



NEXT GENERATION OUTREACH & LAND ACCESS 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 the issue of land access for the next generation of farmers and ranchers. CCALT is part of a national initiative known as the Land Transfer Navigators (LTN), which aims to significantly increase the successful transfer of agricultural land to a new generation of producers. CCALT's program catalyzes practitioners from across the state to support equitable farm and ranch transfers that work for both retiring and aspiring generations.

The intern will lead targeted outreach and engagement with next-generation farmers and ranchers, including conducting one-on-one conversations, workshops, listening sessions, and/or focus groups to better understand their challenges and opportunities. Through close collaboration with CCALT staff, practitioners, and an extensive network within the agricultural community, the intern will gain valuable, hands-on experience in succession planning, land transfer models, and strategies to help aspiring producers access agricultural lands.

A major objective of this internship is to provide CCALT with a comprehensive analysis of land access resources available to landseekers in Colorado and neighboring states. The intern will research existing programs, financing tools, land link services, and land trust-led initiatives to assess their effectiveness and accessibility. They will also identify gaps in support services and propose strategies for improving land access opportunities. Matching willing landowners with qualified landseekers remains one of the greatest challenges in land access, largely due to concerns about the landseeker's skills, experience, and ability to assume control of an agricultural operation. While resources exist to help landseekers overcome these challenges, CCALT has found that they are fragmented and localized. This research will help CCALT refine its approach to land access programming and better support future agricultural land transitions.

Key Responsibilities:

Research & Industry Analysis

1. Identify organizations and programs working in the land access space, including land link services, financing programs, and educational resources for new farmers and ranchers.
2. Conduct interviews with key stakeholders – including land trust professionals, agricultural lenders, nonprofit organizations, and policymakers – to assess their role, challenges, and best practices in land access.
3. Compile a comprehensive industry analysis report that identifies key players, resource gaps, and strategic recommendations for improving land access support.

Outreach & Engagement

1. Develop and execute an outreach strategy to engage next-generation farmers and ranchers, utilizing one-on-one conversations, workshops, listening sessions, or focus groups.
2. Gather insights on the barriers and opportunities facing landseekers and identify ways CCALT can better support them.
3. Present findings and recommendations to CCALT's Board of Directors.

Land Access Models & Program Development

1. Analyze existing land access models used by land trusts nationwide and evaluate their relevance to Colorado's agricultural landscape.
2. Explore strategies for integrating new land access tools, including the FAV (Future Agricultural Value) term previously created by CCALT, and propose innovative approaches for CCALT's future programming.

Qualifications:

- Currently enrolled in an undergraduate or graduate program in agricultural science, agricultural communications, natural resources, land use planning, conservation, economics, or a related field.
- Strong analytical and research skills, with the ability to synthesize complex information.
- Excellent written and verbal communication skills, with the ability to engage effectively with diverse stakeholders.
- Strong relationship building skills including the ability to leverage CCALT's network, conduct and document interviews, and expand professional networks.
- 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.

Reporting: This position will report to the Stewardship Manager.

Location: This position is hybrid, with a combination of remote work and in-office

requirements. The role requires weekly travel to CCALT's Lakewood office, with additional in-person meetings or site visits as needed.

Compensation: \$21.00/hour. This position is funded for 40 hours per week for an 8-week period starting on the employee's first day.

Employment Type: Full-Time, Temporary

Classification: Exempt

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

This position has a desired start date of June 2, 2025, with some flexibility.

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.