



Wyoming Outdoor Council

Job Title: Government Relations Manager

Reports to: Legal and Government Relations Director

Time of Work: Full-time, salaried

Classification: Exempt

Start Date: ASAP (negotiable)

Location: Wyoming, exact location negotiable

Deadline to Apply: Initial application review in early October. Position open until filled.

Starting salary: \$62,000 - \$67,000 (negotiable based on experience)

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 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; additional paid religious observance leave upon approval by the executive director; 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.

This Role

WOC has a long history of effective advocacy at the Wyoming state legislature, including working to defend and improve state policies that help protect Wyoming's landscapes, waters and the communities that rely on them. In this position, you will lead our legislative advocacy work as a member of our Government Relations team. Under supervision of the Legal and Government Relations Director, you will work closely with the program and communications staff, and coordinate with key NGO partners to track, address, and influence the outcome of state legislation. You will serve as the primary representative for the Outdoor Council during interim and general state legislative sessions. The legislative sessions take place in Cheyenne, while interim meetings take place around the state

You will:

- Establish relationships with elected officials at the state, county, and local levels.
- Attend and testify during relevant interim committee meetings around the state and coordinate with other key staff to attend and provide testimony as needed.
- Work in Cheyenne for the duration of the legislative session in Jan/Feb each year. (We cover lodging and all other reasonable expenses for our employees who travel to stay in Cheyenne during the session.)
- Schedule conference calls and meetings with key partner organizations and lobbyists to strategize about upcoming bills.
- Oversee development and coordination of a volunteer Outdoor Council legislative advisory team.
- Work closely with Outdoor Council communications staff to draft and send weekly legislative updates during the session, as well as action alerts and other educational materials throughout the year.
- In coordination with program staff, assist in tracking federal legislation affecting Wyoming's energy and land use.
- Host virtual and in-person member events to educate and engage members and the public around key bills.
- Offer legislative training days for citizens leaders and NGO partners, supervise week-long legislative interns, and assist the communications staff with "get out the vote" and other civic engagement efforts.
- Represent Wyoming Outdoor Council at meetings, conferences, and events with stakeholders and the public, as needed.
- Conduct outreach to Wyoming delegation staff members to build and maintain relationships with delegation members.
- Compile an annual conservation vote report post-session and inform people and organizations about the status of conservation policy in Wyoming.

- Work collaboratively with the program team and external partners to address emerging legislative concerns and opportunities.
- Support the work of equity and belonging at the Outdoor Council.
- Attend and participate in annual staff retreat and staff days, legislative session permitting.
- Other duties as assigned.

About You

You're highly personable and thrive in a fast-paced work environment where you will need to think on your feet and address a wide array of policy issues. You have a demonstrated ability to build relationships with people across the political spectrum and you seek to find common ground whenever possible. You are familiar with conservation issues across the state as well as policies that affect water, wildlife and lands. You have experience lobbying and engaging with elected and government officials and can work with a variety of partners to find solutions to some of the most challenging conservation issues of our time.

You are self-motivated and enjoy leading your own projects, but also work well with a team. You are thoughtful and attentive to details. You prioritize developing a strong understanding of policy and facts, but are humble and aren't afraid to ask for help, input, or advice. You embrace growth and learning as a natural part of your work.

You are self-aware, strategic, and good at reading people. You understand that hallway conversations with individual legislators can be as important as formal testimony before a committee. You are a strong written and oral communicator who is equally prepared to give a public testimony, write detailed formal comments, or speak to a group of members interested in our work. You have a good sense of humor.

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 love Wyoming and enjoy traveling the state to attend meetings and hold events with members and supporters. You like working flexible hours and recognize that particularly during legislative sessions, there is an intensity of work taking place in Cheyenne. 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.

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

To Apply

Email a letter of interest explaining how your experience and skills make you the right person to join our team. Include a resume and three references (with contact and relationship information) to Misti Haase at misti@wyomingoutdoorcouncil.org (please put "Government Relations Manager" in the subject line).