

Land Stewardship Manager

Posted Date: November 5, 2025

Position Closing Date: Open until filled, early applications encouraged because interviews will start two weeks after posting

Location: Colorado Springs or Pueblo, Colorado

Employment Status: Full-time, Exempt

Salary Hiring Range: \$55,000 – \$65,000 DOE

Position Summary

Join the dynamic, fun team at Palmer Land Conservancy and contribute to meaningful work including the long-term stewardship of land and building a stronger community through conservation. The Palmer work environment attracts independent, savvy individuals who enjoy work flexibility, generous benefits, strong values, and an inspiring culture. Palmer seeks a motivated individual to manage the organization's Land Stewardship Monitoring Program. The successful candidate will guide the implementation of land conservation strategies on over 150 public and private protected properties covering 138,000 acres of conservation easement and fee-owned lands spread across ten counties in southeastern and south-central Colorado.

Specifically, this position will travel to meet in-person with landowners each year to foster relationships, ensure compliance, identify challenges or opportunities for landowners and their protected properties. The Land Stewardship Manager (LSM) is vital to the organization's ability to meet our long-term stewardship commitments and the requirements of Land Trust Alliance (LTA) Standards and Practices and accreditation. The LSM reports to the Land Stewardship Director (SD) and works as a part of a team to ensure Palmer's mission is fulfilled to the highest standards. In addition to the specific responsibilities, skills, and qualifications outlined below, the candidate should be able to work effectively in a small staff environment that is focused on achieving high conservation impact and should possess the enthusiasm and flexibility to help a fast-growing organization thrive.

Benefits

Palmer offers full-time employees top-tier benefits, including robust employer-sponsored health care package which includes medical, dental, and vision benefits; retirement plan with company contribution; short-term and long-term disability; and generous Paid Time Off.

Company Culture

Palmer was named one of the 2022 Best Workplaces in Colorado Springs by the Gazette! Palmer leadership values a culture of generosity, trust, and dedication to conservation. The work environment is goal-based, with work plans and performance focused on identifying and achieving attainable yet ambitious objectives on a quarterly timeline. This is not a micro-managing environment, and instead, employees are trusted to get their work done with a high level of personal responsibility.

Palmer's employees are hardworking high performers, and in exchange, they are supported in pursuing work-life flexibility.



Organizational Overview

Palmer Land Conservancy (Palmer) is one of the leading nonprofit land conservation organizations in Colorado and one of the country's first 100 nationally accredited land trusts through the Land Trust Alliance. Our mission is to protect land and water for the well-being of nature and people. Since 1977, the organization has permanently protected nearly 220 square miles of land, including 20 public parks and open spaces, working farms and ranches, wildlife habitat, and scenic views. These are the places where Coloradans live, work, and play.

We are a team of professionals who work with private landowners and local, state, and federal partners to be a catalyst for community health, resiliency, and prosperity. Through these partnerships, we achieve lasting impact towards our mission and begin to ignite a culture shift for conservation. We are committed to organizational excellence and valuing our people, diverse backgrounds and experiences, equitable access, and expanding the tools we need to be successful.

Palmer is three years into a five-year strategic plan to bring greater vision and impact to our work. This plan includes key pillars: Land for Nature, Land for People, Land for Food, and Water for Life. Palmer conserves many types of properties, including land with significant natural conservation values, agriculture, and recreation opportunities. Whenever possible, we seek opportunities to do conservation work on a regional or system-wide scale. Palmer is currently focused on growing our Water for Life Initiative, which creates innovative solutions to optimize scarce water resources. Further, as a community-supported organization, Palmer works hard to maintain community visibility, including by growing our community engagement and volunteer program. We also provide comprehensive support to our landowner partners, including helping them access external funding opportunities.

Our main office is in downtown Colorado Springs, with a satellite office in Pueblo. This position can be located in either office. Find out more at palmerland.org.

Core Responsibilities

Property Monitoring & Management (50%)

- Lead annual compliance activities for Palmer's portfolio of conserved properties while ensuring adherence to internal policies and industry standards and practices. Supervise and oversee summer intern/fellow and independent contract stewards.
- Build and maintain strong, working relationships with landowners, land managers, and other stakeholders to advance Palmer's conservation objectives to advance exemplary stewardship practices throughout southeastern Colorado.
- Oversee management of 26-acres comprised of the two Palmer-owned properties in Colorado Springs.
- Work with Stewardship team to schedule site visits to properties, either in person or through remote monitoring, ensuring coverage of the full portfolio each monitoring season.
- Review the original documents, subsequent notes, maps, and other materials in advance of any visit.
- Submit and review thorough reports using Landscape to document photos or other notes.
- Ensure timely follow-up with landowners and/or managers on any issues or concerns.



Conservation Easement Interpretation and Defense (20%)

- Work collaboratively with the SD to respond to landowner inquiries and implement conservation easement defense strategies as needed.
- Ensure Palmer's Stewardship Program is at the forefront of the industry by staying informed on best management practices in the industry, and by assisting in the identification of efficiencies and technological advances that streamline monitoring, record-keeping, etc.
- Abide by and uphold all policies and procedures, LTA Standards and Practices, and any other industry best management practices.
- Work with the SD, legal counsel, and peer networks to stay current on legal best practices, industry trends, or changes within the state and beyond.

Program Development & Services (20%)

- Lead and build upon Palmer's Landowner Services program, including but not limited to grant writing for funding services, generation of volunteer capacity, provision of informational resources, formation of partnerships, and generation of The Steward's Source, Palmer's quarterly landowner newsletter, with assistance from the SD and communications team.
- Advance Palmer's partnership with Colorado College by working with interns and fellows, student volunteers, and appropriate classes.

Administrative & Other (10%)

- Assist the SD with annual budgeting activities, grant writing, and fundraising for the Stewardship Program.
- Oversee all record-keeping activities for the Stewardship Program, including keeping the stewardship databases up-to-date.

Minimum Qualifications

- Three years of demonstrated relevant experience
- Ability to prioritize and manage a high volume of projects and tasks in a fast-paced environment while meeting established goals and deadlines
- Demonstrated problem-solving and critical thinking skills with the ability to make decisions based on analysis, experience, and sound judgment
- Excellent interpersonal skills and a strong team ethic, combined with the ability to work autonomously in a self-directed environment
- Must possess strong written and oral communication, diplomacy, and negotiation skills
- Passion for natural resource conservation and a commitment to developing strong working relationships with landowners and partners
- Ability to use and manage databases and other industry-specific computer software (Microsoft Word and Excel, Adobe, and databases)
- Must possess a valid driver's license and be willing to travel and use personal vehicle, as necessary, in the performance of work-related activities – travel expenses will be reimbursed.
- Physical ability to hike through the varied landscapes of southern Colorado and to travel via vehicle over rough terrain, including narrow and winding natural surface roads, ranch



roads, and high elevation sites, sometimes in remote locations and in varying weather conditions

Preferred Qualifications

- Bachelor's or Master's degree in relevant field (land conservation, natural resource planning/management, etc.)
- Experience working with conservation easements, land trusts, and natural resource management
- Familiarity with native plants, noxious weed management, forestry, grazing practices, and irrigated agriculture
- Basic understanding of Colorado Water Law and administration
- Ability to use and manage GIS software and datasets preferred (ArcGIS)
- Familiarity with southern Colorado landscapes and communities
- Proven experience working through identified issues with a diverse set of stakeholders, including public land managers, working lands producers, and the general public

How to Apply: The position is open until filled. Early applications are strongly recommended because interviews will begin two weeks after posting. Applicants should submit 1) a cover letter, 2) resume, 3) list of three references, and 4) answers to the questions below (all as a single PDF) by e-mail to: hiring@palmerland.org with the subject line: Land Stewardship Manager. References will not be contacted unless you are selected for a final interview.

Please limit responses to no more than 200 words per question:

1. Why does conserving land, water, and nature in southern Colorado matter to you?
2. Please describe your experience relevant to the position's core responsibilities.
3. Why are you interested in working for Palmer and where do you see yourself in 5 years?