



## Amah Mutsun Land Trust

### JOB ANNOUNCEMENT

#### Coastal & Ocean Stewardship Program Manager

#### Organizational Background

Amah Mutsun Land Trust (AMLT) is a nonprofit 501(c)3 organization founded by Amah Mutsun Tribal Band to protect Tribal sacred sites and to promote Indigenous stewardship of lands within Amah Mutsun traditional territory and the adjacent Awaswas stewardship area through research, conservation, restoration, and education.

Amah Mutsun Tribal Band is comprised of the descendants of Indigenous people taken to Missions San Juan Bautista and Santa Cruz. Amah Mutsun ancestors were forcibly removed from their lands and confined in missions during Spanish colonization. Today, the descendants of those few who survived Euro-American colonialism are working to revitalize their Indigenous culture and heal from the legacy of historic trauma. In pursuit of these goals, AMLT supports the Tribe's work to renew their sacred obligation to care for Mother Earth and all beings; to reconnect Tribe members with Indigenous culture, history, and territory; and to teach non-Indigenous allies about and involve them in actively caring for our living world.

AMLT's core programs and approaches include:

- The Native Stewardship Corps, a work training, cultural relearning, and conservation fieldwork program for Tribal members.
- The Native Plant Program, in which Native Stewards and volunteers work together to propagate native plants for land stewardship / restoration projects, Tribal cultural uses, and other purposes.
- The Cultural Burning Program, working to train a team of Tribal practitioners to renew and implement cultural burning land stewardship systems.
- The Coastal and Ocean Stewardship Program, which aims to connect with, monitor, protect, and enhance a diverse suite of coastal resources, such as shellfish and kelp forests.
- The Sacred Land Defense Program, protecting sacred sites from development and other impacts that could harm these places.
- Research and Education Programs that promote Indigenous perspectives in resource management, including the Coastal Stewardship Summer Camp for tribal youth
- Land Ownership and Cultural Easements for protection and care in perpetuity

#### Position Description

The goal of the Coastal & Ocean Stewardship Program Manager is to better understand how coastal and ocean environments have changed within Mutsun and Awaswas territories, and to apply Indigenous ecological knowledge and practices to restore biodiversity in areas that have been impacted the most from habitat degradation and change. The Coastal & Ocean Stewardship Program Manager will be responsible for growing, managing, and evaluating AMLT's

Coastal and Ocean Stewardship Program and will work to ensure that project activities serve the goals of the Tribe, meet grant commitments, and contribute to achieving AMLT's core vision. The Program Manager will design and conduct research and monitoring activities at selected sites to better understand changing coastal and ocean environments. They will collaborate with other Tribes to collect and analyze data, and work closely with Tribal partners and research institutions to gather knowledge about Indigenous land restoration and stewardship practices. All research and monitoring will be directly applicable to AMLT Coastal & Ocean Stewardship projects. Additionally, the Program Manager will be responsible for training Amah Mutsun youth and young adults in all facets of this program so they can restore and steward these environments and can become coastal and ocean science leaders themselves. The Program Manager will be responsible for maintaining and building the network of Tribes, research institutions, and conservation partners engaged in this work so information can be shared among the partners and with other Tribes.

This position will report to the Executive Director.

## **Duties**

- Supervise and manage all aspects of AMLT's Coastal and Ocean Stewardship Program, including Native Stewardship Corps members, volunteers, and others engaged in this work
- Assist in studying and understanding West Coast marine environments and ecosystems
- Develop marine stewardship expertise in Native Stewards through monitoring, training, and collaborative research endeavors so they can restore and steward these systems using traditional ecological knowledge and resource management practices
- Work collaboratively with a myriad of research Tribal networks, Tribes, institutions, and foundations to share knowledge collected from these research activities and to gather information about traditional stewardship practices used by Indigenous people in coastal and marine environments
- Determine how best to capture changes in species composition and distribution at different locations and at different scales so we can see what changes are taking place and the speed at which they are occurring
- Ascertain how we can better manage our coastal and marine environments to support greater biodiversity, resilience, and sustainable harvest of marine resources, in the face of climate change
- Determine which restoration efforts are most effective at promoting biodiversity and apply them at selected sites and monitor the results
- Coordinate site visits for monitoring and stewardship activities with the AMLT Native Stewardship Corps and staff, Amah Mutsun Tribal Band members, research institutions, public and private landholding agencies, and all other relevant partners and stakeholders
- Provide in-person leadership, expertise, and logistical support for coastal site visits and field work
- Maintain a database of all data and information collected relevant to coastal monitoring and stewardship
- Develop and consult with an advisory board comprised of Amah Mutsun Tribal Band members and Land Trust staff regarding decisions which require Tribal input and feedback.
- Coordinate with other AMLT staff to ensure that all grant guidelines, deliverables, and internal procedures are being observed, followed, and met
- Work closely with other program managers to ensure the Coastal & Ocean Stewardship Program is integrated and coordinated with other programmatic activities to maximize AMLT's collective impact on the landscape and in our understanding of traditional ecological knowledge and practices.
- Work with the AMLT Director of Development and other AMLT leadership staff to identify and apply for new grants to support future work
- Recruit, train, and supervise program volunteers as needed
- Provide educational presentations, site tours, field trips, etc. for AMLT partners, supporters, students, Tribal members, and public groups
- Write articles about AMLT's Coastal and Ocean work for the AMLT newsletter, website, or other media outlets
- Explore and develop other media venues to promote AMLT's work, such as online videos, social media, etc.

## **Compensation and Benefits**

This is a full-time, exempt, position that comes with health benefits, paid personal time off and holidays. The annual compensation is between \$75,000-85,000, depending upon experience.

## **Work Location and Travel**

Since its inception, the Amah Mustun Land Trust has been a primarily virtual organization, with staff members working from home most of the time. The Coastal & Ocean Stewardship Program Manager will need to be able to travel primarily within the greater Monterey Bay Area

## **Qualifications**

- The minimum of a Masters' degree in coastal and marine sciences, natural resources, cultural anthropology, oceanography, restoration ecology or related fields is required
- 3 to 5 years work experience in the field of coastal and marine research and restoration
- Experience working with and coordinating the activities of Tribes, research intuitions, and other organizations
- Experience in scientific data recovery, management, analysis, interpretation, and presentation
- Strong interest in coastal and marine environment, biodiversity, restoration, and stewardship
- A team player excited about collaborating and supporting others
- A good communicator who likes solving problems
- A person comfortable with public speaking
- A person knowledgeable and interested in Native American history and culture
- A person committed to land protection and biological and cultural diversity
- A holistic conservation ethic rooted in stewardship and applied research
- Demonstrated success at making restoration projects work and learning form mistakes and mishaps
- Not afraid to work independently, make programmatic related decisions, give feedback, and make improvements where needed

## **Equal Opportunity Employer**

The Amah Mutsun Land Trust is an equal opportunity employer and does not discriminate against people of different genders, races, religions, or creeds. We also are a drug and alcohol-free workplace that prohibits the use of drugs and alcohol on the job or at any of our work sites.

## **To Apply**

If you are interested in this opportunity, please submit a resume and cover letter to Lisa Carrier at [hireing@amahmutsun.org](mailto:hireing@amahmutsun.org) using the title "*Coastal & Ocean Stewardship Program Manager*" as the subject line. An initial review of applications will begin on August 28, 2023.