they don't feel that they meet all the qualifications listed even if they are qualified. If you meet some of the requirements and you are passionate about our mission, we encourage you to apply and look forward to learning more about you.

OUR COMMITMENT TO DECOLONIZATION

CPAWS-BC works on the stolen lands and waters of Indigenous Peoples. Indigenous Peoples have stewarded their territories since time immemorial and continue to do so today.

The conservation movement in Canada was founded on white supremacy and actively sought to erase Indigenous Peoples. One way was the forcible removal of Indigenous Peoples from their lands and waters, and the attempted severing from their culture. The whiteness of conservation remains in both leadership and values, which continues to perpetuate systemic oppression and erasure of Indigenous Peoples. But Indigenous Peoples have resisted and endured. As a conservation organization, we have a responsibility to decolonize our work and to ensure that we are supporting Indigenous stewardship, resilience, and resurgence.

The staff and Board at CPAWS-BC recognize that decolonization is an ongoing process that requires all of us to be actively involved and responsible. CPAWS-BC is committed to justice, equity, diversity, and inclusion within every aspect of our work to protect lands, inland waters, and ocean.