



GUNNISON CONSERVATION DISTRICT

District Conservation Technician

Employment Opportunity — Full-Time

Job Title: District Conservation Technician (DCT)

Organization: Gunnison Conservation District (GCD)

Location: Gunnison NRCS Field Office, Gunnison, Colorado (serving Gunnison, Saguache, and Hinsdale Counties)

Status: Full-time, 40 hours/week

Compensation: \$30.59–\$34.00/hour (\$63,872–\$70,992/year), depending on experience. The starting rate applies during an initial four-month training and introductory period; the full rate takes effect upon its successful completion. This position is grant-funded and contingent on continued funding.

Application Review Begins: 8/17/2026; position open until filled.

About the Gunnison Conservation District

The Gunnison Conservation District works in partnership with the USDA Natural Resources Conservation Service (NRCS) and a broad network of local, state, and federal partners to conserve and enhance the natural resources of the upper Gunnison Basin. Operating within one of Colorado's most distinctive high-elevation landscapes, the District supports agricultural producers and private landowners in protecting working lands, restoring wet meadows and riparian systems, improving stream health, and sustaining habitat for species of concern, most notably the Gunnison sage-grouse.

The Gunnison Conservation District oversees numerous grants and projects across the Gunnison Basin, including the NFWF Conservation Partners Program (CPP), the CSCB District Conservation Technician grant, Gunnison County grants, Bureau of Reclamation (BOR) grants, the Biophilia Foundation grant, the NFWF RESTORE program, and the Bird Conservancy of the Rockies wet meadows grant. The DCT position is central to delivering this on-the-ground conservation work.

Position Overview

The District Conservation Technician delivers conservation technical assistance in the Gunnison NRCS Field Office service area. This is a professional, largely independent field position for a candidate who already understands the unique ecology of the Gunnison Basin and has hands-on experience with agricultural operations, soil health, wet meadows restoration, stream and riparian restoration, and sagebrush/sage-grouse habitat conservation work.

This position is grant-funded, primarily through the Colorado State Conservation Board (CSCB) District Conservation Technician program and is contingent on continued annual funding. In keeping with CSCB program requirements, a minimum of **80% of the technician's time** is dedicated to Farm Bill practice planning and implementation, the NRCS nine-step conservation planning process, and general conservation technical assistance (CTA) delivered to NRCS standards and specifications. Up to **20% of time** may be spent on other technical work that supports District programs including Sage Grouse Coordination with Gunnison County implantation of and District managed grants, provided field office conservation goals are being met.



Job authority is extended to the technician through NRCS, and the DCT may plan and sign off on approved conservation practices consistent with their experience while working on NRCS projects. The DCT reports to the District Manager and is supervised and evaluated by the GCD Board of Supervisors. As a small-district employee and ambassador, the DCT is expected to conduct themselves professionally, attend at least half of the District's Board meetings during the year, and support District outreach, education, and community events as needed.

Primary Responsibilities

- Deliver conservation technical assistance to landowners and agricultural producers across the Gunnison Basin, including Farm Bill program planning and implementation (e.g., EQIP, CSP, ACEP) and the NRCS nine-step conservation planning process.
- Conduct field assessments, site visits, and landscape-level monitoring, including plant identification, habitat typing, and evaluation of range, riparian, and wet meadow conditions.
- Plan, implement, and monitor wet meadows and stream/riparian restoration projects, including work supported through the NFWF RESTORE program (UGRWCD partnership), the Bureau of Reclamation restoration award, and partner grants.
- Support Gunnison sage-grouse habitat conservation, including habitat assessment and coordination with Gunnison County's Sage-Grouse Strategic committee and Gunnison County development review processes.
- Manage District held grants including reporting, contracting.
- Record and report workload monthly through NRCS database systems (in coordination with the NRCS Resource Team Lead) and the CSCB DCT activity tracker and contribute to quarterly reporting.
- Provide technical detail for grant applications and reporting and support District publicity efforts highlighting on-the-ground conservation accomplishments.
- Contribute to District outreach and education, including landowner and community workshops, youth education events, and newsletter articles, and support partner coordination and District conservation programs.
- Use technical tools such as ArcGIS, Web Soil Survey, Conservation Desktop, and ProTracts to plan, document, and report conservation work.

Qualifications

Required

- Bachelor's degree in wildlife biology, environmental management, natural resources, or a closely related field.
- Demonstrated ability and commitment to working directly with landowners, ranchers, and agricultural producers, building trust and delivering responsive, respectful technical assistance in the field and one-on-one.
- Demonstrated experience with wet meadows restoration and/or stream and riparian restoration projects.
- Familiarity with sagebrush ecosystems and wildlife habitat conservation, ideally including sage-grouse.
- Working knowledge of the Gunnison Basin's high-elevation environment, or comparable Western Colorado/mountain-valley conservation experience.



- Experience with grant-funded conservation projects and the associated technical reporting.
- Strong field skills, including the ability to perform physical fieldwork in uneven terrain and variable mountain weather.
- Western Colorado / high-elevation plant identification skills.
- Excellent technical writing and communication skills, and the ability to work both independently and as part of a team.
- Ability to prepare and deliver presentations on projects to landowners, partners, the Board, and the public.
- Strong willingness and ability to collaborate with District partners on shared projects and grants, including the Bird Conservancy of the Rockies, Upper Gunnison River Water Conservancy District (UGRWCD), Crested Butte Land Trust, Colorado Parks and Wildlife (CPW), Colorado State Forest Service, USDA Forest Service, Colorado State University Extension, Trout Unlimited, and the Bureau of Land Management (BLM).
- Valid Colorado driver's license and ability to pass a federal background check (required for access to NRCS systems and vehicles).

Preferred

- Prior experience delivering NRCS Farm Bill programs and/or the nine-step conservation planning process.
- Proficiency with GIS (ArcGIS/QGIS) and NRCS software platforms (Conservation Desktop, ProTracts, Web Soil Survey).
- Existing local knowledge of, and relationships within, the Gunnison Basin conservation community.
- Interest in and willingness to collaborate with a future part-time District Forestry Program Manager as the District explores building a forestry program (a separately funded position, not funded through the CSCB DCT award).

Schedule, Compensation, and Leave

This is a full-time, 40-hour-per-week position. The District offers a maxi-flex schedule: typical core hours are 8:00 a.m.–5:00 p.m., Monday–Friday, with the flexibility to flex hours to accommodate time off. Some evenings and weekends may be required to attend District's Board meetings, and support District outreach, education, and community events as needed. Occasional overtime may be requested a limited number of times per year, within reason, or may be flexed.

Compensation is \$30.59–\$34.00/hour (\$63,872–\$70,992/year), depending on experience. New hires begin at the starting rate during an initial four-month training and introductory period and move to the full rate upon its successful completion. The District provides paid sick time each year (granted annually, not accrued) and participates in Colorado's Family and Medical Leave Insurance (FAMLI) program. Additional benefits are not offered at this time, but the District is committed to exploring added benefits as grant funding allows.

This pay range reflects the value the District places on this role and the strength of its recent grant success — the result of dedicated work by District staff. Continued strong performance, particularly in securing and delivering grant funding, will support continued growth in compensation and benefits over time.

This position is grant-funded, and its continuation is contingent on annual funding allocations.



How to Apply

Please submit a resume, a one-page cover letter describing your qualifications and relevant project experience, and at least two professional references to:

Tonya Carr, District Manager

Gunnison Conservation District

Email: gunnisoncd2006@gmail.com

Phone: (970) 596-7317

210 W Spencer Ave, Suite A, Gunnison, CO 81230

Application review will begin August 17th 2026, and the position will remain open until filled. A federal background check is required as a condition of employment.

The Gunnison Conservation District is an equal opportunity employer. All applicants will be considered without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, or veteran status.