



Land Management & Conservation Specialist

Organization: Eagle County Conservation District (ECCD)

Location: Eagle and Garfield County, Colorado

Position Type: Full-time through December 31, 2026, with potential for extension based on funding and performance

Compensation: \$65,000 - \$80,000, commensurate with experience

Benefits:

- 401(a) Social Security plan + contributions
- 457 Retirement plan + contributions (similar to 401k)
- Health, Basic Life, Dental & Vision insurance
- Paid holidays
- Paid time off
- Family leave

Schedule:

- 40 hours a week
 - 80% time: Natural Resources Conservation Service (NRCS) Programming
 - 20% time: Eagle County Conservation District (ECCD) Programming
- Flexible and rotating schedule between working remotely, working at the Natural Resources Conservation Service (Glenwood Springs) and ECCD (Eagle) offices, and working in the field.

Reports To: ECCD Executive Director and NRCS District Conservationist

About the Eagle County Conservation District & Natural Resources Conservation Service

The Eagle County Conservation District (ECCD) is a locally led special district dedicated to representing landowners and agricultural producers by providing tools, resources and support for their stewardship in land and natural resources. In collaboration with federal, state, and local partners, ECCD provides technical and financial assistance to private landowners through programs, cost-shares, education, and outreach.

In partnership with the Natural Resources Conservation Service (NRCS), ECCD helps farmers, ranchers, and forest landowners integrate conservation planning and practices to address natural resource concerns, including:

- Improving water and air quality
- Conserving ground and surface water
- Increasing soil health
- Reducing soil erosion and sedimentation

- Enhancing wildlife habitat
- Reducing the impacts of drought and climate variability

Position Overview

The Land Management & Conservation Specialist will play a key role in supporting conservation efforts across Eagle County, working collaboratively with both ECCD and the NRCS. This position involves a dynamic mix of office and fieldwork, offering an opportunity to directly impact natural resource conservation within the district and adjacent boundaries.

The Specialist will split time between ECCD and NRCS, assisting with the development of conservation plans, supporting landowner communication and outreach, and helping implement a variety of conservation programs. While the position is with ECCD, the Specialist will work closely with and report to both ECCD and NRCS staff.

ECCD is looking for a motivated, detail-oriented individual with a passion for natural resource conservation. The ideal candidate thrives in both collaborative and independent settings, enjoys fieldwork, and is committed to supporting the district's mission.

Responsibilities

- Develop conservation plans for NRCS programs including the Environmental Quality Incentive Program (EQIP) and Conservation Stewardship Program (CSP)
- Assist in developing and managing conservation contracts in compliance with the NRCS Conservation Program Contractual Manual
- Conduct preliminary resource surveys and field evaluations for landowners in Eagle County
- Provide technical guidance and recommendations for implementing conservation practices to address natural resource concerns
- Assist with application intake, promotion, and delivery of NRCS and ECCD conservation programs
- Coordinate annual ECCD Local Work Group meetings and attend monthly board meetings
- Implement and support ECCD's native seed and tree programs
- Conduct outreach and education on ECCD's technical and financial assistance programs
- Maintain organized records and reports NRCS and ECCD projects
- Regular travel within Eagle County and to the NRCS office in Glenwood Springs (Garfield) is required. A district vehicle may be available for official use, or mileage will be reimbursed at the government rate.

Required Qualifications

- Valid driver's license and ability to operate 4x4 vehicles and UTVs/ATVs on and off road
- Bachelor's degree (completed or in progress) in Natural Resources Management, Soil Science, Ecology, or related field
- Minimum of 1-2 years of experience in work-related field (agriculture, water conservation, forestry, conservation planning, natural resource management, and/or direct experience working with landowners)
- Experience conducting fieldwork (e.g. soil and vegetation sampling and habitat assessments)
- Proficiency in Microsoft Office and Google Workspace; familiarity with GIS software (ArcGIS Pro)
- Willingness to work outdoors and in variable conditions, with physical activity such as standing, bending, walking through rough and uneven terrain, and light lifting.
- Strong organizational and administrative skills; ability to manage multiple tasks and projects independently
- Excellent written and verbal communication skills; comfortable working with diverse partners, contractors, and landowners
- Ability to communicate technical and scientific information to non-technical audiences
- Demonstrated ability to approach natural resource issues with objectivity and professionalism
- Knowledge of diverse viewpoints related to conservation, land use, and resource management
- Technical writing proficiency, particularly for reports and conservation plans
- Self-motivated and able to identify tasks, problems, and solutions independently

Preferred Qualifications

- Experience with federal conservation programs (EQIP, CSP, etc.)
- Knowledge of water policy, ditch and irrigation systems, and water-use efficiency in agricultural settings
- Preliminary surveying for ditch & irrigation equipment
- Experience managing agricultural activities including livestock, vegetation, water resources, and mitigating conflicts between wildlife and livestock
- Experience in managing forestry and/or wildfire mitigation projects
- Familiarity with vegetation and noxious weed identification, and management within the Intermountain West region
- Experience collaborating with local government agencies, producers, and conservation partners (e.g., BLM, USFS, CSU Extension)



- Experience engaging with diverse stakeholders through structured meetings, presentations, and collaborative discussions

ECCD encourages applications from candidates who are passionate about conservation and eager to learn, even if they do not meet every qualification listed

Additional Information

Professional Development: The Land Management and Conservation Specialist will have opportunities to work with a range of natural resource professionals and agencies. Successful performance may lead to long-term employment with benefits through ECCD.

Housing: Candidates must reside in or secure housing within Eagle or Garfield County.

How to Apply: Please send a cover letter, resume or CV, and contact information for 3 references to Conservation@ECCDistrict.org. Interviews will be scheduled on a rolling basis until the position is filled.

Eagle County Conservation District is an Equal Opportunity Employer. Applicants will be considered without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or veteran status

Eagle County Conservation District

PO Box 360, Eagle, CO 81631

ECCDistrict.org

Conservation@ECCDistrict.org

(970) 236-6215