



Changing lives through land conservation by connecting people to place, forever.

Are you passionate about protecting natural resources and improving land stewardship? Do you enjoy working outdoors, working with people, and collaborating to improve the environment? Want to work for an innovative organization in beautiful Southwest Colorado?

The Montezuma Land Conservancy (MLC) is hiring a full-time Conservation Director to join our dynamic, fun, and caring team. Based in Cortez, Colorado, MLC is one of the state's premier locally led conservation organizations working to change lives through land conservation, protect important lands in our region, and lead nationally recognized programs. Since 1998, MLC has worked with landowners on 91 conservation easements totaling over 46,000 acres throughout Southwest Colorado. In addition to our land protection program, MLC continues to develop innovative community engagement programs alongside our local, statewide, and national partners including our education center at Fozzie's Farm, equitable land access program, and our cross-cultural program with the Ute Mountain Ute Tribe.

Our nine person staff work together to ensure a deep culture of care within the organization, a healthy and safe working environment, and a curiosity for exploring ways to think differently about the work of a land trust.

Still interested?

Summary of Position:

We seek a motivated, creative, and passionate person to join our small team with a big vision. The Conservation Director leads the development of new conservation easement and land stewardship projects, oversees MLC's annual easement monitoring, maintains landowner relationships, assists in cross-cultural lands projects, and works alongside MLC's staff to develop and advance creative ways to connect people to land stewardship and conservation.

Primary Duties & Responsibilities

Conservation Easement Stewardship

- Manage the monitoring and stewardship of all easements held by the Conservancy.
- Properly maintain all records necessary for easement stewardship and legal defense.
- Build and maintain positive relationships between easement landowners and the Conservancy.
- Work with the Executive Director to respond to landowner questions regarding easement interpretations, approvals, amendments, and possible violation issues.
- Support communications and outreach about conservation and stewardship.
- Assist in management and stewardship of MLC's fee owned lands.
- Maintain an up-to-date Stewardship Program including best practices and latest technology.
- Manage and grow the existing volunteer stewardship team.

Land Protection and Community Engagement

- Develops and expands conservation in the priority areas identified in the Conservation Plan through conservation planning, outreach, project development.
- Make strategic landowner contacts.
- Works with landowners, Executive Director, and partner organizations to complete conservation easement projects with the selected priorities, including:
 - Easement negotiation and drafting
 - Due diligence
 - Closing and completion
 - Develops capital resources to implement the above, focused primarily on foundation fundraising and grant-writing, but assisting with major donor fundraising as needed.
- Assist the organization in developing land stewardship programs that address critical local issues such as severe drought, wildfire, and wildlife habitat restoration.
- Continue to advance MLC's climate resiliency focus.
- Support the Traditional Harvest Project working alongside the MLC Cross-Cultural Program Director, participating landowners, and partners at the Ute Mountain Ute Tribe.

Minimum Qualifications

- College degree with an emphasis in Stewardship, Environmental Management, GIS or similar field or, 2+ years of work experience in comparable field, as well as project management experience, with demonstrated critical thinking skills.
- Enthusiasm for private land conservation and the Southwest Colorado landscape.
- Valid Driver's license and reliable transportation. The position requires the conservation director to annually monitor 46,000 acres throughout often difficult off-road terrain. MLC reimburses mileage at the federal rate however the applicant must have a reliable 4-wheel or all-wheel drive vehicle.
- Knowledge of basic wilderness and field safety skills.
- Proven track record in clear communication, both written and verbal.
- Comfort and experience presenting and communicating before an audience.
- Ability to communicate and respect individuals from various backgrounds who may have differing beliefs.
- Basic knowledge of dryland farming, ranching, and irrigation systems.
- Ability to read and understand conservation easements.
- Experience with grant writing.
- Proficient with Microsoft Office, Excel, ArcGIS Desktop 10, and Landscape or similar land management software.
- Comfort and ability to complete field work that may require navigating difficult or hazardous terrain, variable weather conditions, remote locations, and work environment that may include lifting up to 25 lbs or other physically demanding circumstances.
- Commitment and willingness to work with BIPOC individuals.
- Must be vaccinated or willing to be vaccinated against Covid 19 upon acceptance of an offer of employment.

Skills and Desired Attributes

- Creative thinker with a self-driven work ethic.

- Background in law or real estate transactions a plus.
- Experience working or reviewing legal documents such as access agreements, title policies, and management plans.
- Experience working with state, federal, and local partners including NRCS, BLM, GOCO, Colorado Parks and Wildlife.
- Commitment to and enthusiasm for land conservation and community engagement.
- Willingness and/or experience working and living in a rural community. Ability to build and maintain key relationships.
- Attention to detail and organizational skills.
- Strong critical thinking skills.
- Previous experience working with BIPOC individuals and tribal nations.

Other expectations and duties

- Grant writing (for land protection grants, stewardship projects, and position fundraising)
- Attend weekly scheduled staff meetings.
- Special Events (as needed, generally once a quarter).
- Outreach events and materials development (as needed, particularly as they pertain to land protection efforts, education, and landowner outreach).
- Ability to work partially remote but must be willing to relocate and/or live within commuting distance of Cortez, CO.

Structure and Compensation

- \$50,000-55,000 starting salary, depending on experience.
- Flexible working schedule. Please note there will be some occasional weekend and evening hours required for events.
- Professional development opportunities.
- MLC offers a competitive compensation package including the opportunity to participate in an Individual Health Coverage Reimbursement Account (ICHRA) often resulting in little-to-no out of pocket costs for individual coverage, 20 days of paid vacation, 10 days of paid sick leave, 11 paid holidays, professional development, and a Simple IRA with 3% matching retirement plan.

To apply, please send the following information to travis@montezumaland.org by 5pm Friday, August 25th*

Please email a cover letter describing your interest in the position, resume, and three professional references with contact information. Please list at least one supervisor reference.

**Montezuma Land Conservancy reserves the right to close the position prior to the above date.*

Montezuma Land Conservancy 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. Black, Indigenous, and People of Color (BIPOC) and others who identify as nonwhite, people with disabilities, members of the LGBTQIA+ community are encouraged to apply for this role.

For information about Montezuma Land Conservancy, please visit <http://www.montezumaland.org>