



Wildlife Advocate

POSITION ANNOUNCEMENT

The Idaho Conservation League is seeking a motivated, curious, and innovative thinker to be our *Wildlife Advocate*, someone who is comfortable with and experienced in advocacy, and knowledgeable about Idaho's ecological and political landscape.

Opportunity for Impact: Idaho is home to extraordinary wildlife large and small, but the majority of Idaho's wildlife does not have a dedicated professional advocate. Approximately 98% of Idaho's wildlife species are nongame species, meaning they are not hunted or fished. However, Idaho follows a common North American model for funding wildlife conservation – wildlife management funds are derived primarily from fishing licenses and hunting tags, leading to management strategies very focused on game species. The super minority of Idaho's wildlife receive a majority of Idaho's management resources, leaving the supermajority of wildlife without sufficient advocates. We seek a holistic approach which prioritizes non-game species, habitat, migratory corridors and the role that wildlife play in healthy ecosystem functioning.

ICL recognizes the ability to protect and restore Idaho's diverse wildlife for future generations depends on action *now*. With this urgency in mind, ICL is expanding our work to play a larger role in wildlife conservation in Idaho.

About the position: The Wildlife Advocate will advocate for wildlife policies and management actions that: are scientifically driven, ensure the ethical management of wildlife in Idaho, and ensure the fullest complement of species and biodiversity critical to healthy, functioning ecosystems.

Working with other ICL staff, the Wildlife Advocate will build a large network of grassroots advocates and engage them in the official venues where decisions impacting wildlife are made. They will also build relationships with wildlife conservation professionals at state, federal and tribal agencies, other not-for-profit organizations, universities, and for-profit companies in efforts to advance good policies and push back against bad ones. Additionally, an early focus of the position is to increase implementation of native wildlife and nongame funding opportunities, and full utilization of existing funding sources available via state and federal programs, such as the Recovering America's Wildlife Act.

The ideal candidate will have:

- Demonstrated advocacy experience, including experience developing and implementing advocacy campaigns.
- Strong communication and presentation skills.
- Be comfortable speaking in front of large groups, with elected officials, and in small groups.
- Interest, motivation, and excitement about working on conservation issues.
- The ability to work in a fast-paced environment, and juggle multiple projects simultaneously.
- Shown they are a creative thinker, goal oriented, and a lifelong learner.
- The ability to adapt to changing circumstances.
- Enjoy working individually *and* within a team.

Compensation and Benefits: The salary range for this position is \$49,000 - \$63,000. The starting wage for this position will be determined based on what the candidate brings when they step into the role. Those who are newer in their career and have yet to gain practical experience, but can demonstrate an understanding of advocacy and engagement, and show a clear passion for this work, would start nearer the beginning of the range, with the expectation they would advance in the range as they gain experience. Someone who has specific advocacy experience may enter at a higher point within the established range. Employees earn annual merit based salary increases within the range, as well as receive cost of living adjustments. Benefits include fully paid health and vision insurance; a 3% retirement contribution match; 16 days paid time off (this increases over time); 2 personal days; 10 paid holidays; 3 paid volunteer service days; access to a sabbatical at 7 years, and every 5 years thereafter. ICL staff members work hard but also enjoy a flexible work environment and time to appreciate life outside of work.

Location: Boise, Idaho. Candidates willing to relocate from other states are welcome to apply, although the nature of the position is such that someone with firsthand experience in and knowledge of Idaho will be more likely to be selected. We will consider applications from people who live in Idaho but can not relocate to the Boise area, applicants should know that this is not the preferred scenario and they would need to be able to demonstrate how this could be a successful arrangement.

Application Process: Please send a cover letter, resume, 3 references, and anything else you think supports your candidacy to ICLjobs@idahoconservation.org with Wildlife Advocate in the subject line.

Your cover letter should state what you believe to be the most pressing concern for Idaho's wildlife and explain at least one tactic you would utilize to address that concern if you were to hold this position.

Applications will be accepted until the position is filled, with the initial review beginning May 9.

The Idaho Conservation League's programs and employment are open to all. ICL does not discriminate on the basis of age, gender, race, national origin, ethnicity, religion, sexual orientation or ability.

ABOUT ICL:

Founded in 1973, the Idaho Conservation League has grown into Idaho's oldest and largest state-based, non-profit natural resource conservation organization. We are a membership organization with members and supporters in every county in Idaho and beyond; a Board of Directors with statewide geographic representation; and four offices ---Boise, McCall, Ketchum and Sandpoint-- employing 29 staff.

ICL's mission is to create a conservation community and pragmatic, enduring solutions that protect and restore the air you breathe, the water you drink, and the land and wildlife you love. Our vision is an Idaho where public lands remain public and are well managed, air is clean, lakes and rivers are healthy, fish and wildlife thrive, and a prosperous, sustainable future exists for all Idahoans. ICL is committed to doing conservation work in an equitable and just way. Clean water, clean air, public lands, and abundant fish and wildlife should be accessible to everyone. ICL is committed to a long-term goal of broadening our work to better serve the diversity of people our work connects to, particularly those populations with traditionally underrepresented voices or marginalized communities.

Learn more about ICL at www.idahoconservation.org.
