



## DIRECTOR: LAND CONSERVATION

*Mile High Youth Corps helps youth make a difference in themselves and in their communities through meaningful service opportunities and educational experiences.*

**Position Overview:** Mile High Youth Corps (MHYC) offers a leading compensation package including generous paid time off; comprehensive insurance coverage including health, dental, vision and life; 403b retirement; mental health and wellness support; professional development; hybrid work options; and a modified work schedule of 72 hours over 2 weeks (ex. one Friday off every 2 weeks).

For over 30 years, Mile High Youth Corps (MHYC) has transformed lives, communities and the environment through meaningful conservation-based youth workforce development and service programs. MHYC's Land Conservation program engages young adults, 18-24-years old, in hands-on environmental stewardship projects that protect natural resources across Colorado while providing practical field experience, professional development, and the chance to make a lasting impact on public lands. Based at our Denver headquarters, the Director of Land Conservation is responsible for directing MHYC's Land Conservation programs at its Denver, Southern Front Range and Eastern Plains locations.

**Reports to:** Chief Programs Officer

### **Hours & Compensation**

This is a full-time, 72 hours over 2 weeks, exempt position with a starting pay rate of \$60,000-\$70,000/year dependent on experience. Paid time off eligibility begins immediately upon hire. Medical, dental, vision and life benefits are available on the 1st of the month after working 30 days. Some evenings and weekend hours are required for Corps-related functions. This position requires occasional travel to regional offices in Colorado Springs and La Junta.

The position will be posted until April 13, 2026, or until filled

### **Areas of Responsibility**

#### **SUPERVISION, STAFF DEVELOPMENT & MANAGEMENT**

- Direct Land Conservation program staff in fulfilling MHYC's mission and strategic goals
- Provide consistent, proactive supervision and training opportunities for Land Conservation program regional managers and staff teams located in Denver, Colorado Springs and La Junta
- Provide staff with ongoing formative feedback; monitor, evaluate and document performance
- Ensure staff follow MHYC policies, procedures, guidelines and practices
- Lead Land Conservation staff recruiting and hiring

#### **PROGRAMS AND PROJECTS**

- Develop and sustain project partner relationships and cultivate new project opportunities
- Oversee fee-for-service and grant-funded contracting processes and procedures; support regional managers in the development and implementation of project scopes of work, contracts and billing, scheduling and communications
- Support program staff in learning and employing best practices in youth development program design and implementation, while meeting funder and organizational standards
- Develop, implement and monitor program and project evaluation tools and strategies to ensure quality outcomes and continuous improvement
- Develop, implement and oversee program risk management procedures, ensure adherence to policies and practices, and regularly assess program activities for risk



#### ADMINISTRATION

- Prepare, monitor and oversee annual program budgets and operating plans; prepare periodically updated budget forecasts
- Develop and oversee annual corpsmember and staff hiring plans
- Prepare, monitor and oversee regular (monthly, quarterly, and annual) program reports for internal and external stakeholders, with regular use of customer relationship management tools such as Salesforce
- Ensure program staff maintain compliance with regulatory agencies and third-party organizations such as Colorado Department of Agriculture's standards of reporting

#### ORGANIZATIONAL LEADERSHIP

- Promote agency mission and values in all activities
- Attend and participate in staff and community meetings and retreats
- Serve on organizational management and leadership teams as required
- Serve on internal advisory and working teams such as policy advisory/working groups, etc.
- Represent MHYC in partner meetings, community events, coalition and network meetings, etc.
- Other duties as assigned

*Mile High Youth Corps is committed to hiring candidates with unique backgrounds and perspectives. If you are interested in this position but are concerned that you do not meet all of the requirements or possess all of the necessary skills, or that prior convictions or your background might disqualify you, we encourage you to submit an application anyway.*

#### Qualifications

**Experience:** Three or more years of Land Conservation/Natural Resources program and project management, and supervisory experience; experience working or partnering with federal land management agencies (e.g., USFS, USFWS, BLM, NPS, etc.)

**Education:** Post-secondary degree or credential (BA/BS preferred)

#### Requirements:

- Desire to further Mile High Youth Corps' mission, vision and values
- Proven ability to foster a welcoming, safe and supportive environment for people of varied backgrounds
- Technical field skills mastery in one or more of the following areas: trail-building, landscaping, conservation work, general construction, and/or wildland firefighting
- Experience with safety procedures and operation of hand tools (shovel, Pulaski, hand saws, etc.), power tools (e.g. chainsaws, power drills, etc.), motorized equipment (e.g. wood-chipper, powered wheelbarrow, etc.)
- Youth and/or workforce development experience
- Ability to lift 50 lbs., spend 8 hours a day outdoors and hike 2 miles with a daypack and hand tools.
- Valid driver's license with insurable motor vehicle record (MVR)
- Able to legally work in the United States, which will be verified via the federal E-Verify program on the first day of employment
- Pre-employment background check required, including an FBI Background Check, which includes fingerprinting. This position has recurring access to vulnerable populations.

#### Preferred Experience:

- Youth Corps and/or AmeriCorps experience



**To Apply:**

Candidates are asked to provide a resume including pertinent personal and/or professional experience. ***In the absence of specific work-related experience, applicants are encouraged to describe personal experience that pertains to position requirements in a cover letter.*** Send resume and cover letter to: [staffjobs@mhyc.net](mailto:staffjobs@mhyc.net) (include “**Director: Land Conservation**” in the email subject line). If you have questions about the position, please email: [staffjobs@mhyc.net](mailto:staffjobs@mhyc.net).

*Mile High Youth Corps is committed to diversity in principle and practice, both in the community at large and within the organization. We are, therefore, committed to having our internal operations and employment practices administered on a non-discriminating basis inclusive of, but not limited to, race, color, hairstyle (hair texture, hair type, or a protective hairstyle that is commonly or historically associated with race), sex (including pregnancy, childbirth or related medical conditions, and breast feeding) or gender, age, religion (including, but not limited to, religious dress and grooming practices), pregnancy, color, creed, citizenship, national origin or ancestry, ethnicity, mental or physical disability, medical condition, veteran status, military or veteran status, family care or leave status, familial status, marital status, sexual orientation, sexual and reproductive health decisions, gender identity, genetic information or any other characteristic protected by law or any other consideration made unlawful by federal, state or local laws (together, these are referred to as “Protected Characteristics”), including Title VI of the Civil Rights Act of 1964, as amended. Every effort shall be made to grant reasonable accommodation for qualified people with disabilities to participate in this AmeriCorps program.*

***More information can be found at [www.milehighyouthcorps.org](http://www.milehighyouthcorps.org)***