



Wyoming Outdoor Council

Job Title: Wyoming Climate Coordinator

Reports to: Energy and Climate Policy Director

Type of Work: Full-time, hourly, but willing to consider part-time

Classification: Non-exempt

Start Date: ASAP

Location: Lander preferable, exact location negotiable.

Deadline to Apply: Initial applications reviewed by May 30. Applications will be accepted until the position is filled.

Starting salary: \$45,760 with comprehensive benefits package.

(If you are interested in a part-time position, please indicate this on your application. Starting part-time salary and benefit information available on request)

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 for full-time employees. 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

A strong case can be made that climate change poses the single biggest challenge facing Wyoming's environment and economy in modern history. Not only is Wyoming disproportionately a huge part of this global problem, contributing approximately 14% of total U.S. greenhouse gas emissions, the state is also vulnerable economically and environmentally to the effects of climate change.

With over 50% of Wyoming's state budget derived from fossil fuels and little political will currently to address climate change, there is an opportunity and need to build grassroots support for local climate solutions that reduce emissions and help create a broader culture of climate action around the state. Strong local efforts are already underway in Laramie, Lander, and Jackson, with notable support in other communities like Pinedale, Cody, and Casper. More work is needed to assist these efforts and grow the network of climate advocates across Wyoming.

In this position, you will work to identify, train, and support local leaders and climate advocates in communities around the state. You will work closely with WOC's Energy and Climate Policy Director and communications staff to coordinate and strategize with citizens and community leaders to help bolster grassroots efforts for climate action and reduce greenhouse gas emissions. You will work to empower advocates by providing tools and resources they need to expand local climate action within their communities and leverage grant funding from programs and agencies to achieve tangible success reducing greenhouse emissions.

Specifically, you will:

- Travel to and convene community listening sessions in multiple communities around the state and host local stakeholder meetings to discuss climate change and address how communities can get more involved in reducing emissions. (Travel estimated as ~30% of work).
- Identify, recruit, cultivate, and train citizen advocates who are interested in organizing climate efforts in their communities.
- Ensure a diversity of voices, especially those that have been historically underrepresented, are brought into the conversation and are part of the organizing efforts.
- Provide and share best practices, templates, resources, technical expertise, and

facilitation skills as necessary to help local groups organize and build an active presence within their communities.

- Build cohesion among the network of climate advocates in Wyoming communities by helping to lead shared initiatives, research, and events, such as future climate summits and green job/tech fairs.
- Use basic communications platforms (facebook, instagram, website, etc.) to leverage and highlight local success stories and events on social media and in the press.
- Present information and advocate local solutions on climate change to citizens and community leaders including city councils, county commissioners, organized groups, and planning and zoning commissions.
- Assist communities to access fundraising opportunities and resources.

About You

Working to address climate change in Wyoming is tough, and you are up for that challenge. You're a connector and an organizer who understands how to bring people together and are happy to facilitate a discussion. You have a demonstrated ability to build relationships with people across the political spectrum and you seek to find common ground and practical solutions whenever possible. You understand the importance of meeting people where they are, geographically and socially.

You are someone who is self-motivated and enjoys leading your own projects, but also works well with a team. You are thoughtful and attentive to details and schedules. You seek inclusion and build relationships to engage missing voices and perspectives in decision making. 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 understand the challenges of organizing in a conservative rural state, the general workings and process of local governments, and what it takes to build trust in less familiar communities.

You have a valid driver's license and are experienced working on Apple devices and the standard suite of office tools and technology, including Google Docs. You are comfortable using Zoom, but also aware of its limitations. You aren't afraid to learn new systems. You can efficiently share documents and other files in the Google Suite collaborative work environment.

And, you are committed to the mission of the Wyoming Outdoor Council and will 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 "Wyoming Climate Coordinator" in the subject).