



ADDITIVE CONSERVATION INTERN SUMMER 2025

About CCALT

Since 1995, CCALT has created innovative conservation solutions. Our work has permanently conserved over 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:

CCALT seeks a highly motivated and detail-oriented undergraduate or graduate student for a summer internship focused on advancing additive conservation, developing payment for ecosystem service models, and prioritizing and implementing restoration projects. This position will focus on wetland, wet meadow, and riparian ecosystems. CCALT's Additive Conservation program aims to provide additional conservation outcomes through restoration and enhancement projects and the expansion of ecosystem service market opportunities for landowners. Through close collaboration with CCALT staff, practitioners, and an extensive network of landowners in northwestern Colorado, the intern will gain valuable, hands-on experience in conservation strategies, restoration practices, and land trust operations.

Key Responsibilities:

1. Wet Meadow Payment for Ecosystem Service Model Development:
 - Assist in researching and developing methodologies for wet meadow ecosystem service credit programs.
 - Collaborate with staff and practitioners to quantify ecosystem benefits and draft documentation for credit protocols.
 - Support outreach efforts to engage stakeholders, including landowners, conservation organizations, and funding entities.
2. Restoration Project Prioritization:
 - Analyze environmental data to develop a prioritization system for restoration opportunities within CCALT's conservation portfolio.
 - Develop criteria for evaluating project feasibility, ecological impact, and alignment with organizational goals.
 - Contribute to the preparation of project proposals and funding applications.
3. Restoration Project Implementation:
 - Participate in planning and executing on-the-ground restoration projects, including implementing low-tech process-based restoration tools, such as Zeedyk structures.

- Monitor and document project progress, including data collection and reporting.
- Work closely with landowners and community partners to ensure project success.

Qualifications:

- Currently enrolled in an undergraduate or graduate program in environmental science, ecology, natural resource management, agricultural science, or a related field.
- Strong analytical and research skills, with the ability to synthesize complex information.
- Strong written and verbal communication skills, with the ability to build and maintain relationships with landowners, partners, and other stakeholders.
- Familiarity with ecosystem service markets, land trusts, conservation finance, restoration ecology, and/or federal, state, and local conservation policies.
- Proficiency in GIS, remote sensing, or other mapping tools preferred.
- Knowledge, appreciation, and respect for rural Colorado, agricultural issues, and a sincere commitment to private land conservation.
- A commitment to CCALT's organizational values, including its Social Contract (attached).
- Ability to work both independently and collaboratively in a dynamic team environment.
- Ability to work outdoors in rural and remote areas under variable conditions and perform manual labor, including lifting up to 20 lbs.

Reporting: This position will report to the Additive Conservation Manager.

Location: This position is based in Steamboat Springs, CO. This is an in-person position. Occasional travel throughout Routt County is anticipated.

Compensation: \$22.63/hour. This position is funded for 40 hours per week for a 10-week period starting on the employee's first day.

Employment Type: Full-Time, Temporary

Classification: Non-Exempt

Interested parties should email a cover letter, resume, and two references to Kathleen Voight (kathleen@ccalt.org) by 5:00pm MT on March 14, 2025.

This position has a desired start date of May 27, 2025.

Equal Opportunity Employer:

CCALT is an Equal Opportunity Employer. All applicants are evaluated for the positions they apply for without discrimination based on gender identity or expression, race, color,

religion, creed, national origin, ancestry, age, marital status, disability, sexual orientation, genetic information, pregnancy, or other characteristics protected by law. CCALT will provide accommodation for individuals with disabilities during the interview process. For assistance, please call (303)-225-8677 or email Haden Cunningham at haden@ccalt.org.