



Are you passionate about connecting people to the natural world and to one another? Do you enjoy working outdoors, working with youth and adults, and collaborating to improve the environment? Want to work for an innovative organization in beautiful Southwest Colorado?

Montezuma Land Conservancy (MLC) is hiring a full-time Community Programs Director to join our dynamic, fun, and caring team.

Located 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 over 90 conservation easements totaling over 50,000 acres throughout our community and is developing and delivering innovative community engagement programs alongside our local, statewide, and national partners. Our eight 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 Community Programs Director is responsible for the oversight, administration, and fundraising to support MLC's community-centered conservation programs. The director oversees Fozzie's Farm staff and the development of new and established outreach programs, oversees MLC's research and education farm, builds and maintains local and statewide partnerships, collaborates with member organizations in the Montezuma Inspire Coalition, and works alongside MLC's staff to develop and advance creative ways to connect people to land stewardship and conservation.

Primary Duties & Responsibilities

Administration & Fundraising

- Recruit, hire, and oversee Fozzie's Farm staff including the Community Program Manager and others.
- Manage scheduling, timesheets, and performance reviews of Fozzie's Farm staff.
- Seek and secure funding sources for staff capacity, programs, and farm development projects with new and existing funders.
- Manage secured grant deliverables, budgets, and reporting, including MLC programs and reporting for Montezuma Inspire Coalition programs.
- Deliver regularly scheduled communications and outreach materials to MLC's Deputy Director including social media content, newsletter articles, website content, and blog posts.
- Support Montezuma Inspire Coalition partners with exterior communications and social media outreach.
- Engage Board of Directors members with programs, events, and volunteer opportunities at Fozzie's Farm.
- Submit regular program reports to the MLC Board of Directors.
- Implement risk management policies and procedures and manage related documents and confidential records.

- Draft and manage a balanced budget for Fozzie’s Farm operations and programs.

Program Development and Implementation

- Develop new and innovative education curriculum for youth and adults related to land and water conservation, agriculture, and cross-cultural topics.
- Emphasize elements of diversity, equity, and inclusion, cross-cultural perspectives, and social-emotional learning into program design.
- Supervise and support Community Programs Manager in existing youth programs, including school-based field trips, service-learning projects, and summer career pathways opportunities.
- Develop and oversee state education standards-based curriculum for youth programs.
- Expand adult programs and volunteer engagement.
- Collaborate with staff to develop equitable land access initiatives and opportunities at Fozzie’s Farm.
- Evaluate program impacts and document participation.

Community Partnerships

- Build and maintain strategic partnerships to advance MLC’s community-centered conservation and program goals.
- Emphasize relationships with partners or community members that have been historically under-represented in conservation.
- Maintain positive relationships with local school districts and educators.
- Participate in state-wide and regional education initiatives related to land and water conservation and agriculture.
- Network with other land trust staff to advance community-centered conservation efforts and explore collaboration opportunities.
- Serve on Montezuma Inspire Coalition program committee.

Fozzie’s Farm Management

- Develop and refine strategic plans for diversifying revenue streams to support long-term farm management, future development, and program growth.
- Provide oversight for research projects with Fozzie’s staff and partners.
- Secure grazing leases and communicate about rotation of livestock and stocking rates.
- Supervise staff to achieve management goals for irrigation, weed management, grazing, habitat improvement and biodiversity, and building soil health. Assist with project planning and securing resources for completion.

Minimum Qualifications

- College degree or commensurate professional experience in related fields, such as conservation, environmental management, and outdoor education.
- Enthusiasm for land conservation, community engagement, and the southwestern Colorado landscape.
- Experience leading or directing youth/adult education programs.
- Valid driver’s license and reliable transportation.

- Proven track record in clear communication, both written and verbal.
- Proven success with grant writing.
- Proficiency with Microsoft Office.
- 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 to 25 pounds or other physically demanding circumstances.
- Must be able to pass a criminal background check

Skills and Attributes Desired

- Creative thinker with a self-driven work ethic.
- Ability to build and maintain key relationships.
- Attention to detail and organizational skills.
- Strong critical thinking skills.
- Ability to speak multiple languages.
- CPR/First Aid certifications.

Other expectations and duties

- Attend monthly staff meetings.
- Assist with special events as needed.

Structure and Compensation

- \$57,000-63,000 starting salary, depending on experience.
- Flexible working schedule. Please note there will be some weekend and evening hours required for events and programs.
- Professional development opportunities.
- MLC offers a competitive compensation package including health insurance, 20 days of paid vacation to start, 10 days of paid sick leave, 11 paid federal holidays, 10 organizational closure days and a winter break, professional development, and a Simple IRA with 3% matching retirement plan.

To apply, please send the following information to molly@montezumaland.org by 5pm Friday, May 23rd, 2025*

Please email a cover letter describing your interest in the position, resume, and three professional references with contact information. Please include 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>