



Florida Wildlife Federation Conservation Policy Director

About Us

Florida Wildlife Federation, Inc. (Federation), founded in 1936, is a statewide non-profit, non-partisan organization that promotes Florida's environmental sustainability, natural lands and waters, and ethical outdoor recreation to leave future generations with a livable and beautiful state. Our mission is to "conserve Florida's wildlife, habitats, and natural resources through education, advocacy, and science-based stewardship."

We advocate on the local, state, and federal levels on issues impacting our natural resources and litigate to stop misguided policy decisions. We are a small organization with a big task.

Position Summary

The Conservation Policy Director (CPD) will be a key part of the Federation's leadership team, providing oversight and advisement for the evolving landscape of Florida conservation policy to ensure the Federation's advocacy efforts and outreach are in line with our strategic goals and messaging. This position will work closely with the President and other staff to collaborate, plan, and act upon existing and emerging conservation issues. The CPD will represent the Federation in local, regional, and state coalition spaces as well as public engagement opportunities including media.

Key Responsibilities:

- Develop and implement policy initiatives that advance the organization's conservation goals in Florida
- Support policy initiatives with campaign planning that identifies a theory of change
- Analyze and monitor legislative and regulatory proposals, provide guidance and recommendations to the organization on key policy issues
- Build and maintain relationships with key stakeholders, including government officials, legislators, and other organizations
- Collaborate with the organization's communications team to develop messaging and outreach strategies that support policy goals and engage stakeholders
- Create press releases and work with media contacts to advance conservation goals

- Represent the organization in public meetings, hearings, legislative session, and other forums
- Provide support to the organization's fundraising efforts

Qualifications:

- Master's or other advanced degree in environmental policy, political science, or a related field
- At least seven years of experience in policy advocacy, preferably in the context of wildlife protection, growth management, water quality, and resiliency
- Excellent analytical and communication skills, including the ability to translate complex policy issues into clear and concise messaging
- Demonstrated ability to build and maintain relationships with government officials, legislators, and other stakeholders
- Strong leadership and management skills, with experience managing coalitions
- Demonstrated ability to work collaboratively with others, both within and outside of the organization
- Deep understanding of Florida's political landscape, legislative process, and environmental policy issues
- Comfort pivoting on work plans to accommodate rapid response moments
- Have the acumen to know how to coordinate grassroots and grasstops strategies
- Exceptional team player with a strong ability to contribute positively to a team environment
- Ability to use technology to assist with campaign planning, scheduling, and team collaboration

Pay and Benefits

- Salary: \$75,000+, commensurate with qualifications and experience
- Monthly healthcare stipend
- SIMPLE IRA with 3% employer match
- Accrued annual leave, sick leave, 10 federal holidays and an end-of-year break for all staff from Christmas to New Years
- \$75 monthly cell phone stipend for remote team members
- Annual physical health program reimbursement
- Long-term disability insurance
- Federation qualifies under the Public Service Loan Forgiveness Program

Location

Remote – Florida based. The CPD is expected to travel around the state attending meetings, conferences, legislative session, and other events as necessary.

Submit a cover letter, resume, and contact information for three professional references to careers@floridawildlifefederation.org with *Conservation Policy Director* in the subject line. If you neglect to include any of the above in your application submission, you will not be considered.

Applications will be reviewed on a rolling basis and accepted until the position is filled.