

State of Washington
Parks and Recreation Commission
invites applications for the position of:
Director of Tribal Affairs (Tumwater)

careers.wa.gov
Working for Washington State

SALARY: \$103,080.00 - \$128,856.00 Annually

OPENING DATE: 09/22/22

CLOSING DATE: Continuous

DESCRIPTION:



Washington State Parks is seeking an experienced leader to serve as our Tribal Affairs Director. This position is new for the agency and is a meaningful opportunity to help State Parks communicate and work more effectively with tribal governments.

Reporting to the agency Director, and serving on the Executive Leadership Team, the Tribal Affairs Director will lead the agency in developing and maintaining mutually beneficial working relationships with tribes that have treaty and indigenous rights in Washington state.

Washington State Parks has many opportunities to work with tribal governments as one of the state's premier natural resource agencies. Our dual mission to care for Washington's most treasured lands and to connect all Washingtonians to their diverse natural and cultural heritage requires that we regularly consult and coordinate with the tribes. From natural and cultural resource conservation to park development and tribal interpretation, the role of this position is varied and interesting. Opportunity abounds for State Parks first Tribal Affairs Director to make a difference.

We are looking for a leader who will bring a fresh lens to our work and help lead change throughout the agency. Someone who establishes and maintains credibility with tribal communities and who will share their voice to challenge and influence the agency in a positive way. A leader who builds effective partnerships to gain the confidence and trust of others through honesty, integrity, and authenticity. A collaborative manager who can work throughout the agency to organize our efforts to build solid working relationships. A strong communicator. Someone who will bring teams together and mentor staff members throughout the agency. An individual who drives results and makes things happen as a public servant.

If this describes you, and you meet the qualifications stated below, we hope you will consider applying for this exciting new position at Washington State Parks.

DETAILS ABOUT THE POSITION

The Washington State Parks and Recreation Commission is currently seeking a full-time permanent Director of Tribal Affairs, located at Headquarters, in Tumwater, WA. This position is a Washington Management Service Band 3 (WMS 3).

This position is based out of at our Headquarters' building in **Tumwater, Washington**. Any

schedule of other than 8am to 5pm, Monday through Friday, is at the discretion of the Director. The incumbent of this position may also be eligible for telework.

The annual range of compensation is between **\$103,080 – 128,856** depending upon qualifications.

This posting will remain open until filled. It is in the candidate's best interest to apply before October 10, 2022 when a first review of applicants will be completed. The hiring authority reserves the right to fill this position at any time after that date without notice.

The Tribal Affairs Director supports the work of the Agency Director, the Executive Leadership Team, and the State Parks and Recreation Commission by working with tribal governments to manage the regulatory responsibilities of State Parks in accordance with tribal treaties and indigenous rights.

DUTIES:

Responsibilities include, but are not limited to:

- The coordination of agency responses to issues of treaty rights and rights reserved by tribal governments, natural and cultural resource protection and management, and jurisdictional issues with the 29 federally recognized tribes and other tribal governments with treaty and indigenous rights in Washington state.
- Providing analysis and recommendations for the agency's approach to effective tribal government relationships, consultation processes, and the legal requirements of State Parks. It facilitates the agency's efforts to build and maintain effective relationships with tribal governments and their staff.
- Ensuring executive government-to-government compliance with the Centennial Accord, the Millennium Agreement, federal tribal treaties and law, the laws of Washington state, the Department of Archaeology and Historic Preservation, Executive Order 21-02, and Commission rules and policies.
- Developing government-to-government policies and internal agency tribal policies in collaboration with tribal governments.
- Addressing issue resolution between State Parks and tribal governments as an agency priority, demonstrating understanding of agency programs and organizational structure and encouraging tribal involvement and communication related to mutual interests and agency legal responsibilities with tribes.
- Initiation of regular periodic meetings with tribal governments and relevant agency staff to share information and provide updates on the management of state parks.
- Maintaining and organizing tribal directories, agency contacts with tribes, and government-to-government consultations in alignment with the requirements in Executive Order 21-02, and relevant federal and state laws and regulations.
- Providing advice, guidance, and support to agency staff/divisions who regularly interact with tribes on individual projects.
- Attending tribal liaison meetings organized by the Governor's Office of Indian Affairs.
- Submitting required documents and reports and coordinates agency involvement with the annual Centennial Accord meetings and natural resource sub-committee meetings.

QUALIFICATIONS:

Required Qualifications:

- Bachelor's degree

AND

- Two years of experience working in a professional capacity with sovereign tribal nations or within tribal governments. This experience includes policy development, developing and implementing programs and/or serving as a strategic advisor or tribal liaison. Experience may have been gained by working in tribal communities or in an organization with extensive engagement with tribal governments.

****Experience may be substituted year for year of education.****

Desired Qualifications:

- Enrolled member of a Native American tribe located within, or outside of, Washington State.
- Five or more years' experience in a professional capacity working collaboratively with sovereign tribal nations or within tribal governments.
- Professional experience working on environmental and/or cultural resource management issues with tribal governments.
- Experience with American Indian Law, and other federal and state laws and regulations related to tribal governments in the United States.
- Higher Education studies with focus in natural resource management, American Indian studies, public administration, anthropology, political science, management, law, or related field.

Required Competencies:

- Positive and professional interpersonal relationship skills.
- Self-motivated and self-directed.
- Effective verbal communication skills to respond to inquiries, public speaking engagements and presentations.
- Ability to distill complex issues and convey a compelling story in a clear, concise manner in individual, group, and conference settings.
- Ability to interact positively and communicate effectively with elected tribal officials, legislative bodies, and members of tribal communities.
- Ability to solve problems through creative and innovative leadership, strong community engagement and a desire to authentically collaborate with diverse stakeholder groups.
- Skilled in problem solving, analysis, evaluation, and resolution.
- Ability to organize and prioritize tasks to meet objectives as they relate to position duties.
- Proficiency with Microsoft Word and Outlook.

CONDITION OF EMPLOYMENT: All Washington State Parks employees must be fully vaccinated against COVID-19 by the date of hire. Please note that any offer of employment is contingent upon you providing verification of your vaccine status. No start date will be approved until you have verified your vaccine status. If you have questions about this requirement, please contact the recruitment team at HR.Recruitment@parks.wa.gov.

SUPPLEMENTAL INFORMATION:

HOW TO APPLY:

To ensure consideration, please complete the online job application and profile at www.careers.wa.gov.

Diversity, Equity, and Inclusion -

The Washington State Parks and Recreation Commission is committed to creating an equitable, hospitable, appreciative, safe, and inclusive park environment – one that embraces and values the full spectrum of all community members' contributions. The Commission makes this commitment because

- Diversity strengthens the workforce in competence and ability.
- Celebrating diversity appreciates and values individual differences.
- Diversity serves an increasingly heterogeneous society.

- Diversity helps ensure the relevance of a state park system, its mission, properties, and programs to all people of this state today and in the future.
- Diversity, Equity, and Inclusion strengthens our ability and commitment to serve all citizens.

The Washington State Parks and Recreation Commission is an equal opportunity employer. We are committed to creating and sustaining a working environment that includes, welcomes, and respects diverse identities of race, culture, ethnicity, sexual orientation, gender, and more. Women, racial and ethnic minorities, persons with disabilities, persons over 40 years of age, disabled and Vietnam veterans and people of all sexual orientations and gender identities are invited to apply. Persons desiring any accommodations in the application process or this job announcement in an alternative format may contact the human resources office at (360) 902-8565. Applicants who are deaf or hearing impaired may call through the Washington Relay Service by dialing 7-1-1 or 1-800-833-6388.

For information about this position, please contact Becky Daniels at 360-902-8575 or by email at becky.daniels@parks.wa.gov

Director of Tribal Affairs (Tumwater) Supplemental Questionnaire

- * 1. All state employees must be fully vaccinated against COVID-19 by the date of hire. Are you willing to accept and comply with this condition of employment?

Yes

No

* Required Question