



InterTribal Sinkyone Wilderness Council

Executive Director

Job Description

Location: Ukiah, CA (Hybrid)

ABOUT INTERTRIBAL SINKYONE WILDERNESS COUNCIL

The InterTribal Sinkyone Wilderness Council is a Tribal non-profit consortium comprised of ten federally recognized Northern California Tribal Nations with cultural connections to the traditional Sinkyone and neighboring Tribal territories. The Council works to protect nature and return Tribal tenure, stewardship, and access to culturally important lands and waters for the benefit and empowerment of present and future generations of Tribal Peoples and all life.

For over 35 years, the Sinkyone Council has led Tribal land and water acquisition, protection and rematriation initiatives within Sinkyone and adjacent Tribal territories. In 1997, the Council established the nation's first InterTribal protected area on 3,844 acres of traditional Sinkyone territory, which the Council purchased from Trust for Public Land.

The Council's work focuses on the long-term guardianship, tenure, healing, and revitalization of culturally significant lands and waters from which the Tribes were forcibly removed in the mid-1800s. The Council also carries out important policy, advocacy, and educational work relating to the honoring and care of terrestrial and marine species and ecosystems and the recognition and protection of Tribal peoples' unceded traditional rights and responsibilities, and the inherent rights of nature. The Council's efforts are guided by Tribal traditional ways, knowledges, and understandings and the dual legacies of Indigenous laws and laws of nature.

To date, the Council has protected and now holds more than 4,530 acres. For more information, please visit [here](#).

POSITION SUMMARY

The Council seeks an experienced, passionate individual to lead, strengthen and expand the organization's cultural land and ocean protection programs by bringing to this effort their expertise as an exceptional leader, collaborative team member, and experience working with Tribal Nations.

Building on a strong foundation, the Executive Director will lead the day-to-day operations of the Council, building out organizational capacities and practices, and developing staff positions necessary to carry out the Council's mission and goals. In addition, the Executive Director will have the overall responsibility for setting the organization's strategic direction in collaboration with the Board, ensuring continued quality and innovation, and increasing its profile.

The Executive Director will cultivate external relationships and partnerships and provide catalytic leadership to expand the Council's impact. The position will work closely with a variety of partners and allies and will involve building and maintaining a robust portfolio of work. They will serve as the external lead and contact for the Council and will cultivate and steward relationships with the Council's member Tribes, conservation organizations, funders, government agencies, public officials, and others.

The ideal candidate has significant experience in and deep commitment to cultural land acquisition, protection, and stewardship endeavors and principles, loves being in nature, and understands the importance of Tribal sovereignty, rights, and cultural responsibilities. Additionally, they will be committed to collaborative work in the planning, innovating, and implementing of creative strategies to expand, diversify, and strengthen the Council's Tribal land and ocean protection programs.

RESPONSIBILITIES

Organizational Capacity Building

- In close collaboration with the board, lead the Council's strategic direction to refine and implement a multi-year vision and organizational strategic plan and broaden and strengthen the organization's capabilities and capacities.
- Provide effective management and administration of the Council's budget and partner closely with the board on all fiscal decision-making.
- Grow donor base by stewarding, cultivating, and soliciting current and prospective donors.
- Collaborate with the board of directors to strengthen the Council's identity and reputation as an InterTribal organization committed to securing and protecting lands of cultural significance through appropriate avenues such as outreach events, public speaking engagements, press opportunities, and creating a public presence for the Council in the community.
- Develop and implement organizational policies and systems that advance the Council's program work in alignment with the organization's mission, strategic priorities, and program work.
- Develop and oversee contractual agreements for consultants hired by the Council.

Tribal Consultation and Partnership Development

- Lead efforts involving facilitating, hosting, and supporting multi-Tribe government-to-government consultation processes through project-specific collaborations between the Sinkyone Council's member Tribes and relevant federal and state agencies.
- Work with project partners to secure required funding support for planning, acquisition, stewardship, and all necessary levels of Tribal consultation in land and ocean protection initiatives, including capacity-building and the development and maintenance of new funding sources and relationships.
- Gain working knowledge of the perspectives, interests, and needs of the Council's member Tribes to more effectively engage in and support project work. As appropriate and relevant to relationship building and project work, attend Tribal meetings and Tribal community events.
- Explore, implement, and support on-the-ground projects in collaboration with key partners and the Council's board.
- Develop and maintain formal partnerships with organizations and agencies whose support is necessary for securing and protecting lands.

Programmatic Leadership

- Plan, develop, and lead multi-year, multi-party land acquisition, return, and stewardship initiatives in a manner that supports Tribal sovereignty, empowerment, and leadership in land and ocean protection.
- Lead negotiations with agencies and conservation organizations relating to the acquisition and protection of cultural landscapes.
- Lead on policy issues relevant to the Council's work with Tribes, federal and state agencies, and environmental NGOs.
- Explore new projects as needed, collaborating with the Council's board of directors and consultants.

QUALIFICATIONS

- A passionate commitment to the Council's mission of establishing and stewarding Tribal Protected Areas
- Minimum 5-10 years of relevant experience, including demonstrated success working with Tribes in cultural land protection or land management, strongly preferred
- Successful track record of securing philanthropic support for program work and managing grant reporting across multiple funding relationships
- Strong leadership skills within the context of an organization that greatly values collaboration and teamwork, as well as independent and innovative thinking
- Demonstrated experience leading alliance-building and cooperative partnership endeavors with a wide range of partners and allies, including with Tribal organizations, conservation organizations, community leaders, agency representatives, elected officials, and media to promote successful projects
- Self-motivated and ability to thrive in an entrepreneurial environment
- Excellent oral and written communication skills, including effective public speaking
- Excellent relationship building skills
- Knowledge of Tribal histories, cultures, and land, preferred
- Ability to work as needed from the Council's office in Ukiah, California, and travel to various project sites is required

COMPENSATION

As a full-time exempt employee, you will be eligible for the Council's comprehensive benefits program, which includes medical, dental, and vision insurance, vacation pay, sick pay, and paid holidays. We offer a competitive salary commensurate with experience; the targeted compensation for this position is \$125,000 annually.

TO APPLY

The Council has retained the executive search firm LeaderFit to lead the search. Interested parties should submit a cover letter and resume [here](#).