



SEASONAL LAND CONSERVATION STEWARD SUMMER 2025

About CCALT

Since 1995, the Colorado Cattlemen's Agricultural Land Trust (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 is seeking a dedicated individual passionate about building relationships with landowners and agricultural stewards, committed to conserving working lands, and comfortable traveling independently to conserved properties across Colorado, often in remote areas.

This is a seasonal position intended to run approximately four months between May and October of each calendar year (the "Monitoring Season"). Depending on how the successful candidate would like to structure his or her time, it could be part-time or full-time. CCALT's overarching objective is that the Seasonal Land Steward complete the assigned portfolio in a thorough, professional, and timely manner.

The Seasonal Land Conservation Steward will be a key component to helping CCALT fulfill its annual conservation easement monitoring obligations. Specifically, the Seasonal Land Steward will manage a portfolio of 100-150 conservation easements. The Seasonal Land Steward will be responsible for establishing and maintaining relationships with each of the landowners of the conserved properties and visiting those properties once during the Monitoring Season.

Required Skills:

- Interpersonal Communication
 - Strong interpersonal skills, with the ability to engage effectively with the general public and, in particular, agricultural landowners.
 - The ability to effectively communicate with colleagues within CCALT and the Stewardship Team.
 - Ability to write reports that are clear, concise and comprehensive.

- Autonomy and Responsibility

- The ability to work independently with initiative, motivation, flexibility, and confidentiality.
 - Must be able to efficiently manage a dynamic schedule, coordinating multiple property visits per day while accounting for travel time, on-site assessments, and scheduled appointments.
 - Ability to interview landowners using a standard questionnaire, take clear notes and document property conditions with relevant photographs.
 - Ability to utilize information gathered during site visits to complete reports in timely manner.
- Transportation/Navigation
 - A company vehicle will be provided for monitoring visits.
 - The ability to work and travel safely in remote areas.
 - The ability to read maps and navigate to remote locations with limited or no cellular service which may occasionally require the use of a traditional paper map.
- Technology
 - Must have a smartphone or iPad compatible with the latest version of the Avenza Maps application.
 - Must be familiar with Microsoft Office (Outlook, Word and Excel), Adobe PDF, and Google Earth.
 - Familiarity with ArcGIS Online and Salesforce (LOCATE) is preferred but not required.
 - A laptop and all necessary software will be provided.
- Industry Knowledge:
 - Must have a basic knowledge of agriculture, resource management, and land conservation practices.
 - Knowledge of and appreciation for the people and values of rural Colorado, along with familiarity with western land and agricultural issues in 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.

Basic Duties:

- Assist the Stewardship Manager in the management and implementation of all aspects of CCALT's conservation easement stewardship program. This includes:
 - Conduct annual visits to assigned protected properties. Prepare an annual report for each property documenting the current condition of the property, including photo documentation and map creation.

- Independently contact landowners and schedule property site visits throughout the state of Colorado.
- Perform searches of public records. Submit copies of legal documents (changes in deeds, rights-of-ways, etc.) and other important correspondence for inclusion in the permanent files associated with each property/easement.
- Address easement violations in consultation with other CCALT stewardship staff and conduct necessary follow-up.
- Maintain regular contact and foster good working relationships with landowners of conservation easement encumbered properties.
- Update CCALT's records and database with any changes in landowner information, including contact information.

Minimum Requirements:

- College degree in resource management, real estate or agriculture related field OR equivalent history of work experience and education in related fields.
- Must have a valid driver's license.

Advanced Skills (not required):

- Experience with and knowledge of Deeds of Conservation Easement
- Military veterans/law enforcement experienced in interacting with the public
- Familiarity with ArcGIS Online and Salesforce (LOCATE)

Reporting: This position reports to the Stewardship Manager.

Location: The Seasonal Land Conservation Steward position is a hybrid role requiring consistent in-person attendance and up to 50% travel statewide for site visits and training. On non-travel days, you may work remotely or work out of one of CCALT's offices in Lakewood, Steamboat Springs, or Del Norte.

Compensation: \$25/hour. This position is not eligible benefits.

Employment Type: Full-Time, Seasonal

Classification: Non-Exempt

Interested parties should email a cover letter, resume, and two references to Haden Cunningham (haden@ccalt.org) by 5:00pm MT on March 31, 2025.

This position has a desired start date between May 15 and June 1, 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.