

Job Announcement

Herring Protectors Steward

Position Title: Executive Director, aka Steward

Reports to: Herring Protectors Steering Committee

Fiscal Sponsor/Role Employer: Native Movement

Location: Sitka, Alaska. Occasional remote work allowed

Salary Range: \$70,000-90,000 DOE

Posting Date: October 10, 2023

Accepting applications on a rolling basis. Open until filled.

Anticipated Start Date: January 15, 2023

To apply: send resume and a cover letter to

herringprotectors@gmail.com. In the subject line of your email, write “HP Director Application”



**HERRING
PROTECTORS**

Who we are

The Herring Protectors is a grassroots movement led by Indigenous women. We use the original teachings of the Kiks.ádi women — ceremony and collective organizing — to stand up to unjust legacies of colonization and genocide that have led to the devastation of the yaaw (herring). We fight for the yaaw because their survival is paramount to our own fight for sovereignty.

For decades, Tribal citizens and the Sitka Tribe of Alaska have been advocating to protect the herring from overfishing by the commercial sac roe fishery. In the lead up to the 2018 Board of Fisheries (BoF) meeting in Sitka, our founder Louise K'asheechtlaa Brady organized community members to host educational events, rallies, and comment writing sessions. We hosted our first Yaaw Koo.éex' (Herring Ceremony), inviting BoF members to join the gathering and begin to understand the Indigenous relationship to herring.

The Herring Protectors continue our work on protecting all our relations and advancing Indigenous sovereignty in diverse ways. Over six years, we have supported harvesters, facilitated community gift and regalia construction, and hosted five ceremonies to honor the return of the yaaw, while continuing to advocate for their protection. As the work of the Herring Protectors has broadened and deepened, we have gained the fiscal sponsorship of Native Movement and are establishing additional organizational structure to sustainably continue the mission.



Job Announcement

The Herring Protectors are hiring their first ever full-time Executive Director, who will steward relationships with the yaaw (the herring), our environment, and the community. The Herring Protectors seek an experienced and passionate leader with a strong understanding of Lingít culture and worldview and a deep commitment to environmental, gender, and social justice. The ideal candidate will be entrepreneurial, leading with intentionality and respect to evolve a grassroots movement into a sustainable organization. A successful leader will need to be highly organized, creative, and resourceful, able to build relationships and trust with Tribal citizens to advance ambitious goals through collective action.

Compensation & Schedule

This is a full-time position, with the possibility of remote work. The salary is competitive and commensurate with experience. All Herring Protectors employees are "at-will" thereby either party may terminate employment at any time.

- \$70,000-90,000 annual salary DOE
- \$300 healthcare stipend in each biweekly pay period
- **FLSA Status: Exempt**

Through our fiscal sponsor Native Movement, we provide greater than average Paid Time Off (PTO), including “Harvest” and “Ceremony/Spiritual” leave and ample paid holidays. Additionally, Native Movement’s standard work week is four days – Monday through Thursday – while Fridays are paid “wellness” days. Occasional evening and weekend assignments may be required.

Primary tasks and areas of responsibility

Organizational Management

- Provide administrative and general support to the Founder so she can focus her time and energy on strategic opportunities that elevate the movement
- Adapt to evolving priorities and needs of a growing organization
- Maintain partnership with Fiscal Sponsor, Native Movement
- With support, lead Herring Protectors social media and other communications
- Establish and manage the Herring Protector’s calendar, with detail to deadlines, events, and opportunities
- Manage all accounts and software belonging to the Herring Protectors



- Hire and manage staff and contractors as funding allows

Community Building

- Build relationships with Tribal citizens and the broad community of supporters
- Establish meeting structure, coordinate and prepare for meetings of the core leadership team
- Organize and oversee team of volunteers, contractors, and, eventually, staff
- Provide facilitation and backbone support as needed for events and organizing efforts

Financial Management

- Develop annual budget for approval by the Steering Committee and prepare periodic financial reports for their review
- Establish and follow organizational financial policies and internal controls
- Lead grant writing, fundraising and develop a funding strategy to establish financial stability for the organization
- Track grant income and expenses, filing necessary documentation
- Ensure all financial reporting requirements are met in a timely and efficient manner

Behaviors expected for success in the position

- Treat oneself and others with dignity, generosity, and respect
- Take leadership and initiative
- Communicate clearly, timely, compassionately, and professionally
- Center Indigenous voices
- Act and operate independently with minimal daily direction, particularly in ambiguous settings

Additional Requirements

- Valid driver's license
- Satisfactory completion of a reference check
- We are open to candidates with a diverse range of backgrounds, work experience and educational pathways, including folks without academic credentials. Expertise or experience in any of the following topics may be helpful for this role: business, finance, public administration, nonprofit management, environmental science, environmental policy, community organizing, social justice work, Indigenous studies.