



Wyoming Outdoor Council

Job Title: Field Organizer

Reports to: Organizing Director

Time of Work: Full-time, hourly

Classification: Non-exempt

Start Date: October 2024

Location: (negotiable within Wyoming)

Deadline to Apply: September 6, but applications accepted until filled

Starting Salary: Competitive and comprehensive benefits, time off, and compensation package, and a salary range of \$21.63 - 24.03 hourly (~\$45,000 - \$50,000 annually)

About the Organization

Founded in 1967, the Wyoming Outdoor Council is the state's oldest independent conservation organization. With an office 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 Field Organizer works to support programs, campaigns and activities that elevate the Wyoming Outdoor Council's issues throughout Wyoming communities. Working under the Organizing Director, they help implement campaigns to support programmatic issues, with an emphasis on grassroots organizing, volunteer engagement, working with organizational partners and the general public. Working closely with the Outdoor Council's program and communications staff, the organizer will be responsible for outreach with the public, including coordination of events logistics and promotion, and engaging Wyoming Outdoor Council supporters with agency processes, projects or other events.

You will:

- Execute grassroots organizing and community engagement tactics to strengthen our understanding of community-needs and emerging issues, as well as further Wyoming Outdoor Council's mission and presence throughout Wyoming.
- Conduct outreach to members and supporters on key issues using a variety of tactics such as door knocking, phone calls, and meetings.
- Work with communications staff to collect and analyze data from organizing efforts and develop key metrics for tracking organizing effectiveness and power building.
- Identify and recruit new volunteers and members in effort to expand support for Outdoor Council issues in your region.
- Work to develop and maintain relationships with key community leaders, volunteers, partner organizations, etc., and connect Wyoming Outdoor Council issues and campaigns across sectors (public health, economic development, youth engagement/education, etc.).
- Work closely with WOC's Indigenous conservation team to support our work with tribal communities and the Wind River Reservation.
- 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, as well as newsletters, blog posts, and other products as needed.
- Collaborate on stewardship and service projects with local communities and partners across Wyoming's iconic landscapes.
- Based on campaign needs, plan, organize, and attend community events and disseminate outreach materials at events throughout Wyoming, which may include some weekends/holidays
- Facilitate 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, in person, and participate in annual staff retreat and all staff days.
- Pursue other duties as assigned by the organizing director.

About You

You love working on a collaborative team – you are organized and are comfortable communicating with a variety of people, organizations and entities. You have demonstrated experience in grassroots organizing and successful community engagement. You are familiar with conservation issues in Wyoming and comfortable with conducting outreach to members and supporters, as well as other 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 and/or are committed to building relationships and working with sovereign nations and underserved and disadvantaged communities who have historically been underrepresented in conservation efforts.

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 September 9th.

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 “Field Organizer” in the subject).

Please note, this field organizer position will be supervised by the Organizing Director, which is also an open position at the Wyoming Outdoor Council. If you'd like to be considered for the director-level organizing position, you can find the description and application instructions here:

https://wyomingoutdoorcouncil.org/wp-content/uploads/Organizing-Director-Position-Description-06_2024.pdf