



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: Initial applications reviewed on March 31. Applications accepted until the position is filled.

Compensation: Competitive and comprehensive benefits package, ample paid time off, and a salary of \$75,000.

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 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

As the Outdoor Council's program director, you will supervise and support the work of WOC's conservation program team. You will work closely with the Executive Director and other management team members to ensure the implementation of our strategic plan and its annual goals. The program director could also take on specific advocacy roles depending on interest, capacity, and organizational need.

You will:

- Supervise a team of six conservation advocates whose diverse areas of expertise include: climate policy, wildlife, Indigenous traditional ecological knowledge, public land, clean air and water, community engagement, and legislative advocacy.
- Provide one-on-one check-ins with staff, helping them navigate challenges and meet annual goals given day-to-day demands.
- Provide guidance for program staff on effective advocacy tactics and action steps.
- Build a cohesive team by prioritizing internal program team coordination and clear communication.
- Evaluate new areas of potential program work and staff capacity, directing research and engagement on emerging issues as appropriate and in alignment with our strategic plan.
- Coordinate with partner groups to ensure strategic coverage on issues.
- Engage with WOC members, partner group colleagues, Tribal, federal, state, and local leaders, interested members of the public, and agency decision makers to find creative, grounded conservation solutions.
- Collaborate with relevant program staff and the development team to support grant proposals and reports.
- Work closely with the communications team to develop creative ways to engage WOC members and the public in support of our issues.
- Serve as program team liaison to the management team and WOC's board of directors.
- Travel in-state as needed to events and meetings.
- Take an active role in supporting our equity & belonging work.

About You

You are a strategic thinker and are inspired by our mission to protect Wyoming's environment and quality of life. You like working collaboratively, and approach challenges in the spirit of problem-solving. You can successfully navigate interpersonal, team and partner dynamics. You are an active and empathetic listener who seeks to understand, rather than simply to provide answers. You are a clear and effective communicator: in one-on-one conversations, in writing, and in public speaking. You care deeply about reaching out to people in communities around Wyoming, sharing resources, and helping interested Wyomingites make their voices heard. You have some understanding of and/or are willing to learn about tribal sovereignty, the history and

governance structures of the two tribal nations that share the Wind River Reservation, and Indigenous ways of knowing. You're able to inspire and leverage the unique strengths of a diverse team in service of ambitious goals.

The ideal candidate is an experienced conservation advocate. However, candidates without an advocacy background, but who are experienced team-builders and thoughtful leaders will also be considered.

To Apply

Email a letter of interest explaining how your experience and skills make you the right person to join our team. We encourage members of underrepresented groups to apply. 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).