



Position Title: Ranch Hand

Employment Type: Hourly, Full time, Temporary-Seasonal

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

About Redwing Ranch: Redwing Ranch is a working ranch in the process of transitioning from conventional grazing to regenerative- and conservation-focused management. The ranch consists of 3,500 acres of varying terrain including the Huerfano River, irrigated hay pasture, short grass prairie, sage brush and pinon forests, at an average elevation of 7,800 ft. The ranch is in Southern Colorado on the east side of the Rockies, an hour west of Walsenburg and an hour south of Westcliffe. Come join our dynamic team that is implementing regenerative managed grazing!

Position Description: We are looking for a seasonal Ranch Hand to assist with cell/targeted grazing of a custom graze cattle herd (150-200 head), permanent and temporary fence building, ditch flood irrigation and general ranch infrastructure maintenance. This position is best suited for an individual who is energetic, excited to work outside, has an upbeat attitude and eager to learn, is comfortable working independently and able to follow through on a wide variety of tasks in variable weather and across a variety of terrains. This position will advance your knowledge in regenerative grazing and ecology. This is not a cowboying job. Furnished housing provided.

Primary duties include, but are not limited to:

- Assisting the Ranch Manager with the cattle grazing operation including:
 - Following the grazing plan and adapting as needed.
 - Daily care of livestock including water management, cattle well-being, salt and mineral supplies.
 - Building and repairing permanent barbed and temporary electric fence.
 - Moving cattle between pastures by foot or on ATV.
- Assisting with livestock handling and doctoring as needed.
- Assisting with regular monitoring and data collection of pastures and livestock.
- Assisting with annual irrigation of pastures and hay fields on ~400 acres and working with neighbors who share the ditch.
- Assisting with the repair of infrastructure and buildings as needed, including but not limited to fencing, livestock water systems, out buildings, residences, roads, irrigation ditch maintenance and use.
- Mowing around buildings and conducting targeted fuel maintenance.
- Using and conducting basic, regular maintenance of heavy equipment.
- Participation in weekly WITB meetings.
- Additional responsibilities as needed and per request.

Qualifications & Competencies:

- Physically capable of, and willing to commit to, long days and physical labor.
- Clear communication and ability to ask for help when needed.

- Good organizational skills and dedication to responsibilities.
- Problem solver willing to identify and address problems.
- Demonstrated competence with smart phones, Google Suite, digital record keeping and the use of other technology tools.
- Ability to manage professional and healthy relationships with co-workers, partners, and neighbors.
- Safety conscience with good record of safety practices and willingness to use PPE and follow safety protocols.
- Willingness to work long days and in inclement weather.
- 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.

Qualities & Skills Desired (but not required, training can be provided):

- Experience with regenerative grazing concepts and low stress stockmanship.
- Use of polywire and cell grazing.
- Comfortable operating equipment (skid steer, backhoe, mini-ex) and using power using tools.
- Mechanical maintenance and repair experience.
- Experience using GPS and GIS in the field and in the office.

Details of Employment:

- Position is May through the end of October, 2023. (Start can be somewhat flexible.)
- Hourly pay \$14-16/hr (based on experience) with overtime and 5 days accrued sick leave.
- General work schedule of 5 day work week that includes weekends, with uncertain and changing hours dictated by livestock and operational needs.
- Housing for the duration of the position, and contingent on employment. Furnishings will be provided. No pets allowed. Guests allowed on the ranch only with prior approval.
- Use of a shared ranch vehicle and an ATV. Employee will not be required to use a personal vehicle for ranch work. Ranch vehicles are for ranch use only.
- Employee must have a personal vehicle for getting to and from town for all personal needs. (Ranch is located 50 mins away from nearest grocery store and gas station.)
- Work may include dusty conditions and airborne particles in buildings and outdoor work.
- 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 and in inclement weather.
- Workers Compensation: if you are injured while working you are covered by Redwing Ranch LLC's ranch policy.
- Position is supervised by the Ranch Manager.

Application deadline April 19, 2023. Interested Applicants can send a **letter of interest and resume** to Redwing Ranch at fiona@redwingranch.farm. No calls please.