



Wyoming Outdoor Council

Job Title: Tribal Engagement Coordinator

Reports to: Tribal Conservation Director

Type of Work: Full-time, Salaried

Classification: Non-Exempt

Start Date: ~Aug 1

Location: Lander, WY

Deadline to Apply: Applications will be reviewed on June 20, and will be accepted until the position is filled.

Starting salary: Competitive and comprehensive benefits, time off, and compensation package, and a starting salary of \$45,000.

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 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.

About Your Role

You will work closely with the Tribal Conservation Director, our other Tribal Engagement Coordinator, and various members of our program team as well as WOC's Executive Director to support the Tribal conservation program. You will apply a varied communication skill set with the State of Wyoming, ancestral tribes of Wyoming including, but not limited to, Eastern Shoshone and Northern Arapaho Tribes, WOC partners and Indigenous organizations to ensure Indigenous perspectives and knowledge are integrated into conservation efforts.

You will:

- Work in close collaboration with WOC's programs and partners to establish new relationships with conservation efforts in Wyoming
- Increase and maintain existing relationships with the Eastern Shoshone and Northern Arapaho Tribes that lead to the creation of Tribal-led conservation projects
- Engage with Indigenous organizations, Wind River Reservation groups and other local organizations to foster reciprocity regarding climate, water, wildlife and public lands aimed at conservation initiatives
- Serve as WOC's liaison and trusted point of contact for the Eastern Shoshone and Northern Arapaho Tribes regarding Tribal concerns and issues
- Facilitate comprehensive, efficient, thoughtful and meaningful dialogue with the Eastern Shoshone and Northern Arapaho Tribes to receive feedback on State and Federal legislation
- Synthesize and effectively communicate concerns and ideas raised by the Eastern Shoshone and Northern Arapaho Tribes to WOC's program and management teams to find effective solutions and/or responses
- Provide access to funding opportunities for Eastern Shoshone and Northern Arapaho Tribes on sustainability or environmental projects
- Increase Tribal participation on State and Federal legislation during public comment periods to ensure the Tribes have a voice
- Demonstrate a shared interest in a commitment to diversity, equity, inclusion and justice; including applying Traditional Ecological Knowledge and a Native lens to conservation strategy
- Support Tribal leaders and representatives in policy discussions on environmental issues or initiatives
- Other duties as assigned.

About You

You bring a depth of knowledge in Native American or Indigenous Studies and State/Tribal policies. Your experience may come from a degree background, other studies, or lived experience.

You are adaptable to work cross-culturally within the realms of western policy and science with Indigenous ways of knowing and Tribal governance. You have strong ties to the Wind River Reservation and can demonstrate your ability to build relationships between Tribes, agencies, and other partners. You are teachable and passionate in conservation on Indigenous Lands and can use that experience to engage in public processes with Wyoming Tribes and other ancestral tribes.

You love working in a collaborative team, but are self-driven, organized, and able to lead projects. You take pride in the quality of your work. You are willing to share Tribal Perspectives and Ecological Knowledge within WOC and on different projects or initiatives. You can handle multiple projects at the same time. You are creative in using a variety of communication tools or apps to present information to a predominantly visual audience.

You like staying connected to Native interests, policies and initiatives, both locally and nationally. You have a good sense of humor and are willing to share Native humor through stories. You seek to learn and engage with groups/organizations to safeguard cultural areas in Wyoming landscapes. You are willing to engage in a continuous relationship that facilitates the exchange of information and resources to support the Wyoming Tribes and other ancestral tribes.

You are able to organize for all types of events that occur at the Tribal and local level of towns. You are willing to listen and adhere to Tribal perspectives while respecting a different approach to conservation in Wyoming. You are willing to take time and be consistent when following through in support of Tribal projects or initiatives. You are able to discern and address areas of mutual concern.

And, you are committed to the mission of the Wyoming Outdoor Council and will support and contribute to our equity & belonging work.

We strongly encourage applicants who have a strong connection to the Fort Washakie and Crowheart communities within the Wind River Indian Reservation to apply. Please inquire with any questions about this position or 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 “Tribal Engagement Coordinator” in the subject).