



HIGH LINE CANAL

CONSERVANCY

Connecting Communities—Connecting Nature
from the foothills to the plains

~Position Description~ 2025

Position:	Manager of Natural Resources and Stewardship
Reports to:	Senior Director of Planning and Implementation
Direct reports:	Field Coordinator
Compensation:	57,000-\$70,000 commensurate with experience. Includes a competitive benefits package with generous paid time off, medical, dental, HSA, FSA, retirement plan, life and disability insurance.

High Line Canal Conservancy

An extraordinary feat of engineering now 140 years old, the 71-mile High Line Canal is outliving its historic function as an irrigation utility and has taken on new life as a recreational resource, wildlife corridor and green stormwater infrastructure. The High Line Canal Conservancy is a nonprofit organization with the mission to preserve, protect and enhance the High Line Canal in partnership with the public through stewardship, community engagement, trail improvements and collaboration with local agencies.

Position Summary

The Manager of Natural Resources and Stewardship is responsible for protection and enhancement of the High Line Canal's natural resources and preserving the Canal's conservation values through stewardship of a conservation easement that protects the corridor. This person works closely with the local jurisdictions and stormwater managers along the Canal, under the supervision of the Senior Director of Planning and Implementation, to facilitate collaborative maintenance, develop new management approaches, elevate the level of care for the Canal and implement natural resource restoration projects. This role coordinates closely with foresters, natural resource planners, landscape architects, park planners and operations staff from local jurisdictions to ensure a vital future for the Canal.

The Manager of Natural Resources and Stewardship is also responsible for stewarding a conservation easement that protects 45 miles of the 71-mile corridor. This includes working with the Chief Operating Officer (COO) and Chief Executive Officer (CEO), Board and landowner(s) to complete annual monitoring, lead easement enforcement, review projects and address all stewardship inquiries and issues.

Responsibilities

The Manager of Natural Resources and Stewardship is anticipated to focus on natural resources management approximately 50% of the time and conservation easement stewardship 40% of the time with 10% reserved for other organizational responsibilities.

Specific responsibilities include:

Natural Resources Planning

- Work with jurisdictional partners to implement and refine the Canal-wide Natural Resources Management Plan.
- Develop planting plans with each jurisdiction that address tree diversity, blending native and xeric non-native plants, as well as best practices for establishment.
- Partner with the Programs Team to develop a Stewardship Plan that combines Conservancy volunteer and partner organization efforts to support management of the Canal's natural resources

Ecological Restoration

- Lead planting efforts along the Canal, implementing planting programs in close coordination with local jurisdictions and planting desired shrubs and grasses as directed by the Natural Resources Management Plan
- Oversee regional projects that improve the environmental health of the corridor, such as eradication of Russian Olive, inoculation of Ash trees, and integrated pest management

Canal Operations and Maintenance

- Assist with the management of multi-jurisdictional maintenance contracts related to tree canopy care, noxious species management and Canal channel maintenance
- Respond to concerns from the community about hazard trees, drafting responses to inquiries and conducting site visits as necessary
- Track jurisdictional maintenance efforts and ensure tree work is documented in the Canal-wide tree database
- Manage the watering of trees as they are established through the use of water trucks and/or installation of irrigation systems

Data Collection and Coordination

- Coordinate the development and maintenance of Canal-wide data repository containing recreation, natural resources, and stormwater datasets
- Oversee data collection related to the Canal's ecological health and transition to green stormwater infrastructure
- Manage tree canopy data in partnership with Denver Water and Mile High Flood District, ensuring data is updated to reflect changing conditions
- Manage periodic tree inventories to determine the health of mature trees and prioritize trees for pruning or removal
- Manage biennial Canal-wide trail user count

Easement Stewardship

- Oversee conservation easement yearly monitoring planning, ensuring monitoring reports are collected, reviewed and shared with the landowner
- Generate high-quality maps and comprehensive monitoring reporting
- Track stewardship inquiries and potential violations or issues
- Lead reviews of projects proposed on the corridor to ensure they protect or enhance the Canal's conservation values

- Plan, implement and facilitate Board Conservation Easement Committee with CEO and COO, including preparing backup materials, summarizing project reviews and reporting on any violations
- Manage database for tracking conservation easement project reviews and keep conservation easement records up to date
- Work with COO to resolve conflicts with landowner or adjacent property owners and help to avoid easement violations
- Seek out professional development opportunities and keep abreast of national stewardship issues as well as Land Trust Alliance guidelines

Organizational

- Manage a Field Coordinator, responsible for managing Conservancy assets on the Canal, overseeing contracted maintenance and conducting conservation easement monitoring
- Develop communications related to the Canal's natural resources, including blog posts, social media posts, and newsletter highlights
- Manage the grounds at the Conservancy's Little Dry Creek property, including mowing, noxious weed management, irrigation, garden beds, and snow removal
- Participate in organizational events and efforts
- Identify and pursue funding opportunities for natural resource management projects and conservation easement stewardship

Qualifications

Required Qualifications

- Bachelor's degree in related field and at least 4 years of relevant work experience (or commensurate combination of education and/or experience)
- Valid driver's license with a safe driving record to operate the Conservancy work vehicle
- Ability to perform essential job functions with or without reasonable accommodation including a wide range of physical and manual tasks indoors and outdoors

Desired Skills/Competencies

- Strong writing and communications skills
- Experience or knowledge in the areas of natural resources management, landscape ecology, forestry, conservation easement stewardship, environmental science, botany, urban conservation, or related fields
- Desired familiarity with Land Trust Alliance stewardship practices and procedures, TerraFirma requirements, and experience with monitoring, stewarding and enforcing a conservation easement.
- Desired experience managing or planning for natural resources for parks or park systems.
- Desired knowledge and experience with data collection and database development and management including geographic information systems (GIS) such as ArcGIS.
- Experience with Microsoft Office Word, Excel, PowerPoint and Outlook.

Abilities and Personal Characteristics

The ideal candidate will have a strong identification with the mission and purpose of the High Line Canal Conservancy and will bring the following characteristics:

- Collaborative: Ability to utilize excellent interpersonal communication skills to work cooperatively with colleagues in a small-team environment, coordinate closely with partners and stakeholders, and to work efficiently, meet deadlines and maintain accurate records.

- Self-motivated: Ability to work independently and highly organized with strong problem-solving skills, attention to detail and an ability to multi-task.
- Adaptable: Demonstrates a willingness to be flexible, versatile and/or tolerant in a changing work environment while maintaining effectiveness and efficiency.
- Inclusive: Committed to reducing barriers that limit equitable access to outdoor spaces, decision making processes and other resources related to engagement in nature and the outdoors.

Application Instructions

Qualified Applicants are encouraged to apply by sending a resume with a cover letter addressing the applicant's interest in and qualifications for the position. Send both documents as PDF attachments to employment@highlinecanal.org. No phone calls, please. All High Line Canal Conservancy employees are required to undergo a background check. This is an at-will position. **Application Deadline: April 18, 2025.**

The Conservancy is dedicated to the principles of equal opportunity for all employees, applicants, volunteers, program and event participants, trail users and visitors, partners, and other organizational stakeholders. We prohibit unlawful discrimination and harassment based on age, race, sex, color, religion, creed, national origin or ancestry, disability, military status, genetic information, native language, sexual orientation, transgender status, gender identity, gender expression, marital status, gender, veteran status, political service, and affiliation or any other status protected by applicable state or local law. This prohibition includes unlawful harassment based on any of these protected classes.

For all communities to benefit from the Canal as a recreational and ecological resource, the Conservancy is committed to overcoming historic inequities by building internal systems, increasing activation and engagement and improving the Canal's infrastructure in alignment with the local communities' needs and desires. The Conservancy's staff is committed to DEIA (diversity, equity, inclusion and accessibility) work, both as employees and as individuals.

Don't meet every single requirement? Studies have shown that women and people of color are less likely to apply to jobs unless they meet every qualification. At the Conservancy we are dedicated to building a diverse, inclusive, and authentic workplace. If you are interested in this role but your experience does not check all the boxes, we encourage you to go ahead and apply. You may be the right candidate for this or another role in our organization.