



JOB OPENING

PROGRAM OFFICER – NORTH CENTRAL

Great Outdoors Colorado (GOCO) invests a portion of Colorado Lottery proceeds to preserve and enhance the state's parks, trails, wildlife, rivers, and open spaces.

Our independent board awards competitive grants to local governments and land trusts and invests through Colorado Parks and Wildlife (CPW). Created by Colorado voters in 1992 through a constitutional amendment, GOCO has since invested \$1.7 billion in more than 5,900 projects across all 64 counties.

About the Position

The **Program Officer - North Central** serves GOCO's North Central region, which includes Chaffee, Eagle, Grand, Gunnison, Jackson, Routt, Summit, Lake, Park, and Pitkin counties, building trusted relationships with communities and partners to advance GOCO's mission.

This position implements GOCO's portfolio of grant programs and initiatives in the region, working collaboratively with regional partners on project development, building and stewarding cross-sector relationships, and developing a keen understanding of the needs and desires of communities throughout the region and around the state. The Program Officer supports partners throughout the grant cycle, fosters collaboration among diverse organizations, and helps connect communities to state and local resources. This position also contributes to GOCO's statewide strategies through cross-functional coordination, continuous learning, and active participation in organizational initiatives. The Program Officer applies strategic thinking and encourages in-depth community engagement to strengthen GOCO's efforts to make Colorado's outdoors accessible, resilient, and inclusive.

The Program Officer reports to the Assistant Director of Programs with frequent and substantive interaction with the Director of Programs, Executive Director, and the GOCO board.

Responsibilities

Program and Grant Implementation

- Collaborate with the Director and Assistant Director of Programs and fellow Program Officers to implement GOCO's full program portfolio, including twice-annual base programs (Land Acquisition, Community Impact, and Pathways).
- Lead or co-lead assigned annual, partner, or special programs (e.g., Generation Wild, RESTORE Colorado, Conservation Service Corps, CPW initiatives, Transaction Cost Assistance Program, tribal partnerships, and other emerging priorities).

- Support all phases of the grant cycle—from calendar development, outreach, concept, and application development, through review, recommendation, and post-award support.
- Evaluate and align partner projects with GOCO’s funding priorities and program values.
- Conduct site visits, assess proposals, and prepare grant recommendations for internal, peer, and board review.
- Prepare and present grant recommendations to the appropriate board committees and the full board.
- Work with finance and grants staff to administer awards, process modifications, and close out projects efficiently.
- Work with program staff and partners to ensure equitable access to GOCO funding and make grantmaking processes clear and efficient.

Partnership Development, Outreach, and Engagement

- Serve as GOCO’s primary contact and ambassador for partners and communities in the North Central region.
- Build and sustain strong relationships with local governments, land trusts, nonprofits, state and federal agencies, and other regional stakeholders.
- Facilitate collaboration across partners to leverage funding, technical assistance, and shared goals in conservation, recreation, and access.
- Engage partners to understand local needs and ensure GOCO’s core values—resource conservation, stewardship, community vitality, equitable access, and youth connections—are reflected in project ideas.
- Represent GOCO at regional meetings, public events, and state or national conferences; prepare and deliver presentations as needed.

Evaluation, Learning, and Program Development

- Contribute to ongoing evaluation of GOCO’s program portfolio to measure outcomes, demonstrate effectiveness, and identify areas for improvement.
- Participate in developing and implementing strategies to assess program impact and alignment with GOCO’s values.
- Support portfolio analyses and gap assessments to inform future grantmaking and program refinement.
- Share insights, best practices, and partner stories to strengthen organizational learning and transparency.

Collaboration and Communication

- Share expertise and regional insights with colleagues, board members, and partners.

- Clearly communicate opportunities, challenges, and recommendations internally and externally.
- Work with communications staff to develop program-related materials, success stories, and public engagement strategies.
- Represent GOCO at grantee events and coordinate staff or board participation as needed; work with communications staff to prepare speaking points, as necessary.
- Work collaboratively with the finance and operations team to administer the grants database and mapping functions.
- Perform other duties as assigned.

Minimum Qualifications

- Four years of demonstrated professional experience.
- A demonstrated commitment to customer service, a positive and constructive approach, a practice of working with others, and a proven ability to build relationships with people of diverse backgrounds, perspectives, and cultures.
- A commitment to furthering GOCO's mission to preserve, protect, and enhance the state's wildlife, park, river, trail, and open space heritage.
- A demonstrated knowledge of and interest in outdoor parks/recreation and/or community development.
- The ability to communicate clearly and succinctly in spoken and written communications.
- Comfortable making presentations to small and large audiences.

Preferred Skills and Experience

- Completion of a higher education degree or training.
- Adaptability to changing priorities.
- Ability to prioritize and manage a high volume of diverse projects in a fast-paced environment.
- Strong computer skills, including experience with Microsoft Office products.
- Experience with database and/or customer relationship management programs.
- Consistent willingness to learn and upgrade skills to meet GOCO's needs.
- A high level of diplomacy, tact, and optimism with a "can-do" orientation.
- Geographical knowledge of Colorado.

Other Requirements

- **Applicants must live in or be willing to relocate to the North Central region**, which includes Chaffee, Eagle, Grand, Gunnison, Jackson, Routt, Summit, Lake, Park, and Pitkin counties.



- GOCO's headquarters remain in Denver, but our Program Officers work remotely in their own communities, with the option to work from home or work with GOCO to find a suitable, close-to-home workspace.
- Willingness and ability to travel in Colorado. Expect approximately 20-25 overnight stays per year. GOCO provides transportation and accommodations and covers the cost of food and other reasonable expenses.
- Willingness to attend weekend and evening meetings, workshops, conferences, and events in Colorado.
- Valid driver's license.
- Physical demands may involve:
 - Lifting materials and equipment – including, but not limited to, office supplies, event supplies, communications collateral, and boxes of swag – up to 25 pounds.
 - Working in variable weather conditions at remote locations, on difficult and hazardous terrain, and under physically demanding circumstances.

GOCO's Team Commitments

We serve Colorado. Advance [GOCO's strategic priorities](#) and our commitment to equity. Consider our mission and the whole state when putting GOCO's limited resources to the highest and best use. Listen to partners and leverage learnings to influence GOCO's strategy and approach. Participate in site visits, partner events, and activities as opportunities to connect with and learn from communities. Be flexible and adaptable to innovate and meet the unique and ever-evolving needs across Colorado.

We take pride in our individual and collective work. Take responsibility for our work to advance GOCO's vision and priorities. Pursue professional development, volunteering, and other growth opportunities. Reflect on and learn from individual, team, and organizational successes and challenges. Represent GOCO in a way that upholds our role as a trusted funding partner in Colorado.

We are respectful and accountable. Participate in a culture that optimizes productivity, well-being, and positive relationships. Support a culture that values work/life balance. Recognize and appreciate each other's distinct values, backgrounds, perspectives, opinions, and contributions. Engage in challenging conversations that foster professional and organizational growth.

Compensation

The salary range for this position is \$62,167-\$87,033 per year. Starting salary is based on education, experience, skills, and other job-related factors. New hires typically start near the middle of the salary range. This position is eligible to earn one-time bonuses after six months of employment for achieving significant business objectives as determined by the Executive Director.



This position is eligible for a comprehensive and competitive benefits package, including medical, dental, and vision coverage; retirement and pension benefits; paid leave and holidays; family leave; and a range of financial, wellness, and commuter benefits. The package is designed to support employees' health, financial security, professional growth, and work-life balance.

How to Apply

Interested candidates should submit a resume and letter of interest to resumes@goco.org, including "Program Officer - North Central" in the subject line. No phone calls, please. All resumes must be received no later than Thursday, Feb. 26, to be considered.

Black, Indigenous, and People of Color (BIPOC) and others who identify as nonwhite, people with disabilities, and members of the LGBTQIA+ community are encouraged to apply for this role.

Great Outdoors Colorado is an Equal Opportunity Employer, and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability status, protected status, or any other characteristic protected by law.