



AMAH MUTSUN LAND TRUST

NATIVE STEWARDSHIP CORPS MANAGER JOB DESCRIPTION

The Amah Mutsun Land Trust (AMLT) is a nonprofit organization founded by the Amah Mustun Tribal Band to protect sacred sites and to promote traditional culture, spirituality, and stewardship of lands within the Mutsun and Awaswas territories through research, conservation, restoration, and education. The Amah Mutsun Tribal Band is comprised of the descendants of Indigenous people taken to Missions San Juan Bautista and Santa Cruz.

AMLT was established to assist the Amah Mutsun Tribal Band to carry out these goals through several programs, including:

- Cultural burning;
- Native plant propagation and restoration;
- Ocean and coastal stewardship;
- Land ownership and protection;
- Education and engagement for the Tribal community; and
- Research and education programs that promote Indigenous leadership in resource management.

At the heart of all of AMLT's work is the Native Stewardship Corps (NSC), a leadership development, cultural relearning, and conservation fieldwork program for Tribal members. The NSC is comprised primarily of members of the Amah Mutsun Tribal Band and performs resource stewardship work in support of AMLT's mission to protect and restore cultural resources and landscapes. Native Stewards engage in a variety of fieldwork, cultural learning, and education/outreach tasks, and are at the forefront of AMLT's and the Amah Mutsun Tribal Band's efforts to revitalize indigenous stewardship of the Tribe's traditional territory and restore balance to Mother Earth. Field activities are physically demanding and require working full days outdoors in variable weather conditions, often in backcountry areas. Work currently takes place primarily along the coast in San Mateo and Santa Cruz counties.

AMLT has grown dramatically over the past several years, and we expect the number, breadth, and depth of these programs will continue to expand. Candidates for this position will have the

opportunity to join an exciting team of colleagues interested in re-establishing an important connection between Native people and their ancestral homelands and to learn more deeply about Native practices, ceremonies, and culture. Many Indigenous tribes, like the Amah Mustun, were forcibly removed from their lands, and the few that survived the mission system suffered historic trauma and are still working to regain what was lost. The Amah Mutsun Land Trust works to right that wrong by protecting sacred sites, employing Tribal members to renew their sacred obligations to restore and steward Mother Earth, and reconnecting Tribal members to their history and cultural landscape.

Position Description

Reporting to the Executive Director, the Native Stewardship Corps Manager is an in-the-field leader for a dynamic team of Native stewards. The NSC Manager will live on-site at the Corps' community house and lead the day-to-day work of the crew.

The NSC Manager will have significant experience managing teams and be able to foster the discipline and accountability needed for programmatic success while promoting the cultural and personal wellbeing of the stewards and the values of the Amah Mutsun Tribal Band.

The NSC Manager ensures that the stewards have the resources, support, and structure needed to be safe and thrive, to deliver effectively on AMLT responsibilities and goals, and to develop as leaders within the Tribe and AMLT and in externally-facing roles with AMLT partners, stakeholders, and the public.

The NSC Manager works closely with the NSC Field Specialist and NSC Administrative Specialist to ensure that the work goals of AMLT are met and to effectively identify and resolve both immediate and systemic barriers to the success of the team and the stewards.

Duties and Responsibilities

- Live on-site at the Native Stewardship Corps' community house in Northern Santa Cruz County.
- Lead and manage all aspects of running the Stewards' community house. Ensure that all policies and protocols are followed and that the culture of the house supports the goal for the Stewards to have a clean, safe, and respectful home maintained by all.
- Implement policies related to the use of the house by other Tribal members and AMLT staff. Maintain community relationships and resolve problems with diplomacy and clarity. Schedule and manage events. Ensure household is properly stocked and maintained for regular use and special events.
- Accompany stewards into the field, supporting their day-to-day work, helping to resolve problems and remove roadblocks, and ensuring that work is completed in an efficient, safe, and effective way at all times.
- Manage stewards and the team with grace, discipline, and finesse. Handle all personnel issues with exceptional results.

- Implement clear policies and practices that support stewards and minimize problems before they arise.
- Implement scheduling efficiently and effectively. Work effectively with Program Managers to proactively resolve potential scheduling issues.
- Support creation of annual goals and conduct annual evaluations of stewards' performance.
- Support the learning and personal and professional development of stewards. Develop personalized learning plans for stewards consistent with individual needs and interests and program goals and capacity.
- Support stewards in developing their skills to educate and lead in various settings, including with the broader Tribal community and the public
- Support stewards in developing their ability to manage and lead volunteers.
- Participate in the hiring and onboarding of new stewards.
- Ensure that the NSC has effective systems for assessing needs, purchasing, maintaining, and inventorying equipment and gear.
- Work collaboratively with Program Managers to understand AMLT programs and to coordinate and support steward work and development through plant, ocean, and fire programs.
- Support summer camp and events for the Tribal community and public at large.
- Work with program, development, and leadership staff to ensure that stewards' time is appropriately built in to grants/contracts and program planning.
- Proactively identify and resolve problems that may impact the NSC team's wellbeing and their ability to deliver on goals, bringing issues and recommendations to AMLT management as needed.
- Other duties as assigned.

Skills and Experience

- 5+ years' experience providing leadership and supervision to a diverse staff. Background in education, crew management (for example in conservation, construction, landscaping, etc.), or managing teams of "non-professional" staff.
- Demonstrated ability to build strong teams and be accountable for results. Exceptional skill in managing teams and people.
- Strong communication skills, with a commitment to clear and honest communication. Coaching orientation.
- Demonstrated experience with leadership development and/or professional and personal development. Native leadership development experience preferred.
- Experience assessing efficiencies and implementing changes that lead to continuous improvement.
- Experience working with indigenous communities. Commitment to understanding of the history, culture, and needs of the Amah Mutsun Tribal Band. Experience with cultural burning, Native plant restoration, ocean and coastal stewardship, freshwater

stewardship, or climate change, as well as knowledge of/experience in Mutsun and Awaswas territories preferred but not required.

Compensation

This is a regular, full-time exempt position that comes with health benefits (currently includes medical, dental, and vision insurance) and PTO. The salary is \$60,000-\$70,000 depending on experience and includes residence at Stewards' community house in Northern Santa Cruz County.

Please submit your resume and a cover letter describing your interest in the position and relevant background and experience to [hiring@amahmutsun.org](mailto: hiring@amahmutsun.org). Applications must include a cover letter to be considered.