



Are you passionate about connecting people to the natural world and to one another? Do you enjoy creative solutions to environmental and social challenges? Want to work for an innovative organization in beautiful Southwest Colorado?

Montezuma Land Conservancy (MLC) is hiring a full-time Land Access Coordinator 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 community-centered programs. Since 1998, MLC has worked with landowners on 90 conservation easements totaling over 48,000 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.

Still interested?

Summary of Position:

We seek a motivated, creative, and passionate person to join our small team with a big vision. The Land Access Coordinator will lead the development of the new Southwest Equitable Land Access (SELA) program, support MLC's Traditional Harvest Project in collaboration with members of the Ute Mountain Ute Tribe and other conservation partners, and work to explore creative solutions at the nexus of conservation, stewardship, and access.

Primary Duties & Responsibilities

Land Access Project Development and Traditional Harvest Project – 50%

SELA Project

- Work with MLC staff, SELA project partners, and legal representatives to establish an entity and governance structure that supports land access work.
- Facilitate meetings with partners for development of the land access project.
- Lead land access program development including establishment of founding and guiding documents, lease agreements, financial plans, and related processes necessary to launch the program.
- Work with community partners critical to the success of the project including landowners, land-seekers, land managers, nonprofit organizations, tribal organizations, and local/state/federal agencies.
- Establish pilot projects alongside partners, landowners, and land-seekers.

Traditional Harvest Project

- 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.
- Work with tribal partners, landowners, and project partners to secure restoration funding and execute projects on private lands.

Community Outreach and Engagement – 20%

- Continue to support community engagement for the project with an emphasis on inclusivity and engagement of diverse voices including Indigenous and Latinx communities.
- 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, land seekers, stakeholder partners, and community members for the project and in terms of their questions and input.

Fundraising and Administration – 30%

- Identify and apply for grant opportunities to support the overall project development, capacity building, and future land acquisitions.
- Make and manage project budgets, track project progress, and handle all grant reporting requirements.
- Deliver regularly scheduled communications and outreach materials to MLC's Deputy Director including social media content, newsletter articles, website content, and blog posts.
- Submit regular program reports to the MLC Board of Directors.
- 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.
- Valid driver's license and reliable transportation.
- 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.
- Experience with grant writing.
- 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.
- Basic knowledge of local food systems, dryland farming, ranching, and irrigation systems.
- 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.
- 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, CO with some ability for partial remote work.
- Travel out of town 1-4 times per year for conferences and events related to position.

Structure and Compensation

- \$55,000 – 60,000 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 to travis@montezumaland.org by 5pm, Friday, November 22nd, 2024.

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>