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Executive Director

Amah Mutsun Land Trust seeks an experienced, community-focused Executive Director to guide vision, strategy, and policy within the culture, spirit, and history of the Amah Mutsun Tribal Band.

“We are Amah Mutsun, of the lands known to us as Popeloutchom. Home to our four-legged, winged, finned, and plant kin; they have provided us with all that we needed for millennia—we will care for them. Resting place of those that came before us and cradle of those yet to come, they are sacred—we will protect them.”

– Amah Mutsun Tribal Band

ORGANIZATION BACKGROUND

THE MUTSUN IDENTITY

The people of the Amah Mutsun Tribal Band, collectively referred to by many as “Ohlone,” are the indigenous peoples of the territories ranging from Año Nuevo to the greater Monterey Bay area in central coastal California. Historically comprised more than 20 politically distinct peoples, the modern tribe represents the surviving descendant families of the indigenous people who survived the Santa Cruz and San Juan Bautista missions. Working the lands known to them as Popeloutchom for millennia, it is the goal of Amah Mutsun Land Trust (AMLT) to restore the Mutsun people and their knowledge to better conserve and protect these lands.

AMAH MUTSUN LAND TRUST

Amah Mutsun Land Trust (AMLT) is a nonprofit 501(c)(3) organization founded by the 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.

Established in 2013, AMLT is the vehicle by which the Amah Mutsun access, protect, and steward lands that are integral to their identity and culture. AMLT returns the tribe to their ancestral lands and restores their role as environmental stewards. Due to the tribe’s difficult history and generations of physical, mental, and political abuses, their land stewardship practices were disrupted, and much of their culture was lost. AMLT serves not only through the re-learning of history and restoration of indigenous management practices, it also serves as a vehicle for healing. By restoring their traditional ecological knowledge and revitalizing their relationship to Mother Earth, AMLT seeks to restore balance and harmony to the lands of their ancestors.

AMLT’s approach is organized around four focus areas:

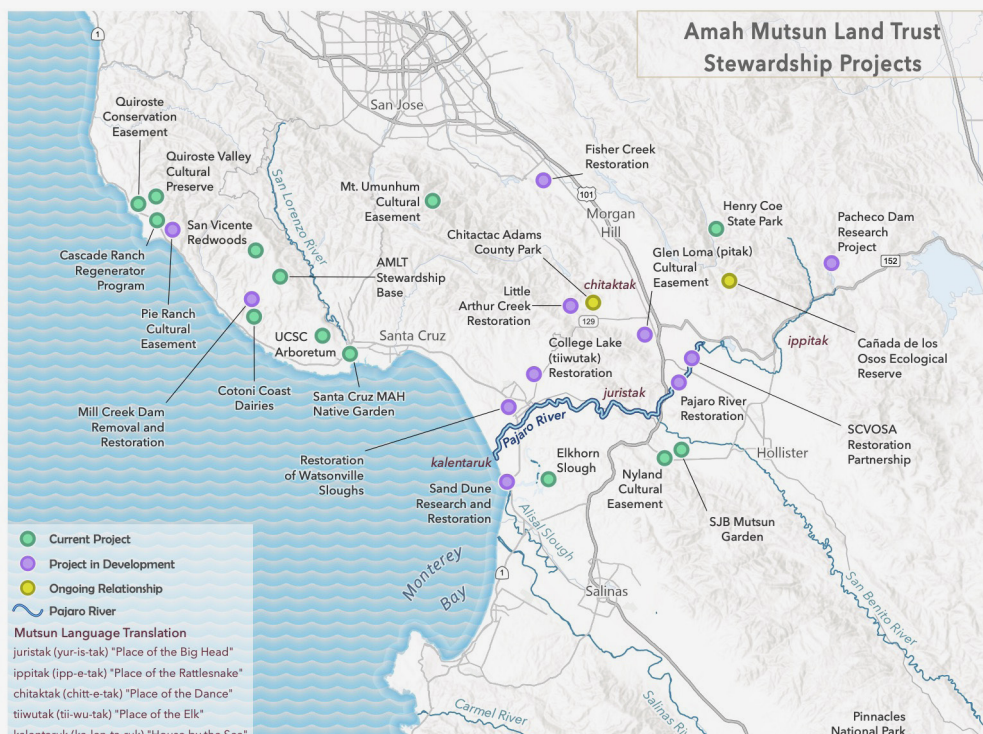
Organization and Sustainability. The AMLT is a professional organization with committed board members, staff, and volunteers.

Protection and Access. AMLT works with willing public and private landowners and land managers to steward the culturally significant places within our traditional tribal territory.

Stewardship and Management. AMLT engages in activities that promote the vitality of Popeloutchom and the well-being and resilience of its inhabitants.

Learning and Teaching. AMLT continues the path of knowledge, engaging in research and education that cultivates a greater understanding of our relationship with Mother Earth and all life.

AMLT is governed by a 10 member board of directors and served by a staff of 18 and many regular program volunteers. With an annual budget of approximately \$5M, AMLT works closely with partners throughout the region and state to steward lands that extend from Año Nuevo in the north, along the ridge-lines and west slope of the Santa Cruz Mountains to the Pacific Ocean and Monterey Bay, south to the Salinas River and inland to include the Pajaro and San Benito watersheds.





POSITION OVERVIEW

This role is an exceptional opportunity for a strategic land trust leader to continue AMLT’s learning, growth, and community connection on behalf of the Amah Mutsun Tribal Band and the lands known to them as Popeloutchom.

The Executive Director (ED) will collaborate with the Board of Directors and Tribal Band leadership to implement a new strategic plan focused on its core mission to restore indigenous knowledge and practices to Popeloutchom.

The ED will guide AMLT and execute a shared vision and strategy. They will manage AMLT personnel and operations, develop resources to ensure AMLT’s financial health, and act as a key liaison with the tribe and partners to ensure fulfillment of AMLT’s purpose. The ED will be AMLT’s primary spokesperson and champion within the community and throughout the region. They will cultivate meaningful relationships with community members and other tribal nations, conservation partners, elected and agency officials, and funders, and maintain a consistent focus on preserving and honoring Popeloutchom for current and future generations.

VISION

Conserve and restore indigenous cultural and natural resources within the traditional territories of indigenous Mutsun and Awaswas peoples.

Steward our lands and waters; combining traditional resource and environmental management with contemporary approaches—ensuring a resilient future for all inhabitants of Popeloutchom and fulfilling our obligation to Creator.

Research and teach the ways of nature—returning to the path of traditional ecological knowledge that our ancestors followed for thousands of years.



RESPONSIBILITIES



LEADERSHIP AND VISION

- ✔️ Oversee long-term organizational growth and development while centering core tribal values and supporting AMLT's role in expanding indigenous stewardship in Central California.
- ✔️ Model overall cultural leadership that values community-building and conservation impact, honoring the skills, talents, and wellness of staff while ensuring that AMLT stays true to its purpose.
- ✔️ Guide implementation of a new strategic plan and ensure its adaptation to changing business realities, land management opportunities, and operational needs.
- ✔️ Manage the AMLT Leadership Team with a coordinated, values-based, professional approach.



PARTNERSHIPS AND REVENUE DEVELOPMENT

- ✔ Lead revenue strategy and implementation; work with the Director of Development to identify key fundraising priorities and cultivate relationships with public and private funders.
- ✔ Develop visionary projects consistent with AMLT's core purpose, in partnership with partners and major regional funders.
- ✔ Negotiate key agreements on behalf of AMLT, ensure responsible contract management, and reporting and maintain positive relationships with contract partners and funders.
- ✔ Represent AMLT and maintain positive working relationships with the tribal community, public sector agencies, peer organizations, and partners.
- ✔ Conduct public, government, and media relations.



FINANCIAL STRATEGY AND OVERSIGHT

- ✔ Develop and guide overall business and financial strategy in compliance with organizational policy and contractual obligations.
- ✔ Work with staff to develop an annual operating budget, oversee revenue projections for new and ongoing projects, and ensure appropriate cash flow.
- ✔ Provide regular, clear financial reporting to the board.
- ✔ Ensure clear tracking and responsible financial leadership of multiple revenue sources, including government contracts, property assets, earned income fees, and restricted funds.
- ✔ Conduct official correspondence and execute legal documents in coordination with the board.



LAND MANAGEMENT

- ✔ Provide oversight of land conservation and land management activities, including acquisitions and easements.
- ✔ Oversee land transaction financial feasibility assessments.
- ✔ Provide oversight of land stewardship approaches and practices.



BOARD LEADERSHIP

- ✔ Maintain a strong working relationship with the Board of Directors and Board President.
- ✔ Actively advance board development, recruitment, and retention.
- ✔ Support the board in its efforts to ensure it represents the Amah Mutsun Tribal community and other key constituents.
- ✔ Work in close partnership with the board to assess and update AMLT's strategic direction and assess programmatic effectiveness.
- ✔ Prepare and present executive and other reports to the board.
- ✔ In coordination with the board, prepare and present executive and other reports to the tribal Council to ensure alignment with tribal priorities, and seek guidance on cultural and spiritual matters.



PROGRAM OVERSIGHT

- ✔ Oversee AMLT program, personnel, and business affairs through policy and process development, delegation, and evaluation.
- ✔ Supervise conservation project development, and provide a strong foundation in land restoration and stewardship practices with a community focus.
- ✔ Ensure that projects advance tribal priorities and also support organizational sustainability.
- ✔ Work with staff to co-create programs and assign appropriate resources.
- ✔ Supervise property and asset management, including developing sound property budgets, timely reporting, and compliance.



STAFF MANAGEMENT

- ✔ Encourage staff development and a culture of learning and professional growth.
- ✔ Help program staff understand how their specialized work relates to AMLT's mission and values.
- ✔ Maintain professional HR standards and practices.
- ✔ Manage recruitment, employment, and release of all personnel, and seek board guidance on sensitive matters that affect tribal community members.



DESIRED QUALITIES, COMPETENCIES, AND EXPERIENCE

The Executive Director must have knowledge of and compassion for the historical and contemporary trauma of the Amah Mutsun Tribe, as well as the grit and internal capacity to navigate tribal politics with grace, operate under pressure, and balance multiple points of view and interests.

QUALITIES AND COMPETENCIES

Cultural Awareness. Demonstrates an intuitive cultural awareness, respect for, and sensitivity to the cultural values, history, spirit, and practices of the Amah Mutsun tribal Band and broader native community, especially if the ED is not Native or a tribal member.

Humble. Deeply humble, patient, and empathetic.

Curious. Bright, inspired, motivated, and able to identify and fill in the gaps in their knowledge.

Strategic. Able to quickly assess the opportunities and priorities and to sequence them.

Relational. Able to relate to many people and constituencies in a highly political environment, respecting people at all levels within and outside AMLT.

Collaborative. Work constructively in partnership with others and demonstrate effective collaborative leadership, including being present for key programmatic and cultural events.

Dynamic. A strong leadership presence with excellent oral and written communication skills, comfort speaking publicly, and the ability to authentically engage various people.

EXPERIENCE

- Broad understanding of Amah Mutsun tribal history and culture and/or California indigenous history and culture generally.
- Connection to AMLT's mission to restore, heal, and empower the Amah Mutsun Tribe and the Tribe's historic lands and waters.
- Strong nonprofit management and leadership experience, including developing strategy and tracking goals, managing growth and adapting systems, and building accountability and trust.
- Experience attracting, supporting, developing, and coordinating a strong staff team.
- Demonstrated approaches to supporting and mentoring staff, tribal members, and community members to build their skills and knowledge.
- Land conservation and/or land trust expertise, including fee acquisition and easements, land management, and stewardship.
- Demonstrated financial management and budget skills, and the ability to oversee complex organizational finances.
- Revenue development experience, including developing funding partnerships, foundation fundraising, and capital development.
- Experience with earned income approaches and developing new revenue streams.
- Knowledge and/or experience with the jurisdictions and governmental entities in Central Coastal California, including Santa Clara and San Benito Counties.
- Experience with local and regional foundations.
- Experience with policy advocacy, particularly at the state level.





COMPENSATION

This is a full-time, exempt, benefit-eligible position. The Executive Director's anticipated annual salary range is \$140,000–\$160,000, commensurate with knowledge, abilities, and experience.

AMLT's benefits package includes:

- ✓ Option to enroll in employer-supported medical, dental, and vision insurance. AMLT contributes 90% of employee silver-level health and dental coverage or an equivalent amount toward another policy level
- ✓ Three weeks paid time off and 11 paid holidays annually
- ✓ Reimbursement for AMLT-related personal vehicle use at the federal mileage rate

LOCATION AND REQUIREMENTS

This is a fully remote position within the greater California Central Coast and Bay Area. It is essential that the Executive Director be a consistent presence on the lands and with the people of Popeloutchom.

TO APPLY

Visit potrerogroup.com/amlt and select "Apply Here." Please include a resume and a cover letter describing your qualifications that match the position criteria and what you will bring to the role.

Interested candidates should apply by **December 5** for priority consideration.

START DATE

Spring 2025



Amah Mutsun Land Trust is an Equal Opportunity Employer

AMLT believes that all people are entitled to equal employment opportunities. We follow federal, state, and local laws prohibiting discrimination in hiring and employment. We do not discriminate against employees or applicants on the basis on an individual's race (including, but not limited to, hair texture and protective hairstyles such as braids, locks, and twists), color, religion, religious creed (including religious dress and grooming practices), national origin, ancestry, citizenship, physical or mental disability, medical condition (including cancer and genetic characteristics), genetic information, marital status, sex (including pregnancy, childbirth, breastfeeding, or related medical conditions), gender (including gender identity and gender expression), age (40 years and over), sexual orientation, veteran and/or military status, protected medical leaves (requesting or approved for leave under the California Family Rights Act), domestic violence victims, political affiliation, or any other status protected by federal, state, or local laws in providing employment opportunities.

The AMLT is an entity of the Amah Mutsun Tribal Band. It is the ultimate goal of the AMLT to be a completely tribally run organization to best serve their community. In our hiring practices, we prioritize tribal member candidates; however, we will not discriminate against the protected classes listed above.

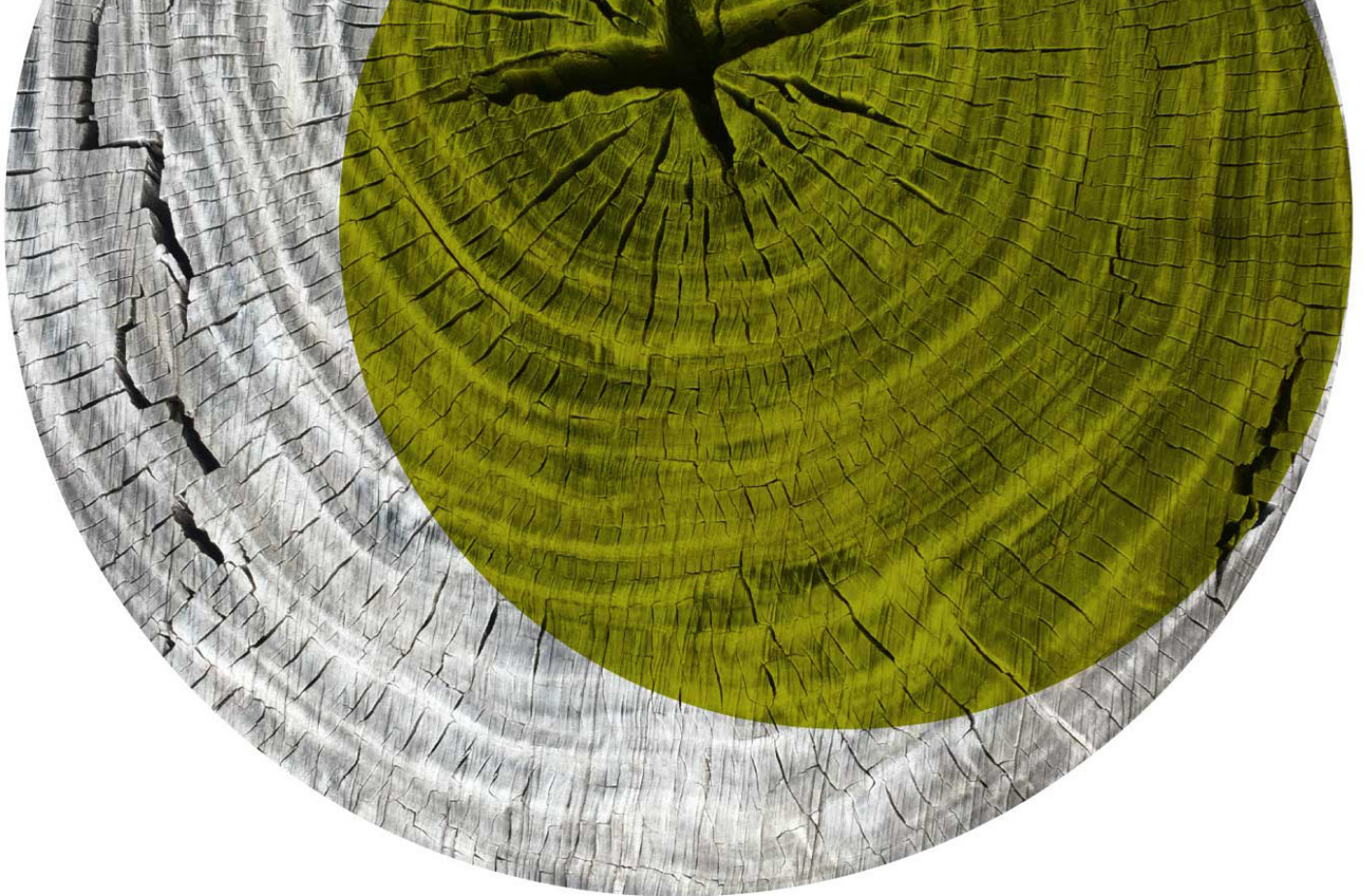
ADDITIONAL INFORMATION

More information about Amah Mutsun Land Trust can be found at amahmutsunlandtrust.org.

For additional information regarding this opportunity, please contact:

Andrew Leider
Managing Director and Search Lead, Potrero Group
aleider@potrergroup.com





Potrero Group is honored to coordinate this search on behalf of the Amah Mutsun Land Trust. We support innovative leaders and organizations making a difference in the world by providing rigorous strategy and business planning, organizational effectiveness, and nuanced search services to mission-driven organizations. We are committed to equitable and inclusive practices in all of our work.

To join our mailing list and be notified of future opportunities, please visit

PotreroGroup.com