

NEW MEXICO LAND CONSERVANCY

Conserving Land. Preserving Heritage.

Stewardship & Engagement Associate

Application deadline: January 31, 2026.

Join Our Team

The New Mexico Land Conservancy (NMLC) is seeking a motivated, thoughtful, and relationship-oriented Stewardship & Engagement Associate to support conservation easement monitoring while also expanding NMLC's outreach, landowner engagement, and Tribal relationship-building efforts across New Mexico.

This position reflects the evolving role of stewardship within land trusts, one that values not only compliance and monitoring, but also trust-based relationships, cultural awareness, and proactive engagement with landowners, Tribal communities, and partners. The Associate will work closely with the Stewardship Manager and broader NMLC staff to ensure conservation values are protected while strengthening long-term relationships across diverse landscapes and communities.

Organization Overview

Founded in 2002, the New Mexico Land Conservancy is a nonprofit land trust dedicated to preserving the state's land heritage by helping people conserve the places they cherish. NMLC has protected over 700,000 acres across New Mexico and southeastern Arizona, including working ranches, wildlife habitat, water resources, cultural landscapes, and scenic open spaces. With a long-term goal of conserving one million acres, NMLC is committed to stewardship practices that honor land, people, and place.

Primary Functions & Responsibilities

Stewardship & Conservation Easement Monitoring (65%)

- Conduct on-site and remote monitoring of conservation easements using field visits, GIS-based tools, and remote sensing platforms.
- Engage directly with landowners during monitoring visits, answering questions, explaining easement terms, and supporting long-term stewardship relationships.
- Prepare clear, accurate annual monitoring reports and supporting documentation.
- Maintain organized electronic and physical stewardship records, including easement deeds, maps, photographs, correspondence, and ownership updates.
- Utilize ArcGIS, GPS, digital photography, and stewardship software platforms (e.g., Lens, Landscape) to support monitoring and documentation.
- Identify potential stewardship concerns and communicate findings to the Stewardship Manager in a timely and professional manner.

- Support care and readiness of NMLC field vehicles and equipment.

Landowner Engagement (25%)

- Support outreach to current and prospective landowners, clearly communicating NMLC's mission, stewardship role, and long-term partnership approach to land conservation.
- Prepare and support landowner communications, including newsletters, stewardship updates, educational materials, informational mailings, and introductory outreach materials for prospective landowners.
- Participate in landowner meetings, workshops, site visits, community events, and outreach activities that strengthen NMLC's statewide presence and visibility.
- Support NMLC events, such as speaker series, workshops, open houses, and other special events, as necessary.

Tribal Relationship Building & Cultural Engagement Support (10%)

- Support NMLC leadership and the Stewardship Manager in building and maintaining respectful, long-term relationships with Tribal governments, departments, and communities.
- Participate in relevant training or learning opportunities related to Tribal consultation, cultural landscapes, and inclusive stewardship practices, as available.

Position Requirements

- Bachelor's degree or demonstrated experience in Natural Resource Management, Conservation Management, Agriculture, Forestry, Environmental Studies, Geography, Planning, Indigenous studies, Cultural Resource Management, Anthropology, or a related field.
- Strong interest in land conservation, stewardship, and relationship-based work.
- Experience living and working in New Mexico, particularly an ability to work with rural, agricultural landowners, traditional communities, and Tribes and Pueblos.
- Experience driving high-clearance or four-wheel-drive vehicles; basic vehicle knowledge a plus.
- Proficiency in Microsoft Office and Google Workspace (Word, Excel, Outlook/Gmail, Acrobat), including the ability to organize, review, and maintain accurate digital records.
- Working knowledge of GPS data collection and field navigation, including waypoint collection, track logging, and basic data management.
- Experience using ArcGIS or comparable GIS platforms to view, edit, and interpret spatial data, maps, and aerial imagery.
- Ability to learn and follow standardized monitoring protocols, file management systems, and data entry procedures.
- Collaborative approach to decision-making based on team input.
- Kind, generous, and professional attitude towards colleagues and stakeholders.

- Ability to exercise good judgment and discretion, particularly when handling confidential information or representing NMLC in the field or public settings.
- Excellent written and verbal communication skills, with the ability to convey technical information. Strong listening and facilitation skills, with comfort navigating sensitive, complex, or potentially challenging conversations while maintaining trust, professionalism, and organizational credibility.
- Valid NM driver's license with clean driving record.
- Willingness to travel extensively throughout New Mexico, including overnight trips and occasional weekend work (NMLC company vehicle and insurance provided).

Benefits of the Position

- Salary range is \$60,000-\$70,000, commensurate with experience.
- Annual opportunities for professional development such as workshops, conferences, etc.
- This is a full-time, salaried position based in Santa Fe.
- Three weeks annual leave plus designated federal and company holidays.
- Presbyterian group health insurance plan and Flexible Spending Account (FSA).
- Eligibility to participate in organization's employer-matching retirement plan after one year of employment.
- NMLC is an equal opportunity employer and provides a smoke-free, drug-free workplace.
- NMLC is committed to offering accommodation for qualified individuals with disabilities in our job application process. If you need assistance or an accommodation due to a disability, please send a note to admin@nmlandconservancy.org with Request for Accommodation in the subject line.

How to Apply

Please submit a cover letter and resume including 3 references as a single document titled "Stewardship and Engagement Associate 2026 [NAME]" electronically to cbustillos@nmlandconservancy.org by January 31, 2026.

No phone calls will be taken regarding this job announcement. Candidates will be notified regarding the status of their applications. For further information about the organization please visit NMLC's website: <https://nmlandconservancy.org/>