



**Arkansas River
Watershed**
Collaborative

Lake County Watershed Coordinator

Posted Date: August 12, 2026

Closing Date: Open until filled; early application encouraged

Work Arrangement: Home office based in Lake County, Colorado. Some travel required

Job Classification: Full-Time, Hourly (Non-Exempt)

Location: Lake County, Colorado

Supervisor: Executive Director

Compensation: \$26-30 per hour (\$54,080-\$62,400/year), based on experience

Position Overview

The Arkansas River Watershed Collaborative (ARWC) seeks a motivated individual to forest and watershed health projects across Lake County, Colorado. Reporting to the Executive Director (ED), the Lake County Watershed Coordinator (LCWC) will coordinate on-the-ground watershed projects, build relationships agency and community partners, and support ARWC's growing portfolio of landscape-scale restoration and planning work. Projects include the Upper Arkansas Comprehensive Watershed Restoration project, Willow Fire Recovery, River Watch, CO Strategic Wildfire Protection Plan, and the Headwaters Wildfire Ready Action Plan. Required in-person River Watch training October 28-31.

The LCWC will oversee planning, on-the-ground implementation, and comprehensive monitoring and reporting for projects in Lake County and the headwaters of Arkansas Basin. Our ideal candidate will have experience in natural resource management, environmental science, hydrology, or another similar area. Our ideal candidate has worked with a diverse set of partners to coordinate successful conservation projects in the past, has excellent interpersonal and communication skills, and has the flexibility and enthusiasm to help colleagues with complex projects. They thrive working with others in public, office, and field.

ARWC is growing, and this role offers real opportunity to develop professionally while doing meaningful work for the communities and landscapes of the Arkansas Basin.

About ARWC

The Arkansas River Watershed Collaborative (ARWC) unites partners and communities across Colorado's Arkansas River Basin to restore landscapes, reduce wildfire risk, and protect water resources. From proactive forest health treatments and stream restoration to community engagement and education, ARWC works across 28,000 square miles — from Leadville to the Kansas border — to build a more resilient basin. We're a small, mission-driven team doing big work: strengthening forest resilience, restoring watersheds, and empowering the communities that depend on them. Learn more at arkcollaborative.org.

Core Responsibilities

Program Coordination (50%)

- Implement ARWC watershed projects in Lake County such as CA Gulch culvert replacements and fire recovery work
- Work with government and nonprofit partners to develop and execute innovative projects.
- Assist ARWC forester with mitigation projects, including planning, fieldwork, and reporting.
- Participate in community outreach and collaboration efforts related to water quality, restoration, and forest health.
- Support local Community Wildfire Protection Plans and other collaborative planning efforts such as the Lake County Wildfire Ready Watershed program.

Project Development (25%)

- Cultivate and enhance community partnerships to advance new projects and a shared vision throughout the basin.
- Work with government and nonprofit partners to develop new and innovative projects.
- See out new funding sources and grant opportunities.

Monitoring and Evaluation (10%)

- Conduct site visits for progress evaluation, data collection, and documentation purposes.
- Analyze collected data to determine project efficacy and prepare comprehensive reports

Administrative & Other Duties (15%)

- Support budgeting process, grant preparation, and reporting in collaboration with the Executive Director.
- Maintain systems to organize project records and ensure timelines and deliverables are met
- Develop and follow safety protocols for fieldwork including working alone, driving, and using tools.
- Assist colleagues with projects across the basin, as needed.

Minimum Requirements

- Two years of demonstrated and relevant experience in Natural Resource Management, Environmental Science, Hydrology, or another similar field.
- Demonstrated ability to coordinate multiple projects and tasks efficiently, even in

- a demanding environment, while consistently meeting objectives and deadlines.
- Exhibit excellent interpersonal skills, a commitment to team collaboration, and the ability to operate independently in a self-directed environment.
- Experience coordinating projects with a diverse range of partners.
- Must possess a valid driver's license and be willing to travel and use a personal vehicle, as necessary, to perform work-related activities – travel expenses will be reimbursed.
- Job duties are in various settings, including office, vehicle, or outdoors in all possible weather conditions. You must possess the physical ability to hike through Colorado's varied landscapes and travel via vehicle over rough terrain, sometimes in remote locations and in varying weather conditions. You must be able to stand, sit, walk, talk, or listen for extended periods. You may be required to carry up to 50 pounds for 100 feet.
- Successful applicants must be able to pass a background check before beginning work.
- Proficiency with Microsoft Office, Google Suite, other typical office software

Preferred Qualifications

- Demonstrated understanding of the principles of natural resources management in the Mountain West
- Bachelor's degree in a relevant field preferred.
- Experience with volunteer management, team leadership, and/or oversight of contractors.
- Experience or willingness to learn using forestry hand and power tools
- Proficiency with ESRI, GPS, and data collection apps (ArcGIS Collector, Survey123) and experience with online platforms for grant applications and report submissions.

Joining ARWC means...

- A chance to be part of a small but mighty team with opportunities to grow and learn.
- A significant role in a nonprofit that's making a tangible impact on the Arkansas River Basin's future.
- A position with travel and the flexibility of a hybrid work arrangement

Location

To best serve the needs of our basin, ARWC employees are located throughout the organization's service territory. Staff work primarily from home offices and travel to project sites when necessary. We also have dedicated office space at Colorado Mountain College, Leadville campus. This position will largely be responsible for projects in Lake County but travel to adjacent counties or other parts of the state may be required. Preference will be given to candidates residing in or near Lake County, Colorado. Potential relocation assistance may be available to highly qualified candidates.

Compensation and Benefits

This is a full-time, hourly position with an average of 40 hours/week. Compensation is commensurate with qualifications and experience, but we anticipate hiring between \$26

and \$30/hour. ARWC offers a generous benefits package, including health insurance, life and disability insurance, paid time off (sick, vacation, holidays), SIMPLE IRA matching contributions, and flexible work arrangements.

How to Apply: This position is open until filled, but preference will be given to candidates who apply by August 24. Early applications are strongly recommended. Applicants should submit 1) a cover letter, 2) resume (max 3 pages), and 3) list of 3 references (in a single pdf) by e-mail to jobs@arkcollaborative.org with the subject line: "Lake County Watershed Coordinator". References will only be contacted if you are selected for a final interview.

Please respond to the following questions in your cover letter

1. Why does watershed health work in Colorado matter to you?
2. Please describe your experience relevant to the position's core responsibilities.
3. Why are you interested in working for ARWC?