

## Kevin Nathanael Heiner

### Professional Skills

- experienced leader invested in leadership development
- team player, confident communicator and facilitator
- entrepreneurial background and mindset, independence
- experience training, supervising & managing personnel
- multitasking & ability to manage multiple projects
- trust oriented and results driven partnership development
- non-profit & board management, board participation
- experience with contracting and agreements
- skilled risk manager and trainer, always assessing risks
- development and analysis of budgets, organizational financial documents as well as strategic plans
- experience with fundraising, event planning and volunteer coordination
- experienced and confident public speaker
- outreach, marketing & media experience
- work ethic-organized, punctual, and efficient
- proficient with Microsoft Office 365
- experienced database user and manager

### Professional Experience

#### **Associate Director, Southwest Conservation Corps (SCC), Durango, CO**

##### **January 2014-Present**

- engage federal land managers and community partners to create paid conservation opportunities for young adults by developing and managing agreements, partnerships, and projects with National Park Service, US Forest Service, Bureau of Land Management, CO State Forest Service, Division of Wildlife, Southern Ute Tribe, City of Durango, as well as other city, county, tribal government agencies and area non profits
- manage and mentor program staff overseeing programs serving 200+ participants per year at two regional offices
- develop and implement regional strategic plan outcomes and impact goals, ensure compliance and success
- develop new partnerships and/or initiatives and programs to support all regional programming and funding
- manage \$5M site budget
- secure grants & funding to support existing programs and projects
- serve on SCC management team, collaborate with other offices and set direction for the organization
- supervise 2 program directors and mentor 4 other full time program staff screen, hire all full time regional staff
- develop and implement organizational policies, administrative and information mgmt. processes
- develop and implement regional media outreach strategy
- report project accomplishments, social outcomes and other program reporting to partners, board & community
- publish program and project reports, maintain databases
- implement and evaluate risk management policies, practices and culture
- instruct/support technical skills or leadership trainings

#### **Program Director, Southwest Conservation Corps, Durango, CO**

##### **April 2008-Present**

- develop, oversee and manage youth, young adults and veteran's programs serving 120-200 members per year
- manage year round programming and as many as 13 AmeriCorps conservation crews of 8 each per season
- supervise, mentor and evaluate 6 full time program staff
- ensure program objectives are met through collaboration, staff support and accountability
- screen and hire all full time qualified program staff
- screen, hire, train and supervise 20-30 seasonal crew leaders per year
- develop and implement appropriate organizational policies and administrative processes
- report project accomplishments, social outcomes and other program reporting to partners and board
- maintain accomplishments and other data in database
- publish program and project reports
- proficient and daily use of Microsoft Office (Word, Excel, Publisher, Outlook), Google docs and server
- engage federal land managers and community partners to create paid conservation opportunities for young adults by managing partnership and projects with National Park Service, US Forest Service, Bureau of Land Management, CO State Forest Service, Division of Wildlife, Southern Ute Tribe, City of Durango, as well as other city, county, tribal government agencies and area non profits
- manage \$200K program budgets
- approve and manage payroll and other expenditures
- implement and evaluate risk management practices
- facilitate field staff and technical skills trainings

### **General Manager, Black Tie Ski Rentals Crested Butte, CO**

**December 2005-April 2008**

- managed and trained 5 seasonal employees
- completed and filed daily activity reports
- implemented on-going marketing relationships with local businesses
- collected and deposited payments
- inventoried and maintained all equipment and retail items
- provided daily customer service

### **Manager & Operator of Forestry Division, RAI Enterprises Steamboat Springs, CO**

**May –August, 2006-2007 (summer seasons between college semesters)**

- directed and managed all forestry crews and jobs
- met with clients to give estimates and arrange jobs
- maintained and operated heavy equipment, chainsaws, and other tools
- reported progress and employee performance to supervisor
- scheduled and performed forestry operations on the ground

### **Owner, Operator & Head Forester, Rocky Mountain Fire Fuels Reduction Steamboat Springs, CO**

**April 2003-June 2006**

- founded business
- developed and implemented all operational guidelines, safety protocols, and necessary business documents
- acquired pertinent licenses and permits
- developed on-going professional relationships with local land management agencies
- contracted private sector forestry jobs
- directed, supervised and trained 1-5 employees annually
- maintained payroll and other financial records
- procured and maintained chainsaws, work vehicles and other equipment
- closed to return to college and pursue other ventures

**Education Mentor/Trail & Saw Crew Leader, Rocky Mountain Youth Corps, Steamboat Springs, CO**

**May 2001-October 2002**

- trained, mentored, transported and supervised crew of 10 youth (age 16-25) in AmeriCorps service program
- maintained daily and weekly progress and employee evaluation reports
- managed project partner relationship & expectations
- developed and implemented education and weekend place based learning trips for the crew

**Military Experience**

**Fire-fighter, Rescue-man, United States Air Force, Beale ABF Fire Dept., CA**

**December 1996-December 2000**

- Attended Lois F. Garland Fire Academy-1997
- responded to fire, medical, rescue, or hazardous materials emergencies
- served in various capacities ranging from crew chief, hand lineman, rescue-man and driver/operator
- extinguished aircraft, structural, and wildland fires
- inspected and maintained apparatus and equipment
- continued with on-the-job training to receive additional certifications
- facilitated regular training sessions, maintained training records
- worked in alarm room for 9 months as emergency dispatcher
- *honorably discharged after 4 years of active duty*

**Education**

**Bachelor's of Arts, Business Administration**  
**Bachelor's of Arts, Outdoor Leadership and Resort Management**  
August 2005-April 2008  
**GPA: 3.87**

**Western State College of Colorado**  
Gunnison, CO

**Associate of Arts with Outdoor Education Emphasis**  
May 2005  
**GPA: 3.98**

**Colorado Mountain College**  
Steamboat Springs, CO

**Honors:** Wilderness Risk Management Conference Presenter 2012, Commencement Speaker December 2007, Dean's List 2005-2007, Phi Beta Kappa Honor Society 2005, National Honor Society 1994-1995

**Current Certifications:** WMI Wilderness First Aid, Chainsaw Feller B, Level 5 Swift Water Rescue, High-Angle Rescue

**Volunteer Activities**

- Animas River Days organizer (2009-Present)
- Animas River Keepers board member (June 2008-Present)
- Southwestern Colorado Fire Wise board member (April 2008-December 2009)
- Trout Unlimited River Clean ups

**Professional References Available Upon Request**