



Conservation Associate - North Idaho

JOB ANNOUNCEMENT

The Idaho Conservation League is seeking a passionate and driven individual to join our North Idaho team in Sandpoint. This position offers a unique opportunity to make a tangible impact on the health of Idaho's environment by ensuring clean water and air across the northern part of the state. The successful candidate will play a critical role in protecting the natural resources and communities of North Idaho through regulatory advocacy, scientific analysis, and collaborative problem-solving, all while working closely with tribal governments, partner organizations, and local communities. This is a chance to combine technical expertise, policy, and engagement work to help safeguard Idaho's air and waterways for generations to come.

Supervisor: Regulatory Conservation Manager

Salary: \$55,000+, depending on experience

Classification: Full-time exempt

Location: Sandpoint, Idaho. Applicants proposing to work out of other locations in the five northern counties of Idaho may be considered, but priority will be given to Sandpoint-based applicants.

Summary of position

The Conservation Associate, based in ICL's North Idaho office in Sandpoint, will focus on protecting water and air quality across North Idaho. This role combines regulatory review, technical analysis, and advocacy to ensure environmental laws are effectively implemented and enforced. The position includes monitoring permits and compliance under the Clean Water Act and Clean Air Act, ensuring that active and proposed mining operations in the Coeur d'Alene Basin comply with environmental laws while cleanup of legacy mining pollution continues, and collaborating with tribal governments, partner organizations, and local communities to address transboundary pollution in the Kootenai/y watershed.

Key responsibilities

Protecting water and air quality (85%)

- Review and analyze permits and regulatory actions under the Clean Water Act (CWA) and Clean Air Act (CAA), and develop technical comments to ensure permits meet the intent of these laws and adequately protect public health and the environment.
- Monitor compliance with environmental permits using tools such as EPA's ECHO database; identify violations and work with agencies, communities, and, when necessary, legal partners to bring facilities into compliance.
- Ensure active and proposed mining operations in the Coeur d'Alene Basin comply with environmental laws while cleanup of legacy mining pollution within the superfund site and broader basin continues.

- Collaborate with Tribal governments, First Nations, and partner organizations in Idaho, Montana, and British Columbia to address transboundary pollution in the Kootenai/y watershed, including impacts from mountaintop removal coal mining in upstream headwaters.
- Respond to other significant threats to the quality of North Idaho's lakes and waterways, including but not limited to Priest Lake and Lake Pend Oreille.
- Represent ICL in public processes, agency meetings, and stakeholder forums related to water and air quality issues.

Other (15%)

- Work with ICL's External Relations team to engage members, supporters, and the public through events, action alerts, and communications.
- Support fundraising efforts by assisting with grant reporting, donor engagement, and events as needed.
- Contribute to ICL's organizational commitment to diversity, equity, inclusion, and justice (DEIJ) by helping foster an inclusive workplace and ensuring equity considerations are integrated into program work.
- Perform other duties as assigned to support ICL's conservation mission.

Qualifications and Skills

The ideal candidate will bring a mix of technical expertise, communication skills, and a strong commitment to conservation. We recognize that candidates may not meet every qualification and encourage applicants from diverse backgrounds to apply.

Desired qualifications

- Bachelor's degree in environmental science, engineering, natural resources, public policy, or a related field (or equivalent experience).
- Familiarity with environmental laws and regulations, particularly the Clean Water Act and Clean Air Act.
- Experience reviewing technical documents, permits, or environmental analyses.
- Strong analytical and problem-solving skills, with attention to detail.
- Excellent written and verbal communication skills, including the ability to translate complex topics for diverse audiences.
- Ability to work independently and collaboratively in a team-oriented environment.
- Demonstrated commitment to environmental protection and the communities of North Idaho.
- Commitment to diversity, equity, inclusion, and justice, and the ability to work effectively with people from a wide range of backgrounds and perspectives.

Application process

Please submit a cover letter, resume and three references, combined into one PDF document to ICLjobs@idahoconservation.org and include **Conservation Associate - North Idaho** in the subject line. Applications will be accepted on a rolling basis, and we will be reviewing applications every 2-3 weeks. The first review period will be the week of **May 18th**. The position is open until filled.

Compensation and Benefits

This position is full-time and located in Sandpoint, Idaho. Idaho Conservation League offers a comprehensive wage and benefits package, generous benefits—paid health, dental, and vision insurance, and a Simple IRA with a 3% match. Salary for this position is \$55,000+, depending on experience.

About ICL

Founded in 1973, the Idaho Conservation League is Idaho's oldest and largest state-based, non-profit conservation organization. We are a membership organization with members and supporters across Idaho; a Board of Directors with statewide geographic representation; offices in Boise, Ketchum, McCall and Sandpoint. ICL's mission is to create a conservation community and pragmatic, enduring solutions that protect and restore the air you breathe, the water you drink, and the land and wildlife you love. Our vision is an Idaho where public lands remain public and are well managed, air is clean, lakes and rivers are healthy, fish and wildlife thrive, and a prosperous, sustainable future exists for all Idahoans. ICL is committed to doing conservation work in an equitable and just way. Clean water, clean air, public lands, and abundant fish and wildlife should be accessible to everyone. ICL is committed to a long-term goal of broadening our work to better serve the diversity of people our work connects to, particularly those populations with traditionally underrepresented voices or marginalized communities.

The Idaho Conservation League's programs and employment are open to all. ICL does not discriminate on the basis of age, gender, race, national origin, ethnicity, religion, sexual orientation or ability. For more information about ICL, please visit our website at www.idahoconservation.org.