Introduction

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

**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.) 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

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<thead>
<tr>
<th>State</th>
<th>Resources</th>
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| **Alabama** | - Department of Conservation & Natural Resources. Includes parks, wildlife, fishing, hunting, boating, and trails. [http://www.outdooralabama.com/](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/)  
| **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](http://dnr.alaska.gov)  
- Department of Fish & Game [http://www.adfg.alaska.gov](http://www.adfg.alaska.gov)  
- Alaska Job Center [http://jobs.alaska.gov](http://jobs.alaska.gov) |  |
| **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](https://azdirect.az.gov/agencies)  
- Natural Resources Division [https://land.az.gov/divisions/natural-resources](https://land.az.gov/divisions/natural-resources)  
| **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](http://resources.ca.gov)  
- CAL Jobs [https://jobs.ca.gov](https://jobs.ca.gov) |  |
| **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](https://cdnr.us)  
- Energy Office [https://www.colorado.gov/energyoffice](https://www.colorado.gov/energyoffice)  
- Department of Agriculture [https://www.colorado.gov/agmain](https://www.colorado.gov/agmain)  
- Colorado Youth Corps Association [http://www.cyca.org](http://www.cyca.org)  
- Colorado State Careers [https://www.colorado.gov/pacific/dhr/jobs](https://www.colorado.gov/pacific/dhr/jobs) |  |
- DEEP Job Opportunities [www.ct.gov/deep/jobs](http://www.ct.gov/deep/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](http://www.dnrec.delaware.gov/Pages/Divisions.aspx)  
- Delaware Youth Conservation Corps [http://www.destateparks.com/volunteers/ycc](http://www.destateparks.com/volunteers/ycc)  
- DNREC Jobs [http://www.dnrec.delaware.gov/Pages/Employment.aspx](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](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](http://www.dep.state.fl.us/mainpage/default.htm)
- Florida DEP Job Opportunities [http://www.dep.state.fl.us/careers/](http://www.dep.state.fl.us/careers/)

**Georgia**
- Georgia DNR Careers [http://www.gadnr.org/careers](http://www.gadnr.org/careers)

**Hawaii**
- Department of Agriculture [http://hdoa.hawaii.gov](http://hdoa.hawaii.gov)

**Idaho**
- Idaho Office of Energy Resources [http://www.state.in.us/dnr/lawenfor/](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)

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

**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/#](http://www.state.in.us/dnr/#)
- Office of Energy Development [http://www.in.gov/oed/](http://www.in.gov/oed/)
- Indiana Conservation Corps [http://www.idahoyouthcorps.com/about-iyc](http://www.idahoyouthcorps.com/about-iyc)
- DNR Jobs [http://www.in.gov/dnr/3243.htm](http://www.in.gov/dnr/3243.htm)

**Iowa**
- Department of Natural Resources. Includes Hunting, Fishing, State Parks, Conservation and Environmental Protection. [http://www.iowadnr.gov/](http://www.iowadnr.gov/)
- Department of Natural Resources Jobs [http://www.iowadnr.gov/About-DNR/Employment](http://www.iowadnr.gov/About-DNR/Employment)
- Conservation Corps [http://www.conservationcorps.org](http://www.conservationcorps.org)

**Kansas**
- Department of Agriculture [http://agriculture.ks.gov/home](http://agriculture.ks.gov/home)
## Appendix: State Specific Resources

### Kentucky
- Department of Fish & Wildlife Resources. Includes Hunting, Fishing and Boating [http://fw.ky.gov](http://fw.ky.gov)
- Department of Parks [http://parks.ky.gov](http://parks.ky.gov)

### Louisiana
- State Parks [http://www.crt.state.la.us/louisiana-state-parks/](http://www.crt.state.la.us/louisiana-state-parks/)

### Maine
- Department of Agriculture, Conservation and Forestry (DACF). Includes Animals & Plants, Forestry, Geology, Recreation and Farming. [https://www1.maine.gov/dacf](https://www1.maine.gov/dacf)
- Dacf Jobs [https://www1.maine.gov/dacf/about/employment](https://www1.maine.gov/dacf/about/employment)

### Massachusetts
- State of Massachusetts Jobs [https://jobs.hrd.state.ma.us](https://jobs.hrd.state.ma.us)

### Michigan
- Department of Natural Resources. Includes Hunting, Parks & Trails, Fishing, Public Lands, and Wildlife. [http://www.michigan.gov/dnr/](http://www.michigan.gov/dnr/)
- 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)

### Minnesota
- Department of Natural Resources. Includes Recreation, Parks, Hunting, and Fishing. [http://dnr.state.mn.us/](http://dnr.state.mn.us/)
- Department of Agriculture. Includes Animals, Energy, Land and Water. [https://www.mda.state.mn.us](https://www.mda.state.mn.us)
- State of Minnesota Careers [https://mn.gov/mmb/careers/](https://mn.gov/mmb/careers/)

### Mississippi
- Department of Environmental Quality [https://www.deq.state.ms.us/](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/](https://www.mdwfp.com/)
- CLIMB CDC Conservation Corps [http://www.climbcdc.org/blank](http://www.climbcdc.org/blank)
- Wildlife, Fisheries, & parks Careers [https://www.mdwfp.com/human-resources/career-opportunities.aspx](https://www.mdwfp.com/human-resources/career-opportunities.aspx)

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

### Montana
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]
- New Hampshire State Jobs [https://das.nh.gov/jobsearch/NonStateEmployees.aspx]

New Jersey
- New Jersey State Jobs [http://www.nj.gov/nj/employ/seekers/]

New Mexico
- 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]
- North Carolina Youth Conservation Corps [http://www.ctnc.org/connect/nc-youth-conservation-corps-2/]

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

Oklahoma
• Oklahoma State Jobs  https://www.jobaps.com/ok/default.asp

Oregon
• Oregon Youth Conservation Corps  http://www.oyccweb.com
• Oregon State Jobs  http://www.oregon.gov/EMPLOY/jobseekers/Pages/Find-a-Job.aspx

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

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 Carolina
• South Carolina State Jobs  http://sc.gov/EducationAndEmployment/Pages/JobOpportunities.aspx

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

Tennessee
• Southeast Conservation Corps  http://www.southeastconservationcorps.org
• Tennessee State Jobs  http://tn.gov/hr/section/employment

Texas
• Texas Conservation Corps  http://americanyouthworks.org
• Texas State Careers  https://wit.twc.state.tx.us/WORKINTEXAS/wtx?u=1482204922027&pageid=JS_POSTING_BROWSE_STATEAGENCY&lang=en

Utah
• 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/](http://www.vermont.gov/portal/agriculture/)
- Department of Travel and Recreation [http://www.vermont.gov/portal/travel/](http://www.vermont.gov/portal/travel/)
- Vermont State Careers [http://humanresources.vermont.gov/careers](http://humanresources.vermont.gov/careers)

#### Virginia

#### Washington
- Washington State Jobs [http://access.wa.gov/topics/employment/getjob](http://access.wa.gov/topics/employment/getjob)

#### 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](http://www.wv.gov/agencies/Pages/default.aspx)
- West Virginia Citizens Conservation Corps [http://www.wvccc.com](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)

#### 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](https://www.wisconsin.gov/Pages/AllAgencies.aspx)
- Wisconsin Conservation Corps [https://wiscorps.org](https://wiscorps.org)
- Wisconsin State Jobs [https://jobcenterofwisconsin.com](https://jobcenterofwisconsin.com)

#### Wyoming
- Wyoming Conservation Corps [https://wyoconservationcorps.org/](https://wyoconservationcorps.org/)

### General Resources
- USA.gov [https://www.usa.gov/local-governments](https://www.usa.gov/local-governments)
- Jobs in the conservation sector [http://www.conservationjobboard.com](http://www.conservationjobboard.com)
- The Corps Network [http://www.nascc.org](http://www.nascc.org)
- Student Conservation Association [https://www.thesca.org](https://www.thesca.org)
For further information please visit MyTYO.org

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