

Land Management Intern Bears Ears Inter-Tribal Coalition

The Bears Ears Inter-Tribal Coalition (Coalition) is comprised of five tribes—Hopi, Navajo Nation, Ute Mountain Ute, Ute Indian Tribe, and Zuni Tribe—that successfully advocated for the creation of the Bears Ears National Monument and were also tasked with collaborative management of the Monument. Resources Legacy Fund acts as fiscal sponsor for the Bears Ears Inter-Tribal Coalition Project (“Project”); the Project operates for the benefit of the Coalition.

Bears Ears Inter-Tribal Coalition is a fiscally sponsored project of Resources Legacy Fund (RLF). RLF builds alliances that advance bold solutions to secure a just and resilient world for people and nature. RLF partners with philanthropy, community groups, government, science, and business to promote smart policies and ensure equitable public funding for the environment, climate change resilience, and healthy communities. Across the American West and internationally, RLF manages complex, multi-year grantmaking programs and fiscally sponsors projects that accelerate change on environmental and equity issues.

The Land Management Intern is responsible for providing research, analysis, and general support to Coalition Leadership and staff, as well as support with collaborative management documentation and retention of information. The position requires coordination with the Co-Director (Land Management and Intergovernmental Relations) and the Land Team as they develop and implement a plan to collaboratively manage the Tribally recognized 1.9 million-acre Bears Ears Landscape. This will include assisting Coalition staff with document review and public comment period strategy to ensure that Traditional Indigenous Knowledge and Tribal expertise is incorporated into the final management plan for the Bears Ears National Monument to the maximum degree achievable under the circumstances. The position will also include supporting community outreach and event planning with the Tribal Stewardship and Engagement Coordinator.

The Land Management Intern reports to the Co-Director (Land Management and Intergovernmental Relations). This part-time internship is a hybrid, non-exempt position based in Albuquerque, NM. The selected applicant will need to be in the office 50% of the time. There are no travel requirements for this position. Duties are outlined below.

The following duties are included as part of this role:

- Support Land Team in review and analysis of land management planning documents.
- Support the analysis of public comments on the draft Resource Management Plan.
- Assist with preparing and briefing materials for the Coalition Staff, Coalition Leader and Subcommittee meetings.
- Work closely with the Land Team to integrate Tribal expertise into the land management plan and attendant planning processes.
- Communicate with NGO partner staff, regarding the collaborative management framework and plan for Bears Ears National Monument, as needed to support the Land Team’s engagement work.

- Attend relevant Land Team meetings.
- Produce written materials summarizing and analyzing meetings, and/or research conducted
- Create documentation to support information sharing for organizational purposes.
- Attend Coalition Leader meetings and Subcommittee meetings, as needed to support the Land Team.
- Attend public meetings hosted by the Forest Service, BLM and Bears Ears Commission.
- Attend collaborative management meetings between the Forest Service, BLM and Bears Ears Commission.

Knowledge, Skills and Abilities:

- Current student at an accredited school with course or work experience in one or more of the following areas: Native American and Indigenous studies, environmental law and/or public lands management, indigenous studies, natural resources, wildlife and natural resources conservation and management.
- Knowledge of and familiarity with any one of the following areas: indigenous rights, tribal sovereignty, conservation, environmental protection, and social justice.
- Strong verbal communication skills, including conveying messages clearly and concisely, paraphrasing, selecting language appropriate for the audience, encouraging others to share input, and exercising cultural awareness and sensitivity.
- Strong writing skills. Ability to synthesize factual information from multiple sources into a lucid, cohesive written product. With an understanding of tone and style, produce a written work product that effectively communicates the desired message to the intended audience(s).
- Strong data visualization skills. Ability to communicate complex information through effective infographics.
- Exceptional organizational skills and the ability to manage extensive documentation and written information.
- Ability to work effectively and in collaboration with diverse groups.
- Ability to resolve conflicts professionally and maintain patience, grace, and humor under pressure.
- 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.
- Technological abilities to ensure compliance with confidentiality policies and procedures necessary for the protection of RLF data, and to efficiently complete tasks.
- 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.
- Strong editing skills. Critical eye for grammar, punctuation, and syntax. Commitment to the highest quality written product.
- Ability to process and input data efficiently and effectively.

DIVERSITY, EQUITY, AND INCLUSION: We are committed to providing a work environment free from discrimination, where all team members feel valued, respected, and included. We know that our work is enriched by the varied voices and perspectives of every staff and board member, so we are committed to making an earnest effort to recruit, welcome, train, develop, and retain talented individuals from diverse

backgrounds. We believe that a diverse and inclusive culture expands our creative capacity to do our work and achieve greater outcomes for people and the natural world. Learn more about RLF's commitment to [diversity, equity, and inclusion](#) on our website.

As a member of the RLF team, the Land Management Legal Intern:

- Works well independently, as well as collaboratively to achieve a unified goal;
- Is committed to creating platforms for Tribes to articulate their values and perspectives;
- Is committed to work that preserves the sovereignty of Tribal Nations while promoting cross-cultural collaboration;
- Possesses a high standard of integrity and understanding of Tribal protocols (or willingness to learn Tribal protocols) to ensure that work is culturally appropriate, respectful, and meets Tribal ethical standards;
- Exhibits self-awareness, humility, and patience when working with diverse groups;
- Possesses professional skill to tailor approaches to accommodate a variety of audiences; and
- Thrives professionally in a collaborative work environment that celebrates cultural differences, prioritizes empowerment, and promotes fellowship.

Compensation and Benefits: Compensation range may be \$12-\$18 per hour commensurate with experience. We have a half Fridays off work schedule and an individual intern's schedule will depend on your availability. A laptop will be provided to the intern for the duration of the internship to assist with work.

How to Apply: Send your resume, cover letter, and three references to info@bearscoalition.org with the subject line "Land Management Intern - [YOUR NAME]."

Requirements:

- I9 verification;
- Reliable internet access, able to remote work relatively uninterrupted, less than 2 hours of service interruption per day.
- Reliable cell service, or close proximity to wifi hotspot, to receive cellular communications at least every 48 hours.

RLF participates in E-Verify, potential candidates can review the information [here](#) and [here](#).