



## ADDITIVE CONSERVATION FELLOW (SUMMER 2026)

### About CCALT

Since 1995, the Colorado Cattlemen's Agricultural Land Trust (CCALT) has created innovative conservation solutions for Colorado's working lands. It is our mission to partner with landowners to conserve and steward Colorado's working landscapes and agricultural lands for the benefit of all Coloradans. Our work has permanently conserved almost 820,000 acres of open space, natural habitat, and productive agricultural land across the state. This organization embraces change and is an industry leader in developing innovative programs.

### Position Description

- **Title:** Additive Conservation Fellow (Summer 2026)
- **Employment Status:** Full-Time, Temporary (Non-Exempt)
- **Reporting:** This position will report to the Senior Additive Conservation Manager.
- **Location:** This position is based in our Steamboat Springs office.
  - This is a hybrid 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.
- **Anticipated Start Date:** Monday, June 1, 2026

### How to Apply:

Interested parties should email a cover letter, resume, and two references to Haden Cunningham (haden@ccalt.org) **by 5:00 pm MT on Friday, March 20, 2026.**

### Summary of Position

CCALT is looking for a highly motivated and detail-oriented undergraduate or graduate student for a summer fellowship focused on advancing additive conservation, developing payment for ecosystem service models, and implementing wet meadow restoration projects. This position will focus on wetland, wet meadow, and riparian ecosystems. CCALT's Additive Conservation program aims to deliver additional conservation outcomes on conserved lands through restoration and enhancement projects and by expanding ecosystem service market opportunities for landowners. Through close collaboration with CCALT staff, practitioners, and landowners in northwestern Colorado, the fellow will gain valuable, hands-on experience and develop skills in conservation strategies, restoration practices, and land trust operations.

### Key Responsibilities

1. **Wet Meadow Payment for Ecosystem Service Model Development:**
  - Research local funding opportunities and conduct a market analysis for payment for ecosystem service models

- Research county-level funding mechanisms for restoration work
  - Assist in researching and developing methodologies for wet meadow ecosystem service credit programs
  - Support outreach efforts to engage stakeholders, including landowners, conservation organizations, advisory committees, and funding entities
  - Explore opportunities for corporate engagement and support for natural capital projects
- 2. Restoration Project Implementation:**
- Assist with 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 contractors, landowners, and community partners to ensure project success
- 3. NW Colorado Conservation Prioritization:**
- Assess conservation opportunities for new easements and restoration activities in northwestern Colorado
  - Support GIS analysis of NW Colorado conducted by CCALT GIS Manager
- 4. Additive Conservation Program Development:**
- Support ongoing Additive Conservation Program projects as needed

**Qualifications:**

- 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 payment for 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.

***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](mailto:haden@ccalt.org).

## CCALT SOCIAL CONTRACT

The Social Contract is intended to describe the Colorado Cattlemen's Agricultural Land Trust's (CCALT) culture, codify expectations, and guide its relationships between employees. CCALT staff agree to uphold Social Contract.

### **Culture**

Our culture shall inspire innovation, creativity, and success. It shall be a culture that attracts and retains highly talented individuals. It shall be a culture that is inclusive, fun, supportive, and flexible. It shall be a culture that celebrates both individual and organizational achievements. We will take the necessary time to celebrate our accomplishments and encourage each other to strive to be the best we can be every day. Our culture will be based on the foundational principles outlined below, which every employee of CCALT shall commit to upholding.

### **The RISE Principles Responsibility**

Responsibility embodies the commitment to self-driven accountability and the understanding that our actions and decisions significantly impact the collective success of our endeavors. Each team member is encouraged to internalize their role in achieving our shared goals, recognizing that accountability begins within. This principle is not just about fulfilling tasks; it's about owning the outcomes of our work, learning from our experiences, and continuously striving for excellence. Through personal accountability, we ensure that every effort is made towards facilitating the ultimate success of our initiatives, with a clear focus on integrity and ethical conduct.

### **Integrity**

Integrity is the bedrock upon which our actions and decisions are founded. It represents our dedication to living and working in alignment with our true selves, ensuring that honesty, ethical standards, and authenticity guide our every move. This principle combines the essence of being our honest selves, acknowledging our strengths and vulnerabilities, and making decisions that protect and enhance our collective integrity. In every challenge and opportunity, we aim to do what is right, even when it's difficult, maintaining a steadfast commitment to our values and the high moral standards we've set for ourselves and CCALT.

### **Synergy**

Synergy underscores the power of collective effort and mutual support in achieving results. This principle is rooted in the belief that by working together, sharing our knowledge, and supporting each other's successes, we can accomplish far more than we could individually. It encompasses the spirit of cooperation, the commitment to teaching and learning from one another, and the drive to share experiences that foster both individual and organizational growth. Through collaborative growth, we advance our mission with unity, leveraging diverse strengths and perspectives to innovate, overcome challenges, and reach new heights.

## **Empowerment**

Empowerment is about providing our employees with the robust tools, resources, and environment needed to deliver impactful and meaningful work. This principle is rooted in the recognition of the

inherent capabilities and potential of our team members. By fostering a culture that values learning, we ensure that everyone is equipped to not only meet but exceed the expectations of their roles. Our commitment to learning and empowerment extends beyond traditional training; we immerse our team in a continuous learning ecosystem that encourages experimentation, embraces the lessons learned from failures, and celebrates the pursuit of knowledge and skill enhancement. This environment of empowerment is designed to stimulate creativity, drive innovation, and ensure that our team members are always at the forefront of their respective fields. Empowerment at CCALT means actively removing barriers to innovation, providing access to the latest technologies and methodologies, and creating opportunities for meaningful work that aligns with our mission and values. We trust in the intelligence and capabilities of our team, supporting them in their journey to not only achieve but also redefine what's possible, thereby contributing to our collective success and impact.

## **Organizational Norms Which Guide Employee Interactions**

In addition to the RISE principles and the culture defined above, we seek to live each day with courage; take pride in our work; finish what we start; do what has to be done; exemplify toughness, grit, and determination; keep our word; ride for the brand; remember that some things aren't for sale; and know when and where to draw the line. We shall leave egos behind, ask for help when needed, offer our assistance when appropriate, respond in a timely manner, and above all else, respect one another, our landowner partners, and other partners and community members. We shall be empowered to speak up and present new ideas that will help shape the future of CCALT.

*Communication.* Communication shall be conducted in a direct, open, and honest manner. When communicating, we shall not berate, disparage, attack, or discriminate. Further, we shall give our colleagues the benefit of the doubt that they are working in the best interests of CCALT. We also recognize that listening is an essential element of successful communication and commit to being present and actively engaged in all conversations and discussions.

*Delivery.* In order to achieve our mission, we must be able to deliver on strategy, tactics, and plans. Put more simply, we must be able to get the right work done in a timely manner. Success requires proper prioritization, reflection, adaptability, attention to detail, the ability to deliver, and, from time to time, the ability to say no.

*Resolving Conflict.* We shall commit to addressing perceived conflicts in a direct but polite, professional, constructive, and timely manner.