



Position Title: Assistant Herd Manager

Employment Type: Hourly, Full-time, Permanent

Location: Redwing Ranch, located outside of Gardner, Huerfano County, Colorado.

About Redwing Ranch: At Redwing Ranch, we manage for the sweet spot, where land, livestock, and people all thrive together. We integrate adaptive livestock management, ecological stewardship, and hands-on education to build a resilient and profitable ranching operation. The ranch encompasses 4,200 acres of diverse terrain, including irrigated pasture, shortgrass prairie, sagebrush, piñon, and pine forests, ranging in elevation from 7,200 to 8,600 feet along the Huerfano River. Located in Southern Colorado, an hour west of Walsenburg and an hour south of Westcliffe, our work is rooted in the belief that ecological health, animal performance, and human well-being are deeply interconnected. Join a dynamic and purpose-driven team!

Position Description: We're seeking an **Assistant Herd Manager** to support the Ranch Manager in adaptive grazing planning and implementation, fence building and maintenance, ditch irrigation, infrastructure upkeep, and general ranch operations. This position is ideal for someone energetic, curious, and hands-on, someone who enjoys working outdoors, can operate independently, and is eager to learn regenerative grazing and stockmanship principles. This is **not a cowboy job**. The role offers the opportunity to gain experience in holistic land and livestock management and contribute to a forward-thinking ranching operation. Benefits include accrued vacation and sick leave, six holidays, a phone stipend, and furnished on-ranch housing.

Primary duties include, but are not limited to:

Livestock Management

- Assist with adaptive grazing planning, documentation, implementation and adaptation.
- Care for livestock daily, including water management and herd health (doctoring as needed).
- Assisting with regular monitoring and evaluation of pastures and livestock for decision-making and planning.
- Move cattle between pastures on foot, ATV, and horseback.
- Handle livestock in corrals and pastures.
- Working with and riding ranch horses regularly.

Infrastructure & Irrigation

- Build and repair temporary and permanent fencing.
- Conduct flood irrigation on ~600 acres; maintain records and collaborate with neighbors.
- Maintain and repair ranch infrastructure, including fencing, water systems, roads, and outbuildings.

Land & Equipment

- Participate in fire mitigation and fuel management.
- Operate and maintain vehicles and equipment.
- Mow and maintain areas around buildings for fire mitigation.

Team & Administrative

- Participation in weekly staff meetings (WITB).
- Participation in business planning meetings (WOTB), as appropriate.
- Assist with custom grazing invoicing and event preparation as needed.
- Maintain accurate records for cattle health, feed/salt/mineral inventory, and irrigation use.

Qualifications & Competencies:

The ideal candidate is dependable, motivated by meaningful work, and eager to learn regenerative ranching methods.

- Physically capable of, and willing to commit to, long days and physical work.
- Strong communication skills and ability to ask for help when needed.
- Ability to manage professional and healthy relationships with co-workers, partners, and neighbors.
- Organized, safety-conscious, and attentive to detail.
- Technologically competent (smartphone, Google Suite, digital recordkeeping).
- Safety-conscious with a good record of safety practices and willingness to use PPE and follow safety protocols.
- Basic horsemanship and confidence working around horses.
- Honest, hardworking, and curious about continuous learning.
- Resourceful, interested in new grazing and land management concepts, and has a desire to learn new skills.
- Has honesty, integrity, intellect, work ethic, and passion for the work.
- Willingness to live on the ranch full-time (conditional on employment) and have a flexible schedule for adapting the work week.
- Clean driving record and legally able to work in the United States for any employer.

Preferred Experience (Training Provided as Needed):

- Experience/interest with regenerative grazing concepts and stockmanship.
- Experience/interest in grazing planning and adaptive pasture management.
- Comfortable operating equipment (skid steer, backhoe, mini-ex), using tools, and working in inclement weather.
- Mechanical maintenance and repair experience.
- Experience using GPS and GIS in the field and in the office.

Details of Employment:

- **Start Date:** Flexible, no sooner than **January 20, 2026**
- **Compensation:** \$16/hour with overtime
- **Benefits:** 10 days accrued vacation, ~8 days accrued sick leave, cost-shared health insurance, professional development budget, furnished on-site housing.

- Cost-shared health insurance is available.
- A professional development budget is provided to each employee.
- On-ranch housing for the duration of the position, contingent on employment. Furnishings will be provided.
- General work schedule of 5 days/week (M-F) with uncertain and changing hours dictated by livestock and operational needs, and will include some weekends of chores only.
- Use of shared ranch vehicles, sxs/atvs, and ranch horses. Employees will not be required to use a personal vehicle for ranch work. Ranch vehicles are for ranch use only.
- Use of a personal horse during work hours is not compatible with Redwing's operation. Keeping a personal horse on site is negotiable.
- Employee must have a personal vehicle.
- Work may involve dusty conditions and exposure to airborne particles in both indoor and outdoor settings.
- Employee will often need to lift and carry 50+ pounds.
- Terrain and daily work conditions will vary. Work duties will include walking, climbing, and working in uneven ground conditions, as well as in inclement weather.
- Workers' Compensation: if you are injured while working, you are covered by Redwing Ranch LLC's ranch policy.
- The Ranch Manager supervises this position.

Interested Applicants can send a **letter of interest and resume** to Redwing Ranch at fiona@redwingranch.farm. No calls, please.