



EASTERN COLORADO ADDITIVE CONSERVATION MANAGER

About CCALT

Since 1995, CCALT has created innovative conservation solutions. Our work has permanently conserved over 840,000 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 Colorado Cattlemen's Agricultural Land Trust (CCALT) is seeking an Eastern Colorado Additive Conservation Manager to support our Additive Conservation and Stewardship Programs. This strategic position will enhance CCALT's capacity to deliver innovative conservation solutions to agricultural producers in Eastern Colorado.

The Additive Conservation program aims to provide additional conservation outcomes through restoration and enhancement projects and the expansion of ecosystem service market opportunities for landowners. This position will increase and accelerate technical and financial assistance partnerships to support agricultural producers through public conservation funding opportunities. The successful candidate will work closely with CCALT's extensive landowner network, providing technical assistance to farmers and ranchers interested in implementing conservation practices.

Among other priorities, this position will focus on enrolling landowners in government agency cost-share or financial assistance programs, such as the Natural Resources Conservation Service's (NRCS) Conservation Stewardship Program (CSP) and the Environmental Quality Incentives Program (EQIP). A key responsibility will be cultivating relationships with NRCS staff to effectively deploy these programs. The position will also support the implementation and administration of a secured Department of Defense/War Readiness and Environmental Protection Integration (REPI) program grant for northeastern Colorado.

The Eastern Colorado Additive Conservation Manager will support CCALT's Stewardship Program by maintaining landowner relationships and conducting annual conservation easement monitoring visits.

Key Responsibilities:

- Implement CCALT's Eastern Colorado-specific additive conservation initiatives, focusing on grassland health, grazing efficiency, and soil health.

- Enroll working landowners in government agency cost-share or financial assistance programs, such as the Conservation Stewardship Program (CSP) and the Environmental Quality Incentives Program (EQIP).
- Support the implementation and administration of a Department of Defense/War Readiness and Environmental Protection Integration (REPI) program grant for northeastern Colorado.
- Accelerate the growth and deployment of CCALT's Agricultural Resiliency Fund in Eastern Colorado.
- Develop partnerships and tools that enhance conservation and stewardship of working lands in the region.
- Conduct annual conservation easement monitoring visits and facilitate conservation easement stewardship in the unique landscapes of Eastern Colorado.

Position Breakdown:

- 70% additive conservation-related responsibilities
- 30% stewardship responsibilities, including easement monitoring

This position entails regular interaction with CCALT staff, board members, donors, landowners, and other key stakeholders, requiring frequent travel throughout Eastern Colorado, including overnight and multi-day trips.

Position Duties:

Additive Conservation Project Development and Management

- Develop and implement additive conservation projects that enhance conservation values while maintaining and enhancing the productivity of working lands in Eastern Colorado.
- Build new partnerships and resources to support stewardship and restoration of working lands.
- Write and administer grants to support the Additive Conservation program and specific projects, including federal Farm Bill programs and a secured grant through the Department of Defense's/War's Readiness and Environmental Protection Integration (REPI) program.
- Oversee project development, including grant writing, mapping, contractor management, and reporting.
- Collaborate with the Senior Additive Conservation Manager to expand technical and financial assistance for conserved properties.
- Support the development of policies and procedures for the Additive Conservation program.
- Assist with workshops and events to engage landowners and share educational resources.
- Prepare materials for board approvals related to project activities.
- Maintain compliance with conservation easement stewardship, grant funding, and regulatory requirements.

Stewardship

- Support CCALT's annual conservation easement monitoring program through annual visits to protected properties and timely reporting.
- Maintain regular contact with landowners to foster strong relationships and address stewardship needs.
- Coordinate with the stewardship program to mitigate conservation easement stewardship risks and resolve conservation easement violations as needed.
- Manage funding related to conservation easement damages, ensuring it is used effectively to address specific resource concerns.
- Support the development of policies for consistent handling of stewardship issues.

Organizational Representation

- Represent CCALT at conferences, training opportunities, staff meetings, and board meetings.

Required Qualifications:

- Relevant degree in natural resources, conservation, agriculture, environmental science, or a closely related field (preferred).
- Strong written, verbal, organizational, and interpersonal communication skills, with the ability to build and maintain relationships with landowners, partners, and other stakeholders.
- Proficiency with field-based mapping technology, including creating and editing maps using ArcGIS Pro.
- Experience managing multiple complex projects effectively and meeting deadlines.
- Familiarity with federal, state, and local conservation policies, including agricultural resiliency programs, conservation easements, and ecosystem service markets.
- Experience in grant writing, reporting, and compliance with funding requirements.
- Colorado residency or willingness to relocate to Colorado at personal expense.
- Ability to conduct fieldwork in rural and remote areas, including hiking and working in variable weather conditions.
- Ability and willingness to travel frequently throughout Eastern Colorado, including overnight and multi-day trips.
- Must be able to pass a background check as a condition of employment.

Required Skills and Competencies:

- **Analytical and Problem-Solving Skills:** Strong capacity to analyze complex issues, develop effective solutions, and address multidimensional challenges.
- **Attention to Detail:** High accuracy in managing projects and documentation.
- **Creativity and Innovation:** Capacity to think creatively and challenge traditional approaches.
- **Cultural Awareness:** Understanding and appreciation of the culture of Eastern Colorado and CCALT's organizational values, including its Social Contract.

- **Teamwork:** Proven ability to work effectively as a team player and willingness to contribute beyond formal job duties.
- **Independence:** Ability to work independently with a high degree of initiative while maintaining confidentiality.
- **Passion for Conservation:** Knowledge, appreciation, and respect for rural Colorado, agricultural issues, and a sincere commitment to private land conservation. Passion for CCALT's mission and ability to convey it effectively to stakeholders.

Position Description:

Employment Status: Full-Time, Exempt

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

Location: This position can be based in CCALT's Lakewood office or remotely in Eastern Colorado; however, regular travel to CCALT's Lakewood office is expected.

Anticipated Start Date: Wednesday, July 15, 2026

Salary Range: Range: \$63,000-\$68,000 (based on experience)

Benefits:

- 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;
- Medical and accident insurance, 100% of employee-only premium paid by CCALT;
- Dental insurance, 40% of employee premiums paid by CCALT, and
- Vision insurance, 100% of the premium paid by the employee.
- Retirement Plan: eligible for participation in the company 403(b) retirement plan upon the date of hire, eligible for applicable employer match after one (1) year of service. The employer match rate is currently set at up to 4% of compensation for eligible employees.
- Paid Vacation: Three weeks (15 days) earned during the first year of employment, accrued monthly. Paid Vacation increases after the first year of employment, up to a maximum of five weeks (25 days), accrued monthly.
- Paid Sick Leave: Up to ten (10) days of sick time per year, accrued monthly.
- Holidays: Sixteen (16) paid holidays are provided each calendar year. Included is a weeklong office closure associated with the 4th of July and Thanksgiving holidays.

Interested parties should email a cover letter and resume to Haden Cunningham (haden@ccalt.org) by 5:00pm MT on Monday, June 1, 2026.

This position has a desired start date of July 15, 2026.

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.



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.