

## RIO GRANDE HEADWATERS LAND TRUST

### Job Advertisement: Land Protection Program Director

The Rio Grande Headwaters Land Trust (RiGHT), located in Del Norte, Colorado, seeks a Director for its Land Protection Program. The new Land Protection Director will be responsible for both leadership and management of RiGHT's conservation easement acquisition program and ensuring its fit with RiGHT's other programs and overall organizational structure. She or He will be a physically fit, emotionally intelligent team player with great autonomy, working side-by-side and in close collaboration with RiGHT's Stewardship and Restoration Program Director, Executive Director and Support Staff.

This is the perfect job for someone who wants to join a team in making a positive impact in one of the most critically important and imperiled, high-elevation desert river systems in the United States. This job is located in the magical San Luis Valley, an inspiring and welcoming place to live and work due to its stunning landscape between the San Juan and Sangre de Cristo mountains, abundance of outdoor recreational opportunities and deep history of partnerships and collaborative, community spirit among its people.

The Land Protection Director will be responsible for negotiating and closing on conservation easement land deals with private landowners. Typical job duties include:

- Landowner and community outreach, relationship building and communications
- Conservation easement due diligence
- Development of and fundraising for conservation easement projects
- File management and record keeping
- Presentations to and collaboration with RiGHT's Board, funding agencies, and conservation partners
- Strategic planning and program development

While the Land Protection Program Director will initially be the one doing RiGHT's land and water deals, the Director will likely transition into at least a part-time supervisory position as RiGHT grows its conservation easement support staff over the coming year(s).

Qualified candidates will have formal education, or direct hands-on experience with, natural resources management, agriculture, ranching, or a relevant biological science. A person who also possesses a working understanding of western water rights and law would be ideal though not required. This position requires extensive outreach and communications to private landowners and the community as a whole, so excellent listening, speaking and writing skills are a must-have. The salary for this job ranges from \$65,000 - \$78,000 annually with benefits that include a retirement plan, generous amounts of paid time off, family and medical leave time, and a group health/vision/dental insurance plan. RiGHT also invests in its people by providing ample training and continuing education opportunities.

Applicants are invited to send a resume, cover letter, and list of three references to the attention of Andy Brown, Executive Director at [andy@riograndelandtrust.org](mailto:andy@riograndelandtrust.org). This job notice closes on December 15, 2022 and we would like to have the new Land Protection Program Director start work in January/early February 2023 or before.

The Rio Grande Headwaters Land Trust is a small, community land trust accredited by the Land Trust Alliance that has been conserving the land, water and way of life in Colorado's San Luis Valley since 1999. Just this year, we closed on our 55<sup>th</sup> conservation easement, ensuring protection into perpetuity of over 30,000 acres of working farms and ranchlands, riparian corridors, wetlands and other ecologically valuable landscapes.