



Join Our Team

Chelan-Douglas Land Trust (CDLT)

CDLT Mission

We engage communities in conserving, caring for, and accessing the natural lands and waters that sustain North Central Washington.

CDLT Vision

We envision thriving natural systems sustaining the diversity of human communities in North Central Washington.

CDLT Guiding Principles

Community Based

We are committed to principles of integrity, equity, and inclusion in our business and our work—with staff, volunteers, landowners, community partners, donors, and funders.

Conservation and Connection

We passionately pursue connection to our region's land and water by protecting natural areas and enhancing public access close to where we live.

We have a responsibility to future generations to protect those natural areas that contribute to the quality of life for all.

Care in Perpetuity

As stewards of the lands entrusted to us forever, we are committed to managing our resources carefully and planning for organizational sustainability.

Commitment to Diversity, Equity and Inclusion

Greater Alignment and Engagement with All Communities

To fulfill our mission, and honor our vision and guiding principles, we will include all community members. We are expanding our efforts more directly into our local communities of color. We believe the outdoors should be a safe and inclusive space for everyone, including BIPOC and LGBTQ+ people. We recognize the value of differently-abled individuals and strive to provide accessibility to outdoor spaces and educational opportunities about our natural world.

Recognition of Original Stewards of the Land and Water

We recognize that the well-being of nature and people cannot be separated, and that the history of the human connection to land cannot be ignored. We acknowledge that Indigenous people have been caring for the land, water, plants, and animals of this region since time immemorial. Many of the first peoples of this region still reside here.

Employee Benefits

The Chelan-Douglas Land Trust is pleased to offer a generous benefits package to its employees.

Health and Dental Insurance

Employer-sponsored medical, dental, and vision plan with optional coverage for domestic partner and/or dependents at additional cost.

Paid Time Off

Pro-rated paid time off with unused paid time off carried over to the following year, up to a maximum of 120 hours.

Additional pro-rated sick days (do not carry over year to year).

Retirement Savings

Opportunity to participate in a Simple IRA retirement savings plan with CDLT matching up to 3% of salary.

Paid Family Medical Leave

Access to Washington's Paid Family Medical Leave is available to all qualified employees.

Sabbaticals

Recognizing that our employees are best when they can take time to recharge, educate, and improve themselves, all full-time or regular part-time employees are eligible for a 2-month sabbatical leave after each seven consecutive years of employment.