



The voice of fish and wildlife agencies

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POSITION ANNOUNCEMENT

The Association of Fish & Wildlife Agencies offers an excellent suite of benefits including paid vacation, paid sick leave, 100% health care coverage for employees, a 401k plan with up to a 7% employer contribution, dental and vision, the ability to work from home two days a week, short- and long-term disability insurance, life insurance, a supportive culture and a commitment to diversity and inclusion.

Position Title:	Climate Program Manager
Position Location:	Washington, D. C. <i>DC based positions are expected to work from the office for a minimum of three days per week with the option to work up to two days a week from home.</i>
Reports To:	Director of Conservation Initiatives
Job Type:	Exempt / full-time
Association Background	The Association of Fish and Wildlife Agencies, founded in 1902, represents North America's fish and wildlife agencies. It promotes sound management and conservation and speaks with a collective voice on important fish and wildlife issues. The Association is a non-partisan, 501(c)(6) trade association. See www.fishwildlife.org for more information.
Position Summary:	The Climate Program Manager serves as the Association's lead on climate programs, activities, and policies including staffing the AFWA Climate Adaptation Committee and coordinating the National Fish, Wildlife, and Plants Climate Adaptation Network.
Duties:	<p>Support a collaborative network of professionals from state and federal government agencies, academia, industry, and NGOs developing and implementing climate adaptation and natural climate solutions as outlined in the "Climate Adaptation Strategy for America's Fish, Wildlife, and Plants". Support development and implementation of other planning efforts such as State Wildlife Action Plans to help address the impacts of a changing climate.</p> <p>Provide staff support for the AFWA Climate Adaptation Committee and its affiliated subcommittees and working groups; oversee communication and outreach to committee and work group members; host meetings or forums; lead development and implementation of the committee annual work plan. Work across AFWA committees to help advance the work of state fish and wildlife agencies (including marine resource agencies) and partners for climate-ready fish and wildlife management.</p>

Produce and distribute a regular e-newsletter, the “AFWA Climate News Round-Up,” to AFWA members and partners.

Develop, review, and comment on climate change policies relevant to fish and wildlife management.

Facilitate the administration of an annual “Climate Adaptation Leadership Award for Natural Resources,” in partnership with the National Fish, Wildlife, and Plant Climate Adaptation Network, and the AFWA Climate Adaptation Committee.

Support, communicate and attend meetings of the USGS Climate Adaptation Science Centers network. Facilitate use of their science by state fish and wildlife agencies. Identify priority science needs of state fish and wildlife agencies and communicate these to the Climate Adaptation Science Centers.

Create and facilitate the development of a “community of practice” among climate adaptation professionals at state and federal agencies through regular communications such as webinars, workshops, special conference sessions, conference calls, training sessions, and other learning and networking opportunities.

Represent the interests of state fish and wildlife agencies in regional and national discussions of climate change impacts and provide state fish and wildlife agencies with enhanced capacity to address impacts of climate change, adaptation, and resilience of fish and wildlife resources.

Recommend effective means to integrate regional and state wildlife conservation priorities such as State Wildlife Action Plans and data into plans for climate adaptation.

Represent AFWA at national conferences and meetings of committees and working groups that are focused on natural resource climate adaptation. Participate in AFWA priorities including implementation of its strategic plan, fish and wildlife relevancy roadmap, engagement with diverse audiences, leadership development, etc.

Other duties as assigned.

Qualifications

Knowledge of climate change and its effects on fish, wildlife, and habitat; knowledge or experience working on adaptation and natural climate solutions; experience coordinating diverse groups/individuals; strong verbal and written communication skills; capability to work independently and leading teams/participating on teams; skill to manage multiple projects and meet deadlines. Experience working with a state or federal fish and wildlife agency a plus.

Demonstrated ability to develop, foster, and manage trusted relationships with members and partners.

Ability to communicate effectively (orally and in writing), provide programmatic

leadership, manage fiscal and related business/grant matters, work effectively with others, be self-motivated, work independently, able to look long-term and plan strategically as well as handle short-term deadlines, demonstrate sharp analytical ability, and manage multiple projects/issues simultaneously.

The Association utilizes Microsoft 365 and Microsoft Office products. Proficiency with these products is required.

Experience with planning and facilitating meetings. Strategic and critical thinker. Demonstrated commitment to AFWA staff values including a diverse and inclusive workplace.

Experience working for a state, federal, territorial, or provincial fish and wildlife agency or a demonstrated understanding of the role of state fish and wildlife agencies preferred.

Education: A minimum of a BS/BA in wildlife management/biology, natural resources, environmental science, or related field; 3 or more years of experience in fish and wildlife conservation preferred.

Travel: ~20% of time (~6-12 trips outside the immediate work area per year).

Application Process Please apply online at: <https://www.surveymonkey.com/r/HC2GJ3D>

Starting Salary Range: \$70,000 - \$77,500

Application Deadline: October 31, 2025 or until filled.

Equal Opportunity The Association provides equal opportunity in all our employment practices. The Association makes employment decisions based on merit, qualifications, abilities, and business needs, without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, age, disability, marital status, military status or any other category protected by applicable federal, state and local laws.