



Job Title: Tribal Conservation Director

Reports to: Program Director

Type of Work: Full-time, Salaried

Classification: Exempt

Start Date: ASAP (negotiable)

Location: Lander, WY

Deadline to Apply: Applications reviewed on Jan 10, but position is open until filled.

Starting salary: \$65,000-\$70,000 annually

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 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 be a leader on our program team, working alongside and supervising two Tribal Conservation Coordinators. You will also be a member of WOC's management team and serve as a liaison to the Eastern Shoshone and Northern Arapaho governments.

Co-create WOC's Tribal Conservation Program:

- With the program director, you will design a process for introducing WOC's general intentions for our Tribal Conservation program to Eastern Shoshone and Northern Arapaho elected tribal officials, key tribal members, and cultural and spiritual leaders within and around the Wind River Reservation.
- Then, along with the two Tribal Conservation Coordinators, you will set up meetings and conversations, host community events, and solicit feedback and guidance for this program.
- Reflecting on the feedback, and with input from the program director and the Tribal Conservation Coordinators, craft a vision and work plan goals to address a select number of specific conservation issues affecting Wind River tribal communities to prioritize.
- Meet again with both Tribes' business councils, elders, and community leaders to communicate our commitments and to ask for blessings and support.

Implementation of Tribal Conservation Program:

- You will track and assess progress on established goals for WOC's Tribal Conservation Program. You will also take stock of what's working and consult with the team and program director when goals may need to change.
- You will support, work alongside when needed, and supervise a Tribal Conservation Coordinator focused primarily on climate action and clean water, and a Tribal Conservation Coordinator focused primarily on lands and wildlife.
- You will coordinate and share information with WOC's program director, other program staff, and the communications team.
- You will be responsible for reporting on the work of the Tribal Conservation Program in staff and program notes, board reports, monthly newsletters, the Frontline, and serving as a reference for and editor of grant proposals.

Management Team:

- You will be a liaison for WOC with both the Eastern Shoshone and Northern Arapaho Tribes—attending business council and other relevant meetings—and help introduce other WOC staff to leaders in both tribal communities.
- You will coordinate as appropriate with partner organizations—especially those with similar programmatic goals as WOC's Tribal Conservation Program.

- Along with or independent of WOC's Government Affairs Manager, you will attend meetings of the Select Committee on Tribal Relations, where you may choose to testify depending on the issues raised. You may also travel to Cheyenne to attend some of the legislative session, to meet with the governor and/or his staff, and/or state and federal agencies.
- You will provide insights and guidance relative to our work to further Equity & Belonging in our organization.

About You

You enjoy collaboration and are a trusted and reliable part of a team. You are also self-motivated and enjoy leading your own projects. You bring an ability to work cross-culturally within the realms of western policy and science and Indigenous ways of knowing and Tribal governance. You have demonstrated success building relationships on the Wind River Reservation with Eastern Shoshone and Northern Arapaho elected tribal officials, tribal members, and cultural and spiritual leaders. You have an understanding of federal Indian law and policies as well as Traditional Ecological Knowledge regarding public and ancestral land issues and resources.

You are familiar with regional and tribal policies and are eager to engage in public processes. You seek to understand WOC's approach to advocacy in a politically conservative state, but you are also creative and not afraid to suggest new approaches. You like to learn new things and are willing to ask for help, input, or advice. You share your knowledge, experiences, and strategies with others on staff. You are attentive to details and prioritize a high quality of work. You value lasting relationships built on integrity and trust.

You are a good communicator, have a sense of humor, and like to spend time working alongside your colleagues and in communities on and off the Wind River Reservation. You enjoy pitching in to help others when needed. You take initiative and reach out to others when questions arise, or a one-on-one conversation would be beneficial. You are committed to the mission of the Wyoming Outdoor Council and support and contribute to our equity & belonging work.

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 "Tribal Conservation Director" in the subject line.

****Native American candidates with strong connections to the Wind River Reservation and/or with experience working with the Eastern Shoshone or Northern Arapaho Tribes who are interested in leading, designing, and sharing power in the vision, implementation, and evaluation of the work are encouraged to apply.**