



GIS MANAGER

About CCALT

For more than 29 years, the Colorado Cattlemen's Agricultural Land Trust (CCALT) has created innovative conservation solutions. Our work has permanently conserved more than 800,000 acres of open space, natural habitat, and productive agricultural land. We are committed to the development of innovative programs and strategic partnerships that will increase the effectiveness of our work.

Summary of Position:

The GIS Manager will lead the migration of CCALT's GIS systems to ArcGIS Online. The GIS Manager will also develop and manage CCALT's GIS Database. The GIS Manager will help develop and implement CCALT's remote monitoring program. Additionally, the GIS Manager will support the Conservation (primarily) and External Relations Departments with mapping needs to assist with conservation easement transactions and stewardship, and fundraising/communications efforts.

Primary Responsibilities:

- Oversee the proper management of CCALT's GIS Database, ensuring accuracy, consistency, and security of data and efficiency of use.
- Create and maintain boundary shapefiles for all CCALT conservation easements and active projects. Verify boundaries and total project acreages on the basis of written legal descriptions.
- Produce conservation easement and landscape level maps for the Conservation and External Relations Departments.
- Lead on the development, implementation, and management of GIS policies and procedures.
- Finalize transition of geospatial data from server-based file management to ESRI Online.
- Manage licenses and remain current on new ESRI products and updates as well as other mapmaking products and services.
- Create, maintain, and ensure the proper utilization of map templates to be used by all staff to create greater consistency and time savings.
- Provide assistance as necessary to Conservation Department staff in their use of GIS software to ensure that GIS needs are adequately served within the organization.
- Prepare geospatial and related data for analysis and public display in reports, maps, websites, and other communications materials.
- Perform a variety of data analysis to assist in identifying attributes of current and potential easement properties.
- Provide organizational GIS data to CCALT partners and contractors. Manage data sharing agreements.
- Lead Conservation Department trainings on the use of ESRI Online, ArcPro, Google Earth, Lens, and other readily available mapping tools.
- Maintain CCALT's relationship with state and federal agency GIS staff to remain current on updates and enhancements to various critical statewide datasets.
- Assist CCALT's Director of Stewardship and Stewardship Manager in the administration of CCALT's easement monitoring program, including the creation of easement monitoring maps.

- Assist in developing and implementing CCALT’s remote monitoring program. Coordinate with the Stewardship Manager on the annual remote monitoring schedule.
- Plan for the integration of Salesforce Locate and ArcOnline data in the future.

Required Skills:

- GIS – knowledge and experience working with ArcGIS.
- Project Management – the ability to accurately manage multiple complex projects concurrently.
- Accuracy – ability to manage various projects with accuracy and attention to detail. Ability to read real property legal descriptions and reproduce those descriptions in ArcGIS.
- Decision making – the ability to make and execute decisions independently.
- Creativity – the ability to think outside of the box and challenge the status quo.
- Innovation – the ability to streamline processes and create systems to create a more efficient and effective organization.
- Analytical – the ability to analyze complex issues and develop creative solutions.
- Problem Solving – the ability to solve complex problems.
- Writing – ability to write and communicate clearly and efficiently.
- Teamwork – ability to pitch in where needed even if it is not specifically within the job description.
- Motivated – The ability to meet deadlines and produce accurate work as well as the drive to further CCALT’s mission and programs.

Reporting:

This position will report to the Director of Conservation.

Location:

CCALT has offices in Denver, Steamboat Springs, and Del Norte. Fully remote or hybrid work arrangements within Colorado are acceptable.

Minimum Requirements:

- A bachelor's degree and certification in GIS and 3-5 years of demonstrated experience, or equivalent combination of education and experience. Experience must include the following: creating, maintaining, and interpreting geospatial data; producing maps and other graphic products and reports; managing GIS databases.
- Expertise with ArcGIS (ArcMap, ArcPro, ArcOnline, Model Builder, Spatial Analyst, etc.), and proficiency with Salesforce, Lens, Microsoft Word, and Excel.

- 1-3 years of experience with geospatial data management.
- Professional and/or educational GIS experience in land conservation (preferred) or natural resource management.
- Strong written, verbal, organizational, and interpersonal communication skills.
- Ability to travel occasionally including overnight and multi-day travel. Must have a valid driver's license.
- Tactful, possessing ability to work with high degree of personal and professional initiative and maintain confidentiality. Personal reliability and regular attendance essential.
- Able to work independently, under deadlines and produce accurate work.
- Proven capacity to work effectively as a team player.
- Knowledge, appreciation, and respect for the people and values of rural Colorado; familiarity and/or interest in agricultural issues with a conservation context is preferred. Most important is a sincere interest in these issues, with sensitivity and appreciation for the diverse interests and values of others.
- Colorado resident or willingness to relocate to Colorado.

Salary and Benefits:

Range: \$60,000-\$65,000 (based on experience); this position is eligible to participate in CCALT's annual incentive pay plan, where the amount of incentive pay varies and is subject to the standard terms and conditions of the incentive program; flexible work environment; paid time off; retirement plan, employee health insurance (dental and vision insurance available at a cost to the employee).

Interested parties should email a cover letter, resume, and a portfolio of work (e.g., 2 to 4 examples) demonstrating your qualifications for this position to Haden Cunningham, CCALT Operations Coordinator (haden@ccalt.org) by 5:00 pm on Monday, September 9th, 2024. CCALT may request that candidates complete a practical exam/assessment as part of the hiring process.

This position has a desired start date of November 4, 2024.

The Colorado Cattlemen's Agricultural Land Trust is an equal opportunity employer.