



Wyoming Outdoor Council

Job Title: Program Director

Reports to: Executive Director

Time of Work: Full-time, Salaried

Classification: Exempt

Start Date: ASAP (negotiable)

Location: Lander, WY

Deadline to Apply: Applications accepted until position is filled

Compensation: Competitive and comprehensive benefits, time off, and compensation package, with salary starting at \$65,000.

About the Organization

The Wyoming Outdoor Council is Wyoming's oldest independent conservation organization. Founded in 1967, we are a member-based advocacy group. We use scientific, legal, and policy expertise to advocate the protection of public lands, wildlife, and clean air and water. We provide support and resources to empower citizens to do the same. We bring people and groups together to find workable solutions to tough conservation problems.

The Wyoming Outdoor Council offers excellent medical, dental, and vision benefits; generous paid family leave and vacation policies; and the opportunity to participate in a retirement plan. Job title and scope of responsibilities may change depending upon experience. We are committed to diversity, equity, and inclusion in all aspects of our work.

About Our Team

- 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

As program director, you will oversee the work of the Outdoor Council's program team, providing mentorship and leadership. The program director also takes on specific advocacy roles depending on organizational need and prior experience. The Wyoming Outdoor Council focuses primarily on the following conservation issues: lands, water, wildlife, climate change, air quality, the state legislature, traditional ecological knowledge, and citizen engagement.

This position typically becomes a member of the management team after an introductory period. As a member of the management team, you will work closely with other directors to

shape the vision for and ensure the success of the Wyoming Outdoor Council.

You will:

- Manage a team of 4-5 conservation advocates and program managers with diverse expertise in conservation in Wyoming, providing team supervision and mentorship, and supporting each staff member's professional development goals.
- Lead strategic program planning efforts while maintaining consistency between strategic goals and day-to-day efforts.
- Serve as a leading voice for the organization's conservation advocacy, ensuring consistency, clarity, and depth of expertise, including representing WOC in the media, in WOC publications, as well as via written and oral advocacy efforts.
- Evaluate new areas of potential program work, directing research and engagement on emerging issues.
- Engage with WOC members, partner group colleagues, Tribal, federal, state and local leaders, citizen stakeholders, and agency decision makers to find creative, grounded conservation solutions.
- Collaborate with relevant program staff and the development team to manage communications with key funders and partners, support grant proposals, and meet grant reporting milestones.
- Work closely with the communications team and engagement staff to develop and manage creative efforts to engage WOC members and the public through effective outreach and communications.
- Operate as the lead liaison for program team to the management team and the WOC board of directors.
- Travel around the state as needed to represent WOC at events and public meetings, and with decision-makers.

About You

You like working collaboratively, and approach roadblocks and challenges in the spirit of problem-solving. You're as comfortable in a one-on-one conversation with a supervisee as you are testifying in front of a legislative or regulatory body; you're also an excellent writer, and enjoy preparing or reviewing both technical and popular communications.

You always keep in mind "where the people are" – remembering to ground truth advocacy efforts with the people and WOC members who critically undergird conservation work in Wyoming. You care deeply about reaching out to people in communities around Wyoming, sharing resources and helping interested Wyomingites make their voices heard. You're partnership-oriented, and a great listener, striving to meet people where they are and leverage the unique strengths of a diverse team in service of ambitious goals.

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

Benefits and Compensation

The Wyoming Outdoor Council is an equal opportunity employer. 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, and a flex time policy; a health reimbursement account and 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 salary for this position starts at \$65,000. WOC prioritizes equity and fairness in salaries across the organization.

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 "Program Director" in the subject).