



## Amah Mutsun Land Trust

### JOB ANNOUNCEMENT

#### Cultural Burning/Fire 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 Cultural Burning/Fire Program Manager will be responsible for identifying appropriate locations to conduct cultural burn activities based on ethno-botanical, cultural archeological research and fuel reduction needs. They will also be responsible for helping prepare burn plans, securing appropriate permits and approvals, coordinating burns with project partners, 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 conducting pre-fire and post fire research to document impact of cultural burns and recovery planning and implementation in collaboration with AMLT's Native Plant Restoration and Native Stewardship Corps Program Managers. This position will report to the Executive Director.

### **Duties**

- Identify areas and times appropriate for cultural burning based on ethno-botanical, archeological, and historic research, and fuel reduction needs
- Prepare cultural burn plans and secure all necessary permits, approvals, and insurance for these burn activities
- Coordinate the resources and partners necessary for the burn including the Mutsun Native Stewards Corps members, the local firelighting community, and others to conduct burns and post-burn recovery activities
- Secure training and certifications for NSC members and other Tribal members in all aspects of firefighting/fire lighting so AMLT becomes recognized for its expertise in cultural burns and 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 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 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
- Provide educational presentations, site tours, field trips, etc. for AMLT partners, supporters, students, Tribal members, and public groups

### **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 Cultural Burning Fire Program Manager will need to be able to travel primarily within the greater Monterey Bay Area.

### **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
- Current qualified Basic Wildland Firefighter (FFT-2)
- Experience writing burn plans, individually or as part of a team
- Current capability to pass the arduous pack test
- S-212 Chainsaw training course

- Knowledge of personnel management, grant management, and program management is critical for this position.
- Experience working with and coordinating the activities of multiple fire related organizations
- A proven history of 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 and interested in Native American history 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 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 [hire@amahmutsun.org](mailto:hire@amahmutsun.org) using the title “*Cultural Burning/Fire Program Manager*” as the subject line. An initial review of applications will begin on August 28, 2023.