

Position Announcement

Manager, Native Stewardship Corps



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 territories of neighboring Awaswas-speaking Tribes 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 Tribal members with Indigenous culture, history, and territory; and to teach non-Indigenous allies about and involve them in actively caring for Mother Earth.

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 landscape restoration projects and traditional Tribal cultural uses.
- The **Cultural Burning Program**, which is working to train a team of Tribal practitioners to renew and implement cultural burning to restore cultural landscapes and biodiversity.
- The **Coastal and Ocean Stewardship Program**, which aims to restore traditional cultural stewardship to 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 to restore traditional stewardship of these lands in perpetuity.

Position Description

The Native Stewardship Corps (NSC) Manager provides crucial coordination, oversight, and leadership of the day-to-day work of the NSC and serves as a mentor and role model to Native Stewards. The NSC Manager works closely with other AMLT Program Managers and staff and with external collaborators to plan the NSC's schedule and to ensure that stewardship and learning activities are conducted safely and in alignment with the expectations and objectives of AMLT and its partners. The NSC Manager must possess experience in resource stewardship and field crew leadership or show clear intention and promise to acquire the requisite skills for the position.

The NSC's work extends across AMLT's various programs and includes diverse cultural learning and professional development activities, and the NSC Manager must be willing to participate in, and in

some cases lead or co-lead, a wide range of these activities and trainings. Much of AMLT's stewardship work is physically demanding and requires working full days outdoors in variable weather conditions, often in backcountry areas without facilities or amenities. Occasionally, the work will require camping for one or more nights in settings with limited amenities.

Duties

- Lead the Native Stewards in day-to-day field work and training and learning activities, including the preparation, delegation, supervision, and debriefing of tasks.
- Serve as a positive role model for Native Stewards and contribute to their professional development through direct mentorship and the facilitation of intentional discussions on personal growth and group dynamics.
- Communicate effectively with other AMLT Program Managers and staff and with external project partners to coordinate and help manage the NSC schedule and all related logistics.
- Create a positive, cohesive crew environment where everyone is treated respectfully and fairly, and where physical and emotional safety is a priority.
- Facilitate regular NSC crew meetings (including safety briefings) to ensure the entire team knows the objectives, duties, expectations, and risks of daily work.
- Develop an understanding of the goals and methods of each AMLT program and NSC project in order to coordinate work and supervise crew members effectively.
- Proactively identify issues and concerns that may impact the work environment and take steps to avoid or address such issues and resolve problems as they arise.
- Structure work time effectively and identify ways to improve efficiency and quality of project deliverables.
- Keep a daily record of field activities, including work accomplished, challenges encountered, incidents managed, and any supervisory actions taken.
- Uphold performance standards for the NSC, including keeping a record of individual crew member performance and participating in periodic performance reviews.
- Ensure all NSC crew members understand and follow AMLT policies. Document infractions, follow established progressive disciplinary procedures, and discuss disciplinary actions with the appropriate AMLT leadership as needed.
- Help to track and document NSC program expenses (including mileage) with AMLT administrators.
- Monitor and periodically inventory group equipment and tools and oversee regular maintenance as needed.
- Interface professionally with AMLT project partners and visitors to the NSC, including Tribal elders, cultural practitioners, and volunteers.

Compensation and Benefits

This is a full-time, permanent, non-exempt employee position with an annual salary of \$75-86,000 depending on qualifications. The position includes the following benefits:

- option to enroll in employer-supported medical, dental and vision insurance,
- paid accrued personal time off (PTO),
- 11 paid holidays per year,
- reimbursement for work-related travel using a personal vehicle at the federal rate.

Work Location and Travel

The NSC Manager will work at various locations throughout Amah Mutsun Tribal Band territory and neighboring Awaswas-speaking Tribal territories. This includes the area from around Morgan Hill south to King City (including adjacent portions of the Diablo/Gabilan Range), along the Salinas River to the Pacific Ocean, and northward to Año Nuevo Point. This position will also require occasional travel to other areas of California and potentially out of state to participate in training and certification events, which may sometimes last a week or more. This position may, at times, require the use of a personal vehicle for travel. AMLT offers mileage reimbursement for work-related use of personal vehicles, along with reimbursement for other work-related travel expenses.

Required Qualifications

- Formal education or professional training in natural resources management, environmental sciences, or related fields or equivalent experience.
- Supervisory experience in a resource management, wildland fire, or other fieldwork setting or equivalent experience.
- Adaptive, patient, and able to maintain a positive perspective and solve problems under unforeseen and challenging circumstances.
- Strong interpersonal, verbal, and written communication skills.
- Computer proficiency.
- Commitment to learning about and honoring Mutsun culture.
- Ability to regularly lift and/or move up to 50 lbs.
- Ability to work entire days outdoors, including in inclement weather conditions and with exposure to environmental hazards such as poison oak, ticks, sunburn, dehydration, etc.
- Ability to walk 2-4 miles per day in the backcountry (including off-trail) while carrying heavy tools and equipment.
- Possession of a valid, state-issued driver’s license and working personal vehicle with insurance, and an ability to operate a vehicle on unpaved and unmaintained road surfaces.
- Current certification as a Wilderness First Responder (WFR) or willingness to obtain WFR training and certification.

Desirable Qualifications:

- Knowledge of and connection to Native Californian culture.
- Working knowledge of California natural history, ecology, and ethnobotany.
- Trained in chainsaw operation (S-212 Wildland Fire Chainsaws or a comparable course).

- Currently qualified Wildland Firefighter (FFT-2 or higher).
- Proficient knowledge of backcountry travel, Leave No Trace principles, and backcountry safety risks (e.g. poison oak, ticks, dehydration, etc.).

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. AMLT is a drug- and alcohol-free workplace that prohibits the use of drugs and alcohol on the job or at any of our worksites.

To Apply

Please email your resume and cover letter to <amltcareers1@gmail.com> telling us why you are a great match for this role.