Geographic Information Systems (GIS) Manager

Colorado Cattlemen’s Agricultural Land Trust (CCALT)

About Us

At the Colorado Cattlemen's Agricultural Land Trust (CCALT), we're a mission-driven nonprofit dedicated to serving agricultural landowners and conserving Colorado's western heritage and working landscapes. These lands are more than beautiful places. They're family-run businesses, sources of food and fiber, vital wildlife habitat, and an essential part of Colorado's heritage.

Since 1995, we've partnered with landowners to conserve more than 850,000 acres of farmland, ranchland, open space, and wildlife habitat through voluntary conservation easements. Our work is rooted in serving the families, producers, and communities who make Colorado agriculture possible.

How You'll Make an Impact

As CCALT's GIS Manager, you'll lead the organization's Geographic Information Systems program, helping our team use geospatial technology to conserve Colorado's working lands.

You'll manage GIS data and mapping systems, develop tools and workflows, and provide technical expertise across CCALT's Conservation, External Relations, and Operations Departments. From mapping conservation easement boundaries to supporting annual monitoring and improving how staff use GIS data, your work will have a direct impact across the organization.

This is an opportunity to take ownership of CCALT's GIS program, bring forward new ideas, and shape how technology supports our conservation mission.

What You'll Do

You'll oversee CCALT's GIS program while remaining closely involved in the technical work. This role combines hands-on mapping and data management with program administration, staff support, and opportunities to improve organizational systems.

1. **Lead GIS Data Management & Mapping**
    a. Manage and maintain CCALT's GIS database, ensuring geospatial data is accurate, consistent, secure, accessible, and well organized.
    b. Create and maintain property boundary data for CCALT's conservation easements and active projects.
    c. Map and verify property boundaries and calculate project acreages using legal descriptions, Public Land Survey System (PLSS) information, and Bureau of Land Management (BLM) General Land Office (GLO) records.
    d. Produce accurate, professional, and standardized maps for conservation easement transactions, stewardship, fundraising, communications, and other organizational needs.

e. Develop and maintain map templates, layouts, and cartographic standards to improve consistency and efficiency.
f. Establish and maintain GIS policies and procedures for data management, documentation, and recordkeeping.

2. **Manage GIS Technology & Improve Organizational Systems**
    a. Administer CCALT's ArcGIS Online environment, including licensing, user access, portal groups, hosted feature layers, web maps, and data-sharing settings.
    b. Lead the migration of existing GIS data into ArcGIS Online, including data organization, standardized hosted feature layers, staff training, and the documentation and archiving of legacy data.
    c. Develop and implement GIS tools and workflows that improve efficiency, data accessibility, and decision-making across departments.
    d. Support updates to national spatial reference systems, including CCALT's transition from NAD 83 to NATRF2022.
    e. Stay current on Esri products and other mapping technologies, identifying opportunities to strengthen CCALT's GIS capabilities.
    f. Coordinate day-to-day technology administration and support with CCALT's IT providers and vendors, including system access and software updates.
    g. Assist with coordinating and developing CCALT's AI implementation initiative.

3. **Support Conservation Work & Build GIS Capacity**
    a. Provide GIS support to CCALT's Conservation, External Relations, and Operations Departments.
    b. Support conservation easement monitoring by maintaining GIS data, supporting Survey123 workflows, and preparing monitoring maps in coordination with stewardship and monitoring staff.
    c. Provide technical assistance and training to staff using ArcGIS Pro, ArcGIS Online, Survey123, Field Maps, Experience Builder, and other mapping tools.
    d. Share GIS data with conservation partners and contractors and manage associated data-sharing agreements.
    e. Maintain relationships with state and federal agency GIS staff to stay informed about updates to important statewide datasets.
    f. Work across departments to identify GIS needs, solve technical challenges, and improve how CCALT uses geospatial information.

What We're Looking For

We're looking for someone who enjoys working with geospatial data, solving technical problems, and finding better ways to use technology. This role is a great fit for a GIS professional who is ready to take ownership of a program while staying involved in the hands-on work.

You don't need previous conservation easement experience to be successful in this role. We're interested in candidates who bring strong GIS skills, initiative, and the ability to manage projects independently, even if their experience comes from another field.

We're looking for someone who:

- Can independently manage GIS projects, balance competing priorities, and meet deadlines.
- Takes ownership of data quality, technical accuracy, and the reliability of GIS systems.
- Enjoys solving problems, improving workflows, and finding practical ways to use technology more effectively.
- Can explain technical concepts clearly and help colleagues with different levels of GIS experience.
- Takes initiative, identifies organizational needs, and follows projects through to completion.
- Works well across departments and builds strong relationships with colleagues and partners.
- Brings creativity, adaptability, and a willingness to learn new technologies and approaches.
- Can adjust when priorities shift, stay focused when things get busy, and pitch in where needed.
- Respects Colorado agriculture, rural communities, and the landowners we serve.

We're looking for someone who brings both technical expertise and a collaborative mindset, helping CCALT strengthen its GIS capabilities as the organization continues to grow.

Qualifications

- Bachelor's degree and/or GIS certification, plus 3–5 years of demonstrated professional GIS experience, or an equivalent combination of education and experience.
- Demonstrated proficiency with ArcGIS Pro and ArcGIS Online.
- Experience creating, maintaining, interpreting, and managing geospatial data, including GIS databases with multiple data file types.
- Experience producing accurate, professional, and standardized maps and layouts.
- Experience working with property boundary data and land records. Familiarity with legal descriptions and the Public Land Survey System (PLSS) is beneficial.
- Strong project management, organizational, communication, and problem-solving skills.
- Ability to work independently, maintain confidentiality, exercise sound judgment, and collaborate effectively with others.
- Ability to travel occasionally, including overnight and multi-day trips, and possession of a valid driver's license.
- Must reside in Colorado or be willing to relocate.
- Knowledge of and respect for rural Colorado, agricultural communities, and private land conservation. Previous conservation experience is beneficial but not required.

Additional Skills We'd Love to See

- Experience administering ArcGIS Online organizations, including licensing, user permissions, portal groups, hosted feature layers, web maps, and data-sharing configurations.
- Experience developing and training others to use Survey123, Survey123 Connect, Field Maps, Experience Builder, and other Esri applications.
- Ability to interpret legal descriptions, map property boundaries using PLSS and BLM GLO records, and calculate property and project acreages.
- Experience troubleshooting Python and ArcPy scripts, automating GIS workflows, or developing geospatial tools.

- Familiarity with organizational IT systems, software administration, technology vendors, or AI implementation.

Why Join CCALT?

At CCALT, we're passionate about conserving Colorado's working lands and serving the agricultural families who care for them. We work hard because we believe deeply in our mission, take pride in what we accomplish, and know that the work we do makes a lasting difference.

Some days feel a little like a rodeo. Priorities shift, unexpected challenges come up, and plans don't always go as expected. We work hard, adapt, and pitch in to help each other get things done. But we also genuinely enjoy what we do and the people we work with. We're looking for someone who can roll with the unexpected, keep a sense of humor, and be part of a team that works hard and has fun along the way.

As GIS Manager, you'll have the opportunity to shape an important organizational program, introduce new ideas, and build tools that make a real difference in how our team works. You'll collaborate with colleagues across departments, take ownership of meaningful projects, and see how your technical expertise contributes to conservation on the ground.

Position Details

- **Title:** GIS Manager
- **Employment Status:** Full-Time
- **FLSA Status:** Exempt
- **Reports to**: Director of Operations
- **Location:** CCALT's Lakewood office is the preferred location (hybrid).
    - Qualified candidates based near our Steamboat Springs or Del Norte offices will also be considered on a case-by-case basis, with hybrid work arrangements available at all three locations.
- **Anticipated Start Date:** Monday, January 11, 2027
- **Annual Salary**: $65,000–$75,000, based on demonstrated experience and relevant skills

Benefits

- Flexible work schedule with a hybrid work environment.
- **Medical and accident insurance** with 100% of the employee-only premium paid by CCALT.
- **Dental insurance** with 40% of the employee premium paid by CCALT.
- **Vision insurance** available, with 100% of the premium paid by the employee.
- **403(b) retirement plan** eligibility upon hire, with employer matching currently up to 4% after one year of service.
- Three weeks (15 days) of **paid vacation** during the first year, increasing with tenure to a maximum of five weeks (25 days).
- Up to ten (10) **paid sick days** annually.
- Sixteen (16) **paid holidays** annually, including week-long office closures around the Fourth of July and Thanksgiving holidays.

How to Apply

If you're excited about using GIS technology to make a difference for Colorado's working lands and want the opportunity to lead and strengthen an organization's GIS program, we'd love to hear from you.

We recognize that strong candidates bring a range of experiences. If you have the GIS skills and project management experience we're looking for but haven't worked directly in conservation, we encourage you to apply.

Interested candidates should submit a cover letter and resume through CCALT's online application by **Thursday, December 3, 2026, at 5:00 p.m. M.T.**

Candidates are also welcome to upload a portfolio or examples of their GIS work through the application portal, but this is optional.

Apply Here

Working Conditions & Travel

This position follows a hybrid work schedule, with CCALT's Lakewood office as the preferred location. Candidates based near CCALT's Steamboat Springs or Del Norte offices may also be considered on a case-by-case basis. Regular travel throughout Colorado is required for property visits, conservation monitoring, landowner meetings, and other activities, including overnight and multi-day trips. Reasonable accommodations will be provided to qualified individuals with disabilities.

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.

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.