Public Lands Specialist  
Bears Ears Inter-Tribal Coalition

Resources Legacy Fund (RLF) works with philanthropists to conserve land, water, and ocean resources while advancing healthy communities and social equity. We engage economically and ethnically diverse communities as we foster new funding and better policies for environmental protection and climate change adaptation.

The Bears Ears Inter-Tribal Coalition (Coalition) is comprised of five tribes—Hopi, Navajo Nation, Ute Mountain Ute, Ute Indian Tribe, and Pueblo of Zuni—that successfully advocated for the creation and restoration of the Bears Ears National Monument and are also tasked with collaborative management of the Monument. The Bears Ears Inter-Tribal Coalition (Coalition) is a project of RLF.

The Public Lands Specialist serves as the primary nexus between the Bureau of Land Management and the United States Forest Service, and other federal agencies, for the advancement and realization of the collaborative management relationship at the Bears Ears National Monument, as well as oversees implementation of the Project’s Land Management Plan. Additionally, they conduct review, analysis, and research on legislation and policy to assess implications and effects to issues pertinent to Bears Ears and its Tribal affiliates. This position requires close coordination with Tribal Leaders, Tribal advisors, and partners, to leverage the vision and priorities of the Coalition Tribes. This position also plays an active role in supporting and advising general operations including capacity building, project management, and public relations.

The Public Lands Specialist reports to the Executive Director of the Coalition. This full-time position is exempt and duties are outlined below.

The following duties are included as part of the role:

- Cultivate strong and cooperative working partnerships across the five Coalition Tribes as well as with governmental agencies, congressional allies, consultants, grassroots, and other partners.
- Provide leadership over collaborative management activities; coalesce Tribal perspective into management practices, implement Tribal recommendations, and inform federal land decisions at Bears Ears National Monument.
- Convene and facilitate the Coalition’s Cultural Resources Subcommittee for the purposes of facilitating agency planning processes and NGO conservation work in the Bears Ears landscape for perpetuity.
- Maintain regular communication with the BLM and USFS and provide updates to the Tribal Leaders, attorneys and Tribal cultural resource staff, and BEITC staff.
- Incorporation and research Traditional Ecological Knowledge in order to inform public lands management.
- Oversee programmatic and contractual work to include: LMP technical writer, NGO partners, and external parties in the areas of land management planning.
- Seek areas to collaborate with nonprofit partners and look for appropriate ways to coordinate conservation and planning efforts.
- Research the regulatory landscape and provide policy recommendations, as requested.
- Review other land management plans, remain up-to-date on best practices in conservation and environmental stewardship.
- Convene meetings of partners, consultants, and or/staff as needed to advance Coalition land planning objectives.
- Ensure the accuracy and quality of written products. Research, prepare, and assemble documents including presentations, general correspondence, reports, and other materials.
- Oversee monitoring and evaluation of the results of projects and program elements. Ensure program administration, reporting, monitoring, and evaluation is conducted in a manner that meets program criteria and achieves program outcomes.
- Ensure collaboration and team performance, including coordination with consultants and staff to ensure efficient operation and information flow.
- Assuring that the federal agencies’ implementation of a Monument Management Plan incorporates to the maximum extent possible the vision of the Coalition and the recommendations.
- Navigate complex inter-working relationships with particular attention to NGO allies; gauging offers of support, social consciousness, and knowledge of Tribal cultural sensitivity.
- Provide support, as needed, to the Executive Director and staff in operations, fundraising, strategic planning and policy advocacy.

Knowledge, Skills and Abilities:
- Graduation from an accredited college with a concentration in any one or more of the following areas: environmental science and management, wildlife and natural resources conservation and management, biology, ecology, sustainability, archeology, anthropology, sociology, political science, public policy, and Juris Doctor. A mix of education and work experience in the concentrations above can fulfill this standard.
- Approaches the land management planning process from a desire to create a platform for the Tribes to voice their perspective and Traditional Ecological Knowledge in a way that is culturally appropriate but also easy for the agencies to incorporate into their planning documents to the greatest extent possible.
- Advanced education or practical knowledge in the application of federal Indian law and policy, and a topical knowledge of areas of importance to Tribes, such as federal trust responsibility, tribal sovereignty, and indigenous rights is preferable.
- Experience serving and supporting efforts regarding environmental justice, sustainability, and indigenous land issues.
- Ability to analyze and contextualize environmental issues for the purpose of land management, oversight, and decision making.
- Knowledge of, and experience with, conservation and environmental related activities, including experience managing projects and leading cross functional and diverse groups.
- Ability to resolve conflicts professionally and maintain patience, grace, and humor under pressure.
- Ability to perform tasks with a high degree of accuracy and attention to detail, as well as anticipate informational needs as situations and projects develop.
- Proficient with technological components of the job: Zoom, Word and document editing, Google Suite, Excel, and others.
- Ability to adhere to numerous deadlines, conflicting priorities and handle multiple tasks efficiently. Ability to receive, balance, and handle direction and input from multiple colleagues.

As a member of the RLF team, the Public Lands Specialist:

- Is committed to work that preserves the sovereignty of Tribal Nations while promoting cross-cultural collaboration;
- Ability to represent the Coalition’s positions effectively to internal and external constituencies;
- Conceives of individual actions as part of a greater whole;
- Maintains a high-level of organizational acumen and emphasis on creating processes that promote transparency and measurable progress;
- Accepts and integrates methods of environmental conservation in work production;
- Works in tandem with the Inter-Tribal Liaison and Traditional Knowledge Advocate to develop a land management plan and process;
- Manages external relationships and acts as the primary Point of Contact with federal agencies, NGOs and technical partners;
- Is a reliable team player that enables peer empowerment and is comfortable playing a leadership role when needed, as well as deferring to colleagues, Tribal leaders, attorneys and support staff, where appropriate;
- Exhibits self-awareness, humility, and patience when working with diverse groups;
- Possess high level of Tribal cultural sensitivity and follows diversity protocols in adherence to workplace integrity;
- Able to identify needs of the organization or context and work flexibly to attain objectives;
- Enjoys opportunities to mentor other team members and thrives in a collaborative working environment where there is emphasis on empowerment and accountability.