



TREES, WATER & PEOPLE
Helping people and the planet

Research shows that women and people of color are less likely to apply for jobs where they don't believe they are qualified for every task in a job description. We are most interested in finding the best fit for the role and our teams, and that candidate may come from a non-conventional background. MLC and TWP may consider a combination of knowledge, skills, and experience to meet qualifications. If interested in applying, we encourage you to think broadly about your background and skill set for the role.

Montezuma Land Conservancy (MLC) and Trees, Water & People (TWP) are hiring a full-time Cross-Cultural Programs Coordinator to advance the collaborative Traditional Harvest Project managed by both organizations and contribute to other MLC cross-cultural program initiatives as well as TWP's Indigenous Lands Program. This position will be primarily housed at MLC in Southwest Colorado but will serve the work of both organizations.

About Montezuma Land Conservancy (MLC):

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 community-centered programs. Since 1998, MLC has worked with landowners on 90 conservation easements totaling over 49,000 acres throughout Southwest Colorado. In addition to land protection, 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 Trees, Water & People and the Ute Mountain Ute Tribe.

About Trees, Water & People (TWP):

TWP is a Colorado non-profit organization that believes conservation should do more than just protect the environment – it must also create new livelihood opportunities for local people. Since 1998, we have designed and implemented high-impact development and conservation projects with communities throughout Central America and Native American communities in the western U.S.

TWP's Indigenous Lands Program was founded in 2005 to support Native American Tribal communities and organizations in the preservation of their lands, natural resources and cultural lifeways. By blending western science and Indigenous stewardship values, we aim to improve climate resiliency in communities and preserve cultural lifeways of Native Peoples in the U.S. The Indigenous Lands Program exists to build the capacity of Native American Tribes in the Western U.S. to manage their natural resources through conservation planning and restoration activities on sovereign Tribal and ancestral lands.

Still interested?

Summary of Position:

The Cross-Cultural Coordinator will support the Traditional Harvest Project and Cross-Cultural program and community outreach work, in collaboration with members of the Ute Mountain Ute Tribe and other conservation partners.

Primary Duties & Responsibilities:

Traditional Harvest Project –

Traditional Harvest Project (THP)

- Work with MLC Cross-Cultural Programs staff, landowners, and tribal partners to advance the mission of the Traditional Harvest Project.
- Coordinate with partner landowners to organize private land site visits, harvest dates and locations, and potential restoration projects.
- Maintain electronic database and mapping for private lands associated with the Traditional Harvest Project.
- Coordinate annual landowner orientation meetings and support annual tribal community orientation meetings.
- Work with tribal harvest leaders to coordinate harvest opportunities for community members.
- Support MLC Cross-Cultural Programs staff with public education related to the project, on and off the reservation.
- Support TWP Indigenous Lands Program staff by leading outreach and engagement initiatives as a representative of TWP within the Cortez /Towaoc area.
- Participate in current THP projects within the greater SW CO region.
- Work with tribal partners, landowners, and project partners to secure restoration funding and execute projects on private lands.

Community Outreach and Engagement –

- Continue to support community engagement for the project with an emphasis on inclusivity and engagement of diverse voices including the tribal community.
- Engage with Kwiyaqat Community Academy (KCA) staff to provide local youth access and opportunities for community-based education on Ute Mountain Ute lands or within the greater SW Colorado region.
- Lead and support communications about the project to the public, including education, outreach events, and project engagement.
- Act as the primary point of contact for landowners, tribal community members, and project partners.

Fundraising and Administration –

- Support the cross-cultural program director and conservation director with grant writing opportunities to support the overall project development, capacity building, and future restoration projects.
- Deliver regularly scheduled communications and outreach materials to MLC and TWP Staff including social media content, newsletter articles, website content, and blog posts.
- Support cross-cultural program director with regular program reports to the MLC Board of Directors and TWP Program staff.
- Other tasks as needed.

Minimum Qualifications

- College degree or commensurate professional experience with an emphasis in conservation/stewardship, environmental management, sustainable agriculture 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 land conservation, local food, regenerative agriculture, community organizing and the Southwest Colorado landscape.
- Previous career or lived experience working with diverse communities and tribal nations and a commitment to diversity, equity, inclusion, and justice.
- Proven track record in clear communication, both written and verbal.
- Comfort and experience presenting and communicating before audiences, both in person and online.
- Ability to communicate and respect individuals from various backgrounds who may have differing beliefs.
- Proficient with Microsoft Office suite programs
- Valid driver's license and reliable transportation.

Skills and Desired Attributes

- Creative thinker with a self-driven work ethic.
- Experience with non-profit management, working or reviewing legal documents such as access agreements, title policies, lease agreements, and management plans.
- Willingness and/or experience working and living in a rural community. Ability to build and maintain key relationships.
- Attention to detail and strong organizational skills.
- Mapping, GIS, or similar technology skills

Other expectations and duties

- Attend regularly scheduled staff meetings with both MLC and TWP teams (meetings vary).
- Special Events (as needed, some evening and weekend work required).
- Outreach events and materials development (as needed, particularly as they pertain to land protection efforts, education, and landowner outreach).
- Must be willing to relocate and/or live within commuting distance of Cortez and Towaoc, CO with some ability for partial remote work. (Support for relocation costs may be available.)
- Travel out of town 1-4 times per year for conferences and events related to position.

Structure and Compensation

- \$47,000 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 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 in an email to both austin@montezumaland.org and treston@treeswaterpeople.org by 5pm, Tuesday, April 15, 2025.

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>