



Wyoming Outdoor Council

Job Title: Organizing Director

Reports to: Executive Director

Time of Work: Full-time, salaried

Classification: Exempt

Start Date: September 2024

Location: (negotiable within Wyoming)

Deadline to Apply: Aug 19, but applications accepted until filled

Starting salary: \$65,000

About the Organization

Founded in 1967, the Wyoming Outdoor Council is the state's oldest independent conservation organization. With offices in Lander, WY, we use western science and Indigenous traditional ecological knowledge as well as legal and policy expertise to advocate for public land, wildlife, clean air and water. We seek lasting change by striving to meet people where they are, valuing diverse perspectives, building coalitions, and practicing reciprocity. We hold government agencies, lawmakers, and industries accountable for decisions that threaten the land, wildlife, clean air and water we depend on. We are a steadfast and trusted conservation voice at the state legislature. We are a membership organization, and we support and empower people to be effective advocates in their communities.

We offer a flexible, collaborative, and team-based environment with significant opportunities to take on strategic leadership, and competitive compensation offered in tandem with an excellent benefits package. This includes health, vision, dental, and disability coverage (where WOC pays 100% of the employee's premiums); a 403(b) retirement plan with up to a 5% WOC match, paid sick leave (up to 30 days), 15 days of vacation to start plus additional discretionary days off, 11 paid holidays; a health reimbursement account, a cell phone stipend, 12 weeks of paid family leave (available twice, after 18 months of employment); and the opportunity for 8 weeks of paid sabbatical leave every five years.

The Wyoming Outdoor Council is an equal opportunity employer. We prioritize fairness in salaries across the organization and the scope of responsibilities may change depending upon experience. The Wyoming Outdoor Council is committed to building a diverse staff, board of directors, and an organizational culture of equity & belonging where we live our values.

Our Values

- We are dedicated to protecting Wyoming's environment and quality of life now and for future generations.

- In our conservation work, we lead with humility. We value diverse perspectives. We are solutions oriented.
- In our words and actions, we contribute to a respectful and equitable workplace where everyone feels a genuine sense of belonging.
- We seek creative solutions to tough problems. We are flexible and willing to change course if something isn't working.
- With kindness and honesty, we communicate directly. We respond to feedback with openness and a growth mindset.

About Your Role

The Organizing Director serves in a lead role to develop organizing strategies that elevate the Wyoming Outdoor Council's issues throughout Wyoming communities. Working with other director-level staff, they innovate and implement campaigns to support WOC's programmatic issues, with an emphasis on grassroots organizing, volunteer engagement, working with organizational partners and the general public. They are a supportive leader that will assist leadership with building and supervising a team of field organizers, and taking on additional supervisory responsibilities as appropriate to support our mission-based events and programs.

You will:

- Develop and execute grassroots organizing and community engagement strategies to strengthen our understanding of community-needs and emerging issues, as well as, further Wyoming Outdoor Council's mission and presence throughout Wyoming.
- Educate and engage tribal members on environmental and conservation efforts throughout Wyoming and the Wind River Indian Reservation
- Build and develop long term relationships with tribal members and leadership with traditional homelands
- Work with the program, communications, administrative, and development staff to develop organizing goals, strategies and tactics to support campaign objectives.
- Assist in the hiring and supervision of one field organizer in the near-term, and, working with the executive director and other leadership, assist in the development of a field organizing team.
- Work with communications staff to collect and analyze data from organizing efforts and develop key metrics for tracking organizing effectiveness and power building.
- Develop and oversee field organizers' work plans and annual goals.
- Lead recruitment and engagement efforts for volunteers and monitor retention.
- Work to develop relationships with key community leaders, volunteers, partner organizations, etc., and connect WOC issues and campaigns across sectors (public health, economic development, youth-engagement/education, etc.).
- Serve as a spokesperson for the organization at public events and meetings.

- Work with the communications team to produce relevant and engaging email, social media, and website content.
- Based on campaign needs, serve in a leading role to develop and execute successful community events
- Assist in the development of communications products such as newsletters, blog posts, social media and website content, as appropriate.
- Facilitating community identified needs that intersect with our mission and priority projects.
- Support the work of equity and belonging at the Wyoming Outdoor Council and ensure it is reflected in our organizing efforts.
- Attend and participate in annual staff retreat and staff days.
- Coordinating with other director level staff and executive director to ensure our programs and teams are running smoothly
- Pursue other duties as assigned by the executive director.

About You

You love working on a collaborative team – you are organized and are comfortable in a leadership role, delegating responsibilities to field organizers who you supervise. You are a strategic thinker and have demonstrated experience in grassroots organizing and successful community engagement. You are familiar with conservation issues in Wyoming and comfortable working with a variety of stakeholders, including conservation organizations, tribes, and other cross-sector community partners. You like meeting new people and interacting with the public, and are a great communicator in both formal and informal settings. You are eager to build lasting relationships with WOC supporters and people across the State of Wyoming.

You are committed to contributing to the Outdoor Council's equity and belonging work to ensure the organization is a welcoming place for all staff, board, volunteers, community members, and organizational partners. You have experience or a passion for building relationships and working with underserved and disadvantaged communities who have historically been underrepresented in conservation efforts. You can create conservation tools that align with and respect tribal sovereignty. You have particular experience working with Indigenous communities and Tribal governments, support elevating traditional knowledge or have the willingness to learn.

You love Wyoming and enjoy traveling the state to attend meetings and hold events with members and supporters. You like working flexible hours. You have a valid driver's license and a clean driving record. You are experienced working on Apple devices and the standard suite of office tools and technologies. You are comfortable using Zoom, but also aware of its limitations.

And, most of all, you are committed to the mission of the Wyoming Outdoor Council.

We strongly encourage applicants from underrepresented groups to apply.

To Apply

Application Deadline: Position open until filled. Initial application review will begin August 1st.

To apply, please email a letter of interest explaining how your experience and skills make you the right person to join our team. Please include a resume and three references (with contact and relationship information) to Misti Haase at misti@wyomingoutdoorcouncil.org (please put “Organizing Director” in the subject).