



Wyoming Outdoor Council

Job Title: Public Lands Program Manager

Reports to: Program Director

Time of Work: Full-time, salaried

Classification: Exempt

Start Date: May - June 2024

Location: Lander, WY (negotiable within Wyoming)

Deadline to Apply: May 10th, but applications accepted until position is filled

Starting salary: \$60,000

About the Organization

Founded in 1967, the Wyoming Outdoor Council is the state's oldest independent conservation organization. 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 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. WOC 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

You will join a team of enthusiastic, motivated conservation advocates to develop conservation strategies and champion policies that safeguard Wyoming's environment and quality of life. You will work closely with the program director to take a leading role in our public lands issues, with particular focus on emerging federal and state public lands policies. The Manager will help develop strategies to watchdog state and federal environmental agency decision making and provide input and support to other program staff on issues surrounding clean water, clean air, lands, wildlife and the State Legislature.

You will:

- Work as part of a dynamic program team to develop conservation strategies for our campaigns related to public lands, as well as collaborate as necessary on campaigns associated with public lands and wildlife. Your work will include extensive written and oral advocacy, as well as community engagement.
- Maintain robust understanding of state and federal environmental laws and regulations, and provide analysis of projects and proposals that implicate these.
- Clearly communicate technical information and complicated processes to a variety of audiences, including decision-makers, partner organizations, and the public.
- Monitor agency processes and decisions affecting public lands, including permitting, budgeting, and oversight.
- Attend and speak at public meetings concerning your program work in locations around the state, as appropriate.
- Meet with agency officials, including federal agencies like the Bureau of Land Management, U.S. Forest Service, various state agencies, as well as local, state and federal elected officials and other decision makers to further our conservation goals.
- Work with the communications team to produce email, social media, and website content related to your program work.
- Conduct outreach and build partnerships with diverse stakeholder groups including hunters and anglers, outdoor businesses, landowners, conservation partners, industry groups, and others.
- Pursue other duties as assigned by the program director.

About You

You love working on a collaborative team, but are self-driven, organized, and able to take ownership and leadership over your projects to make them your own. You have a strong understanding of federal conservation law and policy and are interested in work that requires direct engagement with citizens. You like meeting new people and are a great communicator in

both formal and informal settings, even when highly technical subjects are being discussed. You are eager to build lasting relationships with community members, decision-makers, and partners.

You are committed to contributing to WOC's equity and belonging work to ensure the organization is a welcoming place for all staff, board, volunteers, members, and organizational partners. You have experience working with Indigenous communities and/or Tribal governments, or the willingness to learn. You are curious about and respectful of Indigenous ways of knowing and cultural differences.

You thrive in a busy work environment. You have a good sense of humor and are easy to get along with. You value the importance of doing a job well and on-time. You enjoy pitching in to help others when needed. You can handle multiple projects at the same time. You ask for help when you need it.

You love Wyoming and enjoy traveling the state to attend meetings, hold events with members, and give public testimony as necessary. You are familiar with the state's geography, natural resources, and culture(s). 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. You aren't afraid to learn new systems. You can efficiently share documents and other files in the Google Suite collaborative work environment.

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

To Apply

Application Deadline: Position open until filled. Initial application review will begin May 10th.

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 "Public Lands Program Manager" in the subject). We may ask for additional writing samples prior to the interview process.

We strongly encourage applicants from underrepresented groups to apply.