

# GUIDE

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## REGIONAL GOVERNMENT AGENCIES: OUTDOOR CAREER OPPORTUNITIES





# Introduction

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There are three main levels of government in the United States: Federal, State, and Local. Each level of government has its own benefits and opportunities for careers in outdoor recreation and conservation. While there are many amazing opportunities to work for the federal government, working for a state, county, or city agency may have appealing benefits including:

- More accessible job opportunities
- Opportunity to work in familiar places on issues that are more relevant
- Greater flexibility in your job duties and environment
- Better access and interaction with leadership at a given agency

This guide is a general overview of the regional opportunities working in and for the outdoors.



# What Kind of Regional Agencies are there?

**State, county, and local government have a variety of agencies that provide opportunity for work in and for the outdoors:**

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## **State Level**

- State Park Agencies
- State Wildlife Organizations
- State Fish and Game Management
- State Conservation Corps and Districts

## **County Level**

- Parks and Recreation Agencies
- Fire Authorities
- Land Use and Environmental Health Authorities

## **Municipal (city, town, municipality)**

- City Level Parks and Recreation organizations

# How to find relevant local agencies and job openings?

## Research regional agencies

- Each state uses slightly different terms for their agencies. However, most regional governments (county and city) provide services such as environmental protection, fire protection, forest protection, parks and open space, planning and zoning, recreation programs, soil and water conservation, water supply and protection etc. These are useful search terms when researching relevant local agencies.
- Exploring your city or county website will help you identify local agencies currently offering positions you are interested in.
- Some relevant state level agencies are listed in the appendix of this guide and might serve as a starting point in your search.

## Where do your regional agencies post their job openings?

- **Agency's homepages:** Save and link agencies that inspire you. If possible sign-up for notifications as new job postings become available.
- **State government job portals** (e.g. [www.Colorado.gov/jobs](http://www.Colorado.gov/jobs).) Check, if your local agencies post jobs on a state wide common website as well. If so, create a profile and determine your relevant search criteria. Depending of your field of education or passion possible search criteria could be natural resources, recreation wildlife, environment services, land use, parks, or sciences.
- **Commercial job portals;** A quick search through indeed, linked-in, or google can be helpful in identifying agencies and available positions in your area. When searching you can use words like: State Land management agencies, local outdoor agencies, outdoor jobs, outdoor volunteer opportunities. Often you can find a summary of the job posting on the portal and a link guides you to the actual homepage or government job portal.
- **School, college or university career center:** usually have good relationships with local agencies and might guide you to inside information and internships or volunteer jobs that are not listed on the official job sites
- **Word of mouth and job boards at local offices:** internships or temporary jobs might be posted on a physical board in local offices.

## Be consistent and patient

- Check job postings regularly; positions come and go quickly, be sure to check agencies websites and resources weekly at the least.





# Tips and Tricks for starting in outdoor careers.

## Consider all your options!

Applying for a government job requires a high level of education, training and experience to compete with other applicants. In order to build experience, consider volunteering, interning, or working in partner organizations. You can also start your search with seasonal positions or participate in professional education programs.

### 1. Seasonal Jobs

Many local government agencies hire part-time and seasonal staff to manage local park land and recreation areas. This can include trail maintenance, invasive species removal, trash removal, pollution mitigation, or grant-based science work.

### 2. Volunteering and Internship

Volunteering and internship opportunities are usually the best place to begin with government organizations. In addition to providing you with the experience and prior knowledge necessary to pursue a position in the outdoors, volunteering can provide you with perspective on job prospects and their roles/responsibilities.

### 3. Partner Organizations

Government agencies often don't have the funding or capacity necessary to manage land or outdoor programs/projects. Government agencies often partner with non-profits and foundations to help complete their mission. This experience can be integral when pursuing a future position in local government work.

### 4. Youth Development and Engagement

Many state and local government agencies hire professionals in youth development and engagement. Positions may include facilitation and management of youth conservation corps, scholastic field trips, or naturalist interpretation.

# Appendix: State Specific Resources

## Alabama

- Department of Conservation & Natural Resources. Includes parks, wildlife, fishing, hunting, boating, and trails. <http://www.outdooralabama.com/>
- Department of Economic and Community Affairs (ADECA). Includes divisions of energy and water resources. [www.adeca.alabama.gov/](http://www.adeca.alabama.gov/)
- Careers in Conservation <http://www.outdooralabama.com/careers-conservation>

## Arizona

- Arizona State Agencies. Includes Department of Agriculture, State Parks, Department of Environmental Quality, Forestry and Fire Management, Game and Fish Department, Geological Survey, Land Department, and Water Resources. <https://azdirect.az.gov/agencies>
- Natural Resources Division <https://land.az.gov/divisions/natural-resources>
- Arizona Conservations Corps <http://www.azcorps.org/>
- Arizona State Jobs <http://www.hr.az.gov/AZStateJobs/>

## California

- Natural Resources Agency. Includes CAL Fire, California Conservation Corps, Department of Conservation, Department of Fish and Wildlife, Department of Parks and Recreation, Department of Water Resources museums and conservancies. <http://resources.ca.gov>
- CAL Jobs <https://jobs.ca.gov>

## Connecticut

- Department of Energy and Environmental Protection (DEEP). Includes departments of Energy, Environmental Quality, Natural Resources, and Outdoor Recreation <http://www.ct.gov/deep/site/default.asp>
- DEEP Job Opportunities [www.ct.gov/deep/jobs](http://www.ct.gov/deep/jobs)

## Alaska

- Department of Natural Resources. Includes the divisions of Agriculture, Forestry, Geological & Geophysical Surveys, Mining, Land & Water, Oil & Gas, Parks & Outdoor Recreation <http://dnr.alaska.gov>
- Department of Fish & Game <http://www.adfg.alaska.gov>
- Department of Environmental Conservation <http://dec.alaska.gov/>
- Alaska Job Center <http://jobs.alaska.gov>

## Arkansas

- Arkansas State Agencies. Includes Agriculture Department, Alternative Energy Commission, Environmental Quality, Forestry, Game and Fish Commission, Geographic Information Systems, Geology, Natural & Cultural Resources, Parks, Recreation & Travel, and State Parks. <http://www.arkansas.gov/government/agencies>
- Arkansas Sate Jobs <http://www.arkansas.gov/jobs/>

## Colorado

- Department of Natural Resources. Includes the divisions of Avalanche Info, Forestry, Mining, Oil & Gas, Parks & Wildlife, State Lands, Water Conservation, and Water Resources. <https://cdnr.us>
- Energy Office <https://www.colorado.gov/energyoffice>
- Department of Agriculture <https://www.colorado.gov/agmain>
- Colorado Youth Corps Association <http://www.cyca.org>
- Colorado State Careers <https://www.colorado.gov/pacific/dhr/jobs>

## Delaware

- Department of Natural Resources and Environment Control (DNREC). Includes the divisions of Energy & Climate, Coastal Programs, Air Quality, Waste & Hazardous Substances, Water, Fish & Wildlife, Parks & Recreation, and Watershed Stewardship. <http://www.dnrec.delaware.gov/Pages/Divisions.aspx>
- Delaware Youth Conservation Corps <http://www.destateparks.com/volunteers/ycc/>
- DNREC Jobs <http://www.dnrec.delaware.gov/Pages/Employment.aspx>

# Appendix: State Specific Resources

## Florida

- Department of Agriculture. Includes departments of Forest & Wildfire, Energy, and Water <http://www.freshfromflorida.com>
- Department of Environmental Protection (DEP) Includes divisions of Air Resources, Geology, Greenways & Trails, Oil & Gas, State Lands, State Parks, and Water <http://www.dep.state.fl.us/mainpage/default.htm>
- Fish and Wildlife Conservation Commission <http://myfwc.com/>
- Florida Conservation Corps <https://www.floridastateparks.org/get-involved/florida-conservation-corps>
- Florida DEP Job Opportunities <http://www.dep.state.fl.us/careers/>

## Hawaii

- Department of Agriculture <http://hdoa.hawaii.gov>
- Department of Land and Natural Resources (DLNR). Includes Divisions of Aquatic Resources, Boating & Ocean Recreation, Conservation and Resources Enforcement, Engineering, Forestry & Wildlife, Historic Preservation, Hunter Education, Land Division, Conservation & Coastal Lands, and State Parks. <http://dlnr.hawaii.gov/>
- Hawaii Youth Conservation Corps <http://www.kupuhawaii.org/hycc-community/>
- DLNR Jobs <http://dlnr.hawaii.gov/jobs/>

## Illinois

- Department of Natural Resources. Includes State Parks, Outreach & Education, Hunting & Fishing, Boating, Extractive Resources (Mines & Minerals, Oil & Gas) <https://www.dnr.illinois.gov/>
- Department of Agriculture. Includes Environmental Programs and Land & Water Resources. <https://www.agr.state.il.us/programs2>
- Office of Energy & Recycling <https://www.illinois.gov/dceo/whyillinois/TargetIndustries/Energy/>
- State of Illinois Jobs <https://www.dnr.illinois.gov/outreach/EmploymentOpportunities>

## Iowa

- Department of Natural Resources. Includes Hunting, Fishing, State Parks, Conservation and Environmental Protection. <http://www.iowadnr.gov/>
- Department of Agriculture. Includes Soil Conservation and Water Quality <http://www.iowaagriculture.gov>
- Department of Natural Resources Jobs <http://www.iowadnr.gov/About-DNR/Employment>
- Conservation Corps <http://www.conservationcorps.org>
- Department of Agriculture Jobs <http://www.iowaagriculture.gov/employment.asp>

## Georgia

- Department of Natural Resources (DNR). Includes divisions of Coastal Resources, Environmental Protection, Wildlife Resources, Land Conservation, Historic Preservation, Law Enforcement, and State Parks and Historic Sites <http://www.gadnr.org/>
- Georgia DNR Careers <http://www.gadnr.org/careers>

## Idaho

- Natural Resources. Includes Fish & Game, Environmental Quality, Forests, Land, Parks & Recreation, Water, and Wildlife. <https://www.idaho.gov/aboutidaho/naturalresources.html>
- Idaho Office of Energy Resources <http://www.state.in.us/dnr/lawenfor/>
- Idaho State Jobs [https://www.idaho.gov/job\\_labor/job.html](https://www.idaho.gov/job_labor/job.html)
- Idaho Conservation Corps. <http://www.idahocc.org>  
<http://www.idahoyouthcorps.com/about-iycc>

## Indiana

- Department of Natural Resources. Includes Entomology & Plant Pathology, Fish & Wildlife, Forestry, Natural Preserves, Oil & Gads, Outdoor Recreation, Reclamation, State Parks, and Water. <http://www.state.in.us/dnr/#>
- Office of Energy Development <http://www.in.gov/oed/>
- Indiana Conservation Corps <http://www.in.gov/dnr/5403.htm>
- DNR Jobs <http://www.in.gov/dnr/3243.htm>

## Kansas

- Department of Wildlife, Parks and Tourism <http://ksoutdoors.com/>
- Department of Agriculture <http://agriculture.ks.gov/home>
- Kansas Energy Division <http://www.kcc.ks.gov/energy/>
- Kansas State Jobs <http://admin.ks.gov/services/state-employment-center/sec-home>

# Appendix: State Specific Resources

## Kentucky

- Department of Natural Resources, Energy & Environment Cabinet <http://dnr.ky.gov>
- Department of Fish & Wildlife Resources. Includes Hunting, Fishing and Boating <http://fw.ky.gov>
- Department of Parks <http://parks.ky.gov>
- State of Kentucky Jobs <https://careers.ky.gov/>

## Maine

- Department of Agriculture, Conservation and Forestry (DACF). Includes Animals & Plants, Forestry, Geology, Recreation and Farming. <https://www1.maine.gov/dacf>
- Department of Energy <http://www.maine.gov/energy/>
- Conservation Corps [http://www.maine.gov/dacf/parks/get\\_involved/conservation\\_corps/](http://www.maine.gov/dacf/parks/get_involved/conservation_corps/)
- DACF Jobs <https://www1.maine.gov/dacf/about/employment>

## Massachusetts

- Office of Energy and Environmental Affairs. Includes Departments of Agricultural Resources, Energy Resources, Environmental Protection, Fish & Game, and Conservation & Recreation. <http://www.mass.gov/eea/agencies/>
- State of Massachusetts Jobs <https://jobs.hrd.state.ma.us>

## Minnesota

- Department of Natural Resources. Includes Recreation, Parks, Hunting, and Fishing. <http://dnr.state.mn.us/>
- Department of Agriculture. Includes Animals, Energy, Land and Water. <https://www.mda.state.mn.us>
- Minnesota and Iowa Conservation Corps <http://www.conservationcorps.org/>
- State of Minnesota Careers <https://mn.gov/mmb/careers/>

## Missouri

- Department of Natural Resources. Includes State Parks, Air, Land, Recycling & Waste and Water. <https://dnr.mo.gov>
- Department of Conservation <https://mdc.mo.gov/>
- State Park Youth Conservation Corps <http://thinkoutside.mo.gov>
- Missouri State Jobs <https://jobs.mo.gov>

## Louisiana

- Department of Wildlife and Fisheries <http://www.wlf.louisiana.gov/>
- Department of Natural Resources. Includes Oil & Gas, Energy, Mineral Resources, Conservation, and Coastal Management <http://dnr.louisiana.gov/>
- State Parks <http://www.crt.state.la.us/louisiana-state-parks/>
- Louisiana State Jobs <http://www.jobs.louisiana.gov>

## Maryland

- Department of Natural Resources <http://dnr.maryland.gov/>
- Department of the Environment. Includes Air, Land, and Water. <http://www.crt.state.la.us/louisiana-state-parks/>
- Maryland Conservation Job Corps <http://dnr.maryland.gov/publiclands/Pages/mcc.aspx>
- Maryland State Jobs <https://www.jobaps.com/MD/>

## Michigan

- Department of Natural Resources. Includes Hunting, Parks & Trails, Fishing, Public Lands, and Wildlife. <http://www.michigan.gov/dnr/>
- Michigan Agency for Energy <http://www.michigan.gov/energy/>
- Michigan Conservation Corps [http://www.michigan.gov/dnr/0,4570,7-153-10366\\_11866-83263--,00.html](http://www.michigan.gov/dnr/0,4570,7-153-10366_11866-83263--,00.html)
- Michigan State Jobs <https://www.governmentjobs.com/careers/michigan>

## Mississippi

- Department of Environmental Quality <https://www.deq.state.ms.us/>
- Marine Resources [www.dmr.state.ms.us/](http://www.dmr.state.ms.us/)
- Wildlife, Fisheries & Parks <https://www.mdwfp.com/>
- CLIMB CDC Conservation Corps <http://www.climbcd.org/blank>
- Wildlife, Fisheries, & parks Careers <https://www.mdwfp.com/human-resources/career-opportunities.aspx>

## Montana

- Montana State Agencies. Includes Agriculture, Fish, Wildlife & Parks, and Natural Resources & Conservation <http://mt.gov/govt/agencylisting.mcp>
- Montana Conservation Corps <http://mtcorps.org/>
- Montana State Careers <http://statecareers.mt.gov>



# Appendix: State Specific Resources

## Nebraska

- Nebraska State Agencies. Includes Departments of Agriculture, Environmental Quality, Natural Resources, and the Energy Office <http://www.nebraska.gov/agencies/>
- Oil and Gas Conservation Commission <http://www.nogcc.ne.gov/>
- Game and Parks Commission <http://outdoornebraska.gov/stateparks/>
- Game and Parks Careers <http://outdoornebraska.gov/careers/>

## Nevada

- Department of Conservation and Natural Resources. Includes Environmental Protection, Forestry, State Lands, State Parks, and Water Resources <http://dcnr.nv.gov>
- Nevada State Jobs <http://nv.gov/employment/>

## New Hampshire

- Fish and Game <http://www.wildlife.state.nh.us>
- Department of Resources and Economic Development. Includes Parks & Recreation, Travel & Tourism, Divisions of Forests & Lands <http://www.dred.state.nh.us>
- Office of Energy & Planning <http://www.nh.gov/oep>
- New Hampshire State Jobs <https://das.nh.gov/jobsearch/NonStateEmployees.aspx>

## New Jersey

- Department of Environment Protection. Includes Air, Water, Land & Open Space, Parks & Forests, Fish and Wildlife <http://www.state.nj.us/dep/fgw/>
- New Jersey State Jobs <http://www.nj.gov/nj/employ/seekers/>

## New Mexico

- Energy, Mineral and Natural Resources Department. Includes Energy Conservation, Forestry, Mining & Minerals, Oil Conservation and State Parks <https://das.nh.gov/jobsearch/NonStateEmployees.aspx>
- Game & Fish <http://www.wildlife.state.nm.us/>
- New Mexico Youth Conservation Corps <http://www.emnrd.state.nm.us/YCC/>

## New York

- Department of Environmental Conservation <http://www.dec.ny.gov/>
- Geographic Information Systems (GIS) Clearinghouse <https://gis.ny.gov/gisdata/>
- The Office of Parks, Recreation and Historic Preservation <http://nysparks.com/>
- New York State Jobs <https://www.ny.gov/services/employment>

## North Carolina

- Department of Environmental Quality <https://deq.nc.gov>
- Natural and Cultural Resources. <http://www.ncdcr.gov>
- Forest Service [http://ncforestservice.gov/about\\_ncfs.htm](http://ncforestservice.gov/about_ncfs.htm)
- North Carolina Youth Conservation Corps <http://www.ctnc.org/connect/nc-youth-conservation-corps-2/>
- North Carolina State Jobs <http://www.nc.gov/jobs>

## North Dakota

- North Dakota State Agencies. Includes Agriculture, Forest Service, Game and Fish, Geological Survey, Oil & Gas, and Parks & Recreation <http://www.nd.gov/agency.htm>
- North Dakota State Jobs <https://www.nd.gov/omb/public/state-jobs>

# Appendix: State Specific Resources

## Ohio

- Ohio State Agencies. Includes Agriculture, Energy Office, Natural Resources, and Water Development Authority <http://oh.gov/agencies/>
- Ohio State Jobs <http://careers.ohio.gov>

## Oregon

- Oregon State Agencies. Includes Agriculture, Environmental Quality, Forestry, Fish & Wildlife, Geology and Mineral Industries, Land Conservation, Parks & Recreation, State Lands and Water Resources [http://www.oregon.gov/Pages/a\\_to\\_z\\_listing.aspx](http://www.oregon.gov/Pages/a_to_z_listing.aspx)
- Oregon Youth Conservation Corps <http://www.oysccweb.com>
- Oregon State Jobs <http://www.oregon.gov/EMPLOY/jobseekers/Pages/Find-a-Job.aspx>

## Rhode Island

- Rhode Island State Agencies. Includes Coastal Resources Management Council, Energy Office, Environmental Management, Parks & Recreation, Natural Resources and Environmental <https://www.ri.gov/guide/>
- Rhode Island State Jobs <http://agency.governmentjobs.com/rhodeisland/default.cfm>

## South Dakota

- South Dakota State Agencies. Includes Agriculture, Environment & Natural Resources, and Game, Fish & Parks <http://sd.gov/government.aspx#stateagencies>
- South Dakota State Careers <http://bhr.sd.gov/default.aspx>

## Texas

- Texas State Agencies. Includes Agriculture, Environmental Quality, Parks & Wildlife, Soil & Water Conservation, State Energy Conservation, and Water Development. <https://www.texas.gov>
- Texas Conservation Corps <http://americanyouthworks.org>
- Texas State Careers [https://wit.twc.state.tx.us/WORKINTexas/wtx?u=1482204922027&pageid=JS\\_POSTING\\_B\\_ROWSE\\_STATEAGENCY&lang=en](https://wit.twc.state.tx.us/WORKINTexas/wtx?u=1482204922027&pageid=JS_POSTING_B_ROWSE_STATEAGENCY&lang=en)

## Oklahoma

- Oklahoma State Agencies. Includes Agriculture, Food & Forestry, Conservation Commission, Energy Resources Board, Environmental Quality, Forestry Services, Geological Survey, and Wildlife Conservation <https://www.ok.gov/portal/agency.php?type=#>
- Oklahoma State Jobs <https://www.jobaps.com/ok/default.asp>

## Pennsylvania

- Pennsylvania State Agencies. Includes Fish, Boat & Game Commissions, Departments of Agriculture, Conservation and Natural Resources. Environmental Protection, <http://www.pa.gov/#services>
- DCNR Outdoor Corps <http://www.dcnr.pa.gov/outdoorcorps/>
- Pennsylvania State Jobs <http://employment.pa.gov/SitePages/Home.aspx>

## South Carolina

- South Carolina State Agencies. Includes Agriculture, Energy Office, Forestry Commission, Natural Resources, Parks, Recreation & Tourism. <http://sc.gov/Pages/agencyListingA-Z.aspx>
- South Carolina State Jobs <http://sc.gov/EducationAndEmployment/Pages/JobOpportunities.aspx>

## Tennessee

- Tennessee State Agencies. Includes Agriculture & Food, Environment & Natural Resources. <http://tn.gov/directory>
- Southeast Conservation Corps <http://www.southeastconservationcorps.org>
- Tennessee State Jobs <http://tn.gov/hr/section/employment>

## Utah

- Utah State Agencies. Includes Agriculture, Environment and Conservation, State Parks, Wildlife Resources. <http://utah.gov/government/agencylist.html>
- Utah Conservation Corps <https://ucc.usu.edu/>
- Utah State Jobs <http://statejobs.utah.gov/jobseeker/>



# Appendix: State Specific Resources

## Vermont

- Department of Agriculture and Environmental Conservation <http://www.vermont.gov/portal/agriculture/>
- Department of Travel and Recreation <http://www.vermont.gov/portal/travel/>
- Vermont Youth Conservation Corps <http://www.vycc.org/>
- Vermont State Careers <http://humanresources.vermont.gov/careers>

## Washington

- Washington State Agencies. Includes Agriculture, Conservation Commission, Energy Facility, Environmental and Land Use, Natural Resources, Parks & Recreation Commission, and Recreation & Conservation. <http://access.wa.gov/agency>
- Washington Conservation Corps <http://www.ecy.wa.gov/wcc/>
- Washington State Jobs <http://access.wa.gov/topics/employment/getjob>

## Wisconsin

- Wisconsin State Agencies. Includes Agriculture, Conservation Commission, Energy Facility, Environmental and Land Use, Fish and Wildlife, Forest Practices, Geographic Information, Natural Resources, Parks & Recreation Commission, and Recreation & Conservation. <https://www.wisconsin.gov/Pages/AllAgencies.aspx>
- Wisconsin Conservation Corps <https://wiscorps.org>
- Wisconsin State Jobs <https://jobcenterofwisconsin.com>

## General Resources

- USA.gov <https://www.usa.gov/local-governments>
- State and Local Government <http://www.statelocalgov.net/>
- Jobs in the conservation sector <http://www.conservationjobboard.com>
- The Corps Network <http://www.nascc.org>
- Student Conservation Association <https://www.thesca.org>

## Virginia

- Virginia State Agencies. Includes Agriculture, Conservation and Recreation, Environmental Quality, Forestry, Game & Inland Fisheries, Historic Resources, Marine Resources, Mines, Mineral & Energy, Museum of Natural History <https://www.virginia.gov/agencies/#paging:currentPage=0|paging:number=10>
- Virginia Youth Conservation Corps <http://www.dcr.virginia.gov/state-parks/youth-conservation-corps>
- Virginia State Jobs <https://www.virginia.gov/services/job-seeker-services/>

## West Virginia

- West Virginia State Agencies. Includes Agriculture, Division of Energy, Environmental Protection, Forestry, Natural Resources, Oil & Gas Conservation Commission.
- <http://www.wv.gov/agencies/Pages/default.aspx>
- West Virginia Citizens Conservation Corps <http://www.wvccc.com>
- West Virginia State Jobs [http://www.personnel.wv.gov/job\\_seekers/Pages/default.aspx](http://www.personnel.wv.gov/job_seekers/Pages/default.aspx)

## Wyoming

- Wyoming State Agencies. Includes Agriculture, Climatologist, Environmental Quality, Game & Fish, Geological Survey, State Parks and Cultural Resources, Water Development, Wildlife & Natural Resource Trust, and Oil & Gas Conservation Commission. <http://www.wyo.gov/agencies>
- University of Wyoming Conservation Corps <http://www.uwyo.edu/reslife-dining/wcc/>
- Wyoming Conservation Corps <https://wyoconservationcorps.org/>
- Wyoming State Jobs <https://www.governmentjobs.com/careers/wyoming>

# Contact



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For further information please visit [MyTYO.org](http://MyTYO.org)



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