

## **Land and Water Steward**

### **Summary of Position:**

Colorado Open Lands (COL) is seeking a passionate and dedicated **Land and Water Steward** to join our team. The Steward will support the conservation easement stewardship program at COL. Responsibilities include working with conserved property owners across the state, conducting conservation easement monitoring visits, and assisting in addressing conservation easement issues, including reserved rights requests, violations, and amendments.

### **Primary Responsibilities:**

- Annual Conservation Easement Compliance Monitoring
  - Monitor 50+ conservation easements annually, across Colorado, to ensure compliance. Properties range in size from 1-20,000+ acres.
  - Monitoring includes hiking or driving around a conserved property using GPS to navigate and collect field data, documenting any changes to the property.
  - Meet with landowners to discuss the conservation easement, any changes to the property within the last year, and their plans for the future.
  - Complete thorough reporting of each monitoring visit.
- Conservation Easement Stewardship
  - Assist in the review and drafting of conservation easement reserved rights requests, amendments, and violations or other enforcement issues.

### **Minimum Qualifications:**

- 1-2 years of work experience in conservation, environmental science, or a related field.
- Bachelor's degree in natural resource management, agriculture, environmental science, land use planning, geography, or a related field; OR 2-3 years related experience.
- Willingness and ability to work in sometimes challenging field conditions in remote locations. Ability to work outdoors and navigate large farms and ranches independently, often in remote settings.
- Willingness to travel across Colorado, including overnight trips (travel comprises approximately 25% of time, mostly from June-September).
- Strong organizational, time management, and problem-solving skills.
- Ability to work independently and as part of a team.
- Excellent written and oral communication skills.
- A valid driver's license and good driving record (vehicle provided).
- A positive attitude and sense of humor.
- A commitment to land conservation.

### **Preferred Qualifications:**

- Experience working with a land trust or similar land conservation organization.
- Competency with ESRI ArcGIS computer mapping software and GPS.
- Experience working with agricultural producers and an understanding of the agricultural industry in Colorado or the western United States.

**Compensation and Benefits:**

- This position is a permanent, full-time (40 hours/week) position.
- The salary range is \$50,000–\$54,000 commensurate with skills and experience.
- Colorado Open Lands offers a competitive compensation package, including 401k plan with match, health insurance (medical, dental, vision, and HSA), life and disability insurance, paid time off (sick leave, vacation, and holidays) and a collaborative, flexible work environment.

**Position Location and Timing**

- Start date is flexible.
- Preferred location is our Lakewood office or Alamosa office; however, COL will consider applicants based elsewhere in Colorado.

**Application Instructions:**

- Please send a résumé and cover letter to Cheryl Cufre, Director of Land Stewardship at [jobs@coloradoopenlands.org](mailto:jobs@coloradoopenlands.org). Please note where you saw the job posting.
- **The subject line should be in this format: “Last name, First name: Land & Water Steward”**
- Position will remain open until filled.

**EEO Statement:**

- Colorado Open Lands provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, national origin, age, disability, genetics, or other protected status. For information about Colorado Open Lands, please visit our website at [www.coloradoopenlands.org](http://www.coloradoopenlands.org).