Arkansas Game and Fish Commission Employment Job Posting

AGFC Chief of Operations - **AGFC Chief of Operations**

POSITION NO: 22096315

POSTING INFORMATION:

Advertisement Opens: Nov. 23, 2026

Advertisement Closes: Dec. 2, 2026

Full Time: Yes

Salary: $105,391.00 - $121,321.00 Annually

POSTING REQUIREMENTS:

Minimum Education and/or Experience:

The formal education equivalent of a bachelor's degree in construction management, business administration, personnel management, or a related natural sciences field; plus three years of experience managing an operation or large facility, or a related field, including three years in a supervisory capacity. Additional requirements determined by the agency for recruiting purposes require review and approval by the Human Resources Chief.

OTHER JOB-RELATED EDUCATION AND/OR EXPERIENCE MAY BE SUBSTITUTED FOR ALL OR PART OF THESE BASIC REQUIREMENTS, EXCEPT FOR CERTIFICATION OR LICENSURE REQUIREMENTS, UPON APPROVAL OF THE HUMAN RESOURCES CHIEF.

Preferred Education and/or Experience:

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Knowledge, Abilities, and Skills:

Organizational & Public Administration: Advanced knowledge of state government procurement, public budgeting, and executive management principles.

Capital & Infrastructure Management: Strong understanding of construction management, facility lifecycle planning, fleet management, safety risk management, and large-scale asset tracking.

Natural Resources Operations: Familiarity with the unique operational, engineering, and logistical demands of natural resource management, public lands, and wildlife conservation infrastructure.

Analytical & Strategic Thinking: Ability to evaluate complex operational datasets, analyze budget variances, resolve critical bottlenecks, and execute multi-year operational roadmaps.

Communication & Negotiation: Exceptional verbal, written, and presentation skills to effectively pitch budgets, deliver executive reports, and lead diverse teams.

Change Leadership: Demonstrated ability to modernize legacy processes, introduce innovative field technologies, and lead teams smoothly through organizational change.

Preferred Knowledge, Abilities, and Skills:

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POSTING DETAILS:

Position Location:

City: Little Rock

Office: AGFC Headquarters Office

Division: Operations

Job Summary:

The Arkansas Game and Fish Commission (AGFC) Chief of Operations provides strategic direction, operational oversight, and administrative governance for the AGFC Operations Division. This position oversees critical agency infrastructure, physical asset management, and capital construction projects, ensuring that both internal and external stakeholders have the resources, equipment, and administrative support needed to fulfill AGFC's conservation mission.

This position is governed by state and federal laws and agency/institution policy.

Typical Functions:

- Drives a high-performance culture focused on accountability, professional development, and technical expertise across all levels of the AGFC Operations Division.
- Directs workforce planning, recruitment, selection, performance evaluation, and disciplinary processes in coordination with Human Resources.
- Fosters workforce training initiatives to ensure personnel stay current on state-of-the-art construction standards, safety protocols, heavy equipment operation, and modern management practices.
- Formulates, defends, and administers the Operations Division's operating budget in strict compliance with state and federal procurement regulations
- Authorizes, monitors, and audits divisional expenditures, contracts, and capital investments to ensure fiscal responsibility and maximum return on public resources.
- Oversees agency-wide safety and compliance initiatives, ensuring operational adherence to OSHA, state safety policies, environmental regulations and permitting, and emergency readiness protocols.
- Oversees the lifecycle management, maintenance, and modern upgrades of AGFC property, regional operational bases, infrastructure, and vehicle/ heavy equipment fleets.
- Builds and maintains collaborative, trust-based relationships across all internal AGFC divisions as well as with other state and federal agencies and the general public.
- Directs capital improvement and construction projects from planning through completion, partnering with state engineers, architects, and contractors
- Participates in the AGFC's Resource Management Team
- Participates alongside other division chiefs and Directorate staff on agency-level projects and problem-solving initiatives
- Performs other duties as assigned.

Specific Duties and Responsibilities:

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Certificates, Licenses, or Registrations:

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Special Job Dimensions:

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Other Specific Information:

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As an equal opportunity employer, the Commission will make any reasonable accommodations necessary to ensure equal employment opportunities.