

# **Amah Mutsun Land Trust**

## **JOB ANNOUNCEMENT**

### **Cultural Burning/Fire Program Manager**



#### **Background**

Amah Mutsun Land Trust (AMLT) is a nonprofit organization founded by the Amah Mustun Tribal Band to protect sacred sites, and to promote traditional cultural and spirituality and land stewardship on 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.

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

- The Native Stewardship Corps (NSC), a work training, cultural relearning, and conservation fieldwork program for tribal members;
- Education programs for Amah Mutsun youth;
- Cultural burning;
- Demonstration native gardens;
- Native plant propagation and restoration;
- Land ownership and protection;
- Coastal and marine restoration and stewardship; and
- Research and education programs that promote indigenous perspectives in resource management.

The Amah Mutsun Land Trust has grown dramatically over the past several years, and we expect the number, breath, and depth of these programs will continue to expand.

Candidates applying for this position would 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 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 never regained what was lost. The Amah Mutsun Land Trust works to right that wrong by protecting sacred sites, by employing tribal members to renew their sacred obligations to restore and steward Mother Earth, and by reconnecting Tribal members to their lost history and cultural landscape.

#### **Position Description**

The Cultural Burning/Fire Program Manager will be responsible for identifying appropriate locations to conduct cultural burn activities based on ethno-botanical and cultural archeological research, preparing burn plans, securing appropriate permits and approvals, and conducting the burns in conjunction with AMLT's Native Stewardship Corps (NSC) and other Tribal members. This position is also responsible for getting Native Stewardship Corps members trained and certified in all aspects of firefighting and identifying and securing the necessary equipment for the NSC to become an independent, fire-lighting/firefighting team. Lastly, this position will be responsible for developing expertise in post-fire recovery planning and implementation in collaboration with AMLT's Native Plant Restoration and Native Stewardship Corps Program Managers.

The goal of this program is to address all aspects of the fire cycle, from the implementation of cultural burns to the ecological enhancement of native plant communities and the reduction of hazardous fuel loads to the creation of a full-equipped fire fighting engine company to planning and implementing post-fire restoration and recovery plans.

This is a senior leadership position at AMLT's and will report to the Executive Director.

## **Duties**

- Identify areas and times appropriate for cultural burning based on ethno-botanical, archeological, and historic research
- Prepare cultural burn plans and secure all necessary permits, approvals, and insurance for these burn activities
- Marshal the resources and necessary necessary, using Native Stewards Corps members, the local firelighting community, and others to conduct these burns and post-burn recovery activities
- Secure training and certifications for NSC members and other Tribal members in all aspects of firefighting/firelighting so AMLT can provide independent cultural burning and firefighting services within Amah Mutsun Tribal Band and Awaswas Territories
- Identify and secure the necessary firefighting equipment to allow AMLT to become a fully functioning and independent firefighting team
- Develop an expertise in post-fire recovery planning and plan implementation
- Develop and market these services to others within the Tribal Territory
- Work collaboratively with the NSC and Native Plant Restoration Program Managers to ensure recovery activities take full advantage of all AMLT services during post-fire plan implementation
- Coordinate with the AMLT's Office Manager and accountant to ensure that all grant guidelines, deliverables, and internal procedures are being observed, followed and met
- Work closely with other program managers to ensure that our Cultural Burning/Fire work is integrated and coordinated with other programmatic activities so we share traditional ecological knowledge to maximize AMLT's collective impact on the land.

## **Compensation and Benefits**

This is a full-time, exempt, position that comes with health benefits, vacation and sick leave, and paid time off for holidays. The compensation is between \$70,000-80,000, depending upon experience.

## **Work Location and Travel**

Since its inception, the Amah Mustun Land Trust has been a virtual organization, with all staff members working from home. Board meetings are held quarterly at the UC Berkeley's Archeological Lab and program managers are often asked for written progress reports and to attend on zoom or in person. Travel is required for this position.

Although the majority of the Program Manager's work can be completed from home, fieldwork and travel will be required. The Program Manager will need to be able to use a personal vehicle to travel to various project and potential project sites in San Mateo, Santa Cruz, Monterey, Santa Clara, San Benito, and Alameda counties.

## **Qualifications**

- A minimum of a 4-year college degree in fire management, forestry, natural resources, cultural anthropology, restoration ecology (or equivalent work experience) or related fields is highly desirable
- 3 plus years work experience in the field of firefighting, prescribed fire, and fire management
- 3 plus years of personnel management, grant management, and program management
- Experience working in a nonprofit organization or land trust
- Experience working with Indigenous people and Tribes
- Experience working with and coordinating the activities of multiple fire related organizations
- A person with a strong interest in land restoration and the use of fire in this process
- 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, interested, and curious about Native American history and Mutsun Culture
- A person committed to land protection and biological and cultural diversity
- Demonstrated success at making restoration projects work and learning from 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 work place 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 unique opportunity, please submit your resume, cover letter, and three (3) references to Reed Holderman, Interim Executive Director, at [hiring@amahmutsun.org](mailto:hiring@amahmutsun.org) or mail us at 2460 17<sup>th</sup> Avenue, #1019, Santa Cruz, CA 95062. Questions about the position can be directed to Reed at [rholderman@amahmutsun.org](mailto:rholderman@amahmutsun.org).

Applications will be accepted until this position is filled.