REDWING RANCH

GRAZING FORWARD, TOGETHER | COLORADO

Assistant Manager

Hourly, Full-time, Permanent | Redwing Ranch, outside of Gardner, 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, profitable ranching operation.

The ranch covers 4,200 acres of irrigated pasture, shortgrass prairie, sagebrush, piñon, and pine forest, from 7,200 to 8,600 feet along the Huerfano River. We're 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, purpose-driven team.

The Position

We're seeking an Assistant Manager to support the Ranch Manager in our livestock operations and overall ranch operations. This position is ideal for someone energetic, curious, and hands-on, who enjoys working outdoors, can operate independently, communicates well, and is eager to apply regenerative grazing and effective stockmanship principles.

This is not a cowboying job. It is a management-oriented ranch position that requires both a willingness to work hard and an interest in understanding the *why* behind the work. You'll learn to think beyond individual tasks and consider how daily decisions affect livestock performance, forage utilization, land health, labor, equipment, cash flow, and the ranch's overall profitability and resilience. You'll gain experience in adaptive grazing, holistic land and livestock management, effective stockmanship, ranch business operations, and practical decision-making. This position has significant growth potential within Redwing Ranch's expanding business.

Primary Duties

Livestock Management

- Assist with adaptive grazing planning, documentation, implementation, monitoring, and adaptation.
- Care for livestock daily, including herd health and doctoring as needed.

- Keep accurate livestock and herd health records.
- Monitor livestock performance, condition, behavior, and grazing patterns, and help evaluate pastures and livestock to adapt grazing and marketing plans.
- Move cattle between pastures on foot, ATV, and horseback; work with and ride ranch horses regularly.
- Use effective stockmanship for all livestock work.

Ranch Management & Decision-Making

- Help evaluate decisions with both an ecological and economic lens.
- Develop an understanding of how management decisions affect animal performance, forage utilization, labor, costs, cash flow, and ranch economics.
- Learn to distinguish activities that are merely productive from those that create meaningful business value.

Infrastructure & Irrigation

- Build and repair temporary and permanent fencing.
- Seasonally flood irrigate approximately 600 acres; keep records and collaborate with neighbors on shared ditches.
- Maintain and repair fencing, water systems, roads, and outbuildings.
- Identify infrastructure problems early and communicate them before they become bigger or more expensive.

Land & Equipment

- Participate in fire mitigation and fuel management across the ranch.
- Operate and maintain ranch vehicles and equipment.
- Use equipment, tools, and infrastructure thoughtfully, safely, and efficiently, with an understanding of the costs of use, maintenance, repair, and replacement.

Team & Administrative

- Participate in weekly staff meetings (Working In the Business) and, as appropriate, business planning meetings (Working On The Business).
- Assist with custom grazing invoicing and event preparation as needed.
- Maintain accurate records for cattle health, feed/mineral inventory, and irrigation use.
- Communicate clearly and regularly with the Ranch Manager and team about livestock, pastures, infrastructure, equipment, and emerging problems. Ask for help when needed while building the ability to work through problems independently.

Qualifications & Competencies

The ideal candidate is honest, dependable, motivated by meaningful work, eager to learn regenerative ranching methods, and wants to be engaged in the business side of ranching. We value someone who:

- Familiar with regenerative grazing, effective stockmanship, grazing planning, and adaptive pasture management concepts.
- Has experience working with large herds of cattle.
- Is competent in assessing livestock health and condition on a regular basis.
- Is technologically competent, including smartphones, Google Suite, and digital recordkeeping.
- Mechanical maintenance and repair experience with vehicles and heavy equipment.
- Pays attention to details, is organized and safety-conscious, and follows through on commitments.
- Communicates well and maintains professional, healthy relationships with coworkers, partners, and neighbors.
- Is interested in the relationship between land health, livestock performance, and profitability.
- Learns from successes and mistakes, and is comfortable receiving feedback and changing course when new information warrants it.
- Thinks like an owner and takes responsibility for the outcome of their work.

Physical & Work Requirements

- Ability and willingness to commit to long days and physical work outdoors, including variable and sometimes difficult weather.
- Ability to safely lift and carry 50+ pounds, and to walk, climb, and work on uneven terrain.
- Willingness to work around livestock, machinery, dust, airborne particles, and other normal ranch hazards.
- Willingness to live on the ranch full-time (conditional on employment) and keep a flexible schedule responsive to livestock and operational needs.
- Clean driving record and legal authorization to work in the United States for any employer.
- Intermediate horsemanship skills.

Preferred Experience

Training provided as needed.

- Operation of heavy equipment such as a skid steer, backhoe, and mini-excavator.

- GPS/GIS experience in the field and office.
- Experience with livestock recordkeeping or digital agricultural record systems.

Details of Employment

Start Date: Flexible - March 2027

Compensation: $20 - 24/hour with overtime

Benefits

- Paid time off: 10 days accrued vacation and approximately 8 days accrued sick leave, annually
- Cost-shared health insurance and employer contributions to Simple IRA
- Professional development budget
- Cost share on personal cell phone and access to work computer
- Furnished on-site housing for the duration of employment, contingent on employment.

Additional details

- Schedule is generally Monday–Friday, with uncertain and changing hours dictated by livestock and operational needs. Responsible for ‘weekend chores’ two weekends a month.
- Shared ranch vehicles, SxS/ATVs, and ranch horses are provided for ranch use only. You won’t be required to use a personal vehicle for ranch work, but you must have one.
- Use and boarding of a personal horse (gelding) is negotiable.
- Employees injured while working are covered by Redwing Ranch’s workers’ compensation policy.
- The Ranch Manager supervises this position.
- There may be opportunity for a spouse to be involved in day work or other contract activities, depending on experience/skills.

To Apply

Email a personalized cover letter and resume as PDFs to fiona@redwingranch.farm. No calls, please. Application Deadline: December 18, 2026.

Please name each file with your last name, first name, document type, and the position, like this: "Doe, John, Cover Letter, Assistant Manager" and "Doe, John, Resume, Assistant Manager".

Letters and resumes written with AI or that do not follow the above instructions will not be considered. Applications will be reviewed as they are received.