

POSITION DESCRIPTION



Title:	Playa & Water Conservation Outreach Specialist
FLSA Status:	Full-Time / Exempt / Salary
Reports to:	Wetland Program Manager
Direct Reports:	None
Location:	Fort Collins, CO or remote in Eastern Colorado
Salary:	\$62,000 – 72,000, commensurate with experience
Benefits:	This is a full-time position with a comprehensive benefits package (paid time off, 403b retirement plan, health, dental and vision insurance)
Start Date:	October/ November

About the Organization: Bird Conservancy of the Rockies (Bird Conservancy) is a 501-c(3) non-profit headquartered at the Environmental Learning Center at Barr Lake State Park with a satellite office in Fort Collins and fieldwork outposts in the Great Plains Region and Intermountain West. We conserve birds and their habitats through an integrated approach of Science, Education, and Stewardship. Our work radiates from the Rockies to the Great Plains, Mexico and beyond.

Position Overview: We are seeking a Playa & Water Conservation Outreach Specialist to engage local communities across Colorado and help them support the integration of playa restoration into local and regional water planning efforts. This position will build on previous water conservation efforts and Tomorrow's Water models used in Kansas, New Mexico, and Texas by using and adapting existing messages, products, and tools. It is one of eight outreach positions working to expand Tomorrow's Water across five states, with guidance from a project coordinator and in collaboration with the other positions.

Tomorrow's Water is an adaptive, collaborative process that helps local communities, including agricultural producers in the surrounding counties, partner with conservation organizations to create an actionable plan to ensure a clean and sustainable water supply by incorporating playa conservation as part of broader water quantity and quality efforts. The Outreach Specialist will play a central role in advancing this model at the community level by engaging stakeholders, building relationships, and translating conservation goals into on-the-ground actions. Using this plan, landowners in the community use conservation programs to voluntarily restore playas near municipal and domestic wells and reach sustainable levels of irrigation. Learn more at TomorrowsWater.org.

The Outreach Specialist is responsible for 1) expanding Tomorrow's Water to communities over the Ogallala Aquifer that also have a high density of playas to provide water for current and future generations, and 2) using funding from local, state, and Farm Bill conservation programs to restore playas and surrounding grassland buffers to provide groundwater recharge to support those communities including agricultural producers in the surrounding counties.

Tomorrow's Water relies heavily on a large partnership throughout the region; thus, the successful candidate will have the skills to work with a large variety of partners across state agencies, water management districts, wildlife-focused nonprofits and local communities – including government, conservation districts and landowners – and be able to bring them all together to achieve playa and water conservation goals. The successful candidate will be an effective communicator, highly organized, and able to oversee many moving pieces and tracking results while meeting various deadlines and goals.

Essential Job Duties and Responsibilities:

- Implement and engage stakeholders in Tomorrow's Water, a strategic collaborative regional conservation initiative in partnership with the Tomorrow's water coordinator.
- Maintain and bolster cooperative and working relationships with landowners and other stakeholders within local communities, public and private organizations, state agencies, and wildlife-focused nonprofits.
- Lead, develop, and deliver outreach, workshops, trainings and informational campaigns to educate local communities about Tomorrow's water and playa conservation.
- Support the implementation of playa restoration projects in Colorado.
- Support landowners in navigating and applying for local, state, and federal conservation programs, including Farm Bill funding to deliver playa conservation projects.

Other Duties:

- Work with partners to adapt and apply communication tools and messages that support Tomorrow's Water.
- Collaborate with other Outreach Specialist positions to ensure a coordinated effort across the region and learn from other successful engagement strategies.
- Maintain an efficient and effective schedule of travel to support the implementation of Tomorrow's Water by engaged communities.
- Monitor progress toward goals, ensuring deliverables are met and reports are submitted on time.

Knowledge, Skills and Experience required (unless otherwise noted):

- Bachelor's degree in communications, social science, community organization, environmental science, conservation biology, or related field and 5 years related experience.
- Desired 2-4 years' experience in a related field with progressive responsibility and demonstrated success.
- Demonstrated ability to work independently, take initiative, multitask efficiently, and coordinate with a broad team of partners.
- Excellent written and verbal communication skills including both interpersonal interactions and group presentations.
- Proven ability to translate complex concepts into succinct, clear, accessible language for a variety of audiences.
- Ability to work effectively and communicate with a variety of people in both rural and urban situations.
- Exhibit a professional and resourceful style that includes tact, sensitivity, flexibility and the ability to listen to and understand different perspectives.
- Able to think creatively and develop innovative solutions.
- Knowledge of community engagement tools and techniques.
- Proven ability to prioritize and manage projects with strong organizational, planning and time management abilities.
- Strong attention to detail while still maintaining an eye on the big picture.
- Demonstrated ability to leverage expertise, programs, and tools from a variety of sources to fulfill project objectives.

Additional Desired Qualifications

- Experience in community organizing, particularly at the grassroots level.
- Knowledge of and experience with agricultural operations, particularly irrigated systems.
- Experience in grant writing or interest in developing grant proposals.
- Ability to co-brand Tomorrow's Water with PLJV and partner organizations, while maintaining brand consistency.

- Detailed knowledge of landscape and/or wildlife ecology, and other facets of ecological science utilized in strategic habitat and landscape conservation.
- Demonstrated ability to collaborate with habitat managers, conservation administrators, and local communities.
- Proficient in Google Workspace applications, Adobe InDesign, and Basecamp or other project management software is an asset.
- Bilingual and able to read, write and speak Spanish proficiently.

Physical Demands / Work Environment:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Ability to work in a standard office setting, with considerable sitting, standing and viewing of computer screens
- Extensive travel to Eastern Colorado is expected
- Mid-level stress
- Requires reaching continually throughout the workday (mouse, keyboard, telephone)
- Must possess and maintain a valid state driver's license.

This position may need to conduct off-site meetings and evaluations that may include traversing wet, rough, uneven, or rocky surfaces in hot, cold, dry, or humid environments

Material and Equipment Directly Used:

- Standard office equipment (e.g. laptop, printers); PC with MS Office software applications
- Various habitat restoration and enhancement materials (e.g. stock tank ladders, fence markers)
- Navigate to field sites and record data using GPS, smartphones, tablets, or other technology

Equal Opportunity Employer:

Bird Conservancy of the Rockies is a bias-conscious employer. We ask that you please avoid the use of photos when submitting a resume and/or an application for employment. You will receive an email acknowledgment when you have successfully applied. Your completed application will be forwarded to the hiring manager. You will be notified if you are selected for further testing or interviews. **Post-offer background check required.**

Studies have shown that underrepresented groups, including women and people of color, are less likely to apply for jobs unless they believe they can perform every job description task. We are most interested in finding the best candidate for the job from diverse backgrounds and with attention to lived experience. Bird Conservancy of the Rockies will consider an equivalent combination of knowledge, skills, education, and experience to meet minimum qualifications. If you are interested in applying, we encourage you to think broadly about your background and skill set for the role.

Bird Conservancy of the Rockies is an Equal Opportunity Employer. Applicants are considered for positions for which they have applied without regard to gender identity or gender expression, race, color, religion, creed, national origin, ancestry, age, marital status, disability, sexual orientation, genetic information, pregnancy or other characteristics protected by law. For the purpose of Bird Conservancy's policy, "sexual orientation" means a person's actual or perceived orientation toward heterosexuality, homosexuality, bisexuality. Bird Conservancy of the Rockies will make special communication arrangements for persons with disabilities. Please call (303) 659-4348 for assistance.

To Apply:

Please submit your cover letter, resume and contacts for three references **in ONE document** to applicants@birdconservancy.org with "Playa Outreach Specialist_First Name_Last Name" in the subject line. Applications will be accepted and reviewed on a rolling basis until the position is filled. Preference will be given to those applications submitted before **September 21, 2025**.

NOTE: This job description is not intended to be an exhaustive list of all duties, responsibilities, or qualifications associated with the job. The employee will be required to follow any other instructions and to perform any other duties requested by their supervisor. Nothing in this job description shall create or is intended to create, or shall be construed to constitute a contract of employment, express or implied. Employees are held accountable for all duties of this job.