



*Federated Indians of
Graton Rancheria*



*invites your interest
for the position of*

**Director of
Education**

Federated Indians of Graton Rancheria

The Federated Indians of Graton Rancheria was restored to federal recognition as a tribal nation by then President William Clinton on December 27, 2000. This milestone was achieved through a dedicated and unwavering commitment to self-determination that spanned over eight years. The legislation also provided for the establishment of trust land previously taken by the government. In 2005, the Tribe purchased approximately 254 acres of land for its reservation just outside of Rohnert Park, CA. While the Graton Resort and Casino is based on the Tribe's reservation, the governmental offices are based out of a separate office building in Rohnert Park, CA.



The Graton Rancheria community is a federation of Coast Miwok and Southern Pomo groups. The Miwok of west Marin County have, through the years, been referred to as Marshall Indians, Marin Miwok, Tomales, Tomales Bay and Hookooeko. The Bodega Miwok (aka, Olamentko) traditionally lived in the area of Bodega Bay. The neighboring Southern Pomo Sebastopol group lived just north and east of the Miwok. The town of Sebastopol is located about one mile midway between the north boundary of traditional Miwok territory and the southern edge of Southern Pomo territory.

In 1920, the Bureau of Indian Affairs purchased a 15.45-acre tract of land in Graton, CA for the “village home” of the Marshall, Bodega, Tomales and Sebastopol into one recognized entity, Graton Rancheria; thus, previously establishing them as a federally recognized tribe of American Indians. Tragically, in 1958 Congress passed the California Rancheria Act of 1958 terminating 41 California Rancherias, including Graton Rancheria. Despite this termination the tribes continued to preserve their culture and traditions and took up the legislative fight to get their land back, leading to the eventual restoration as a federally recognized tribal nation.

Since regaining federal recognition, the Federated Indians of Graton Rancheria have continued to move from strength to strength, both building their community and building out the infrastructure of the Rancheria. In 2008, after six arduous years of applications, the Tribe received grant funding from the U.S. Department of Health and Human Services through the Administration of Children and Families to launch its own Tribal TANF program for low-income Native American families in Sonoma and Marin counties, including programs and services to strengthen families such as employment assistance, job training and child care assistance. In November 2013, the Tribe opened the Graton Resort and Casino, and in doing so, have been able to provide programs and services to Tribal Citizens to help realize their dreams of self-sufficiency.



Today, the Tribe continues to be a progressive nation serving as a community leader in the fight for social justice and environmental stewardship. It's also a leader and model tribe in preserving their cultural heritage and in educating the local community on its enduring heritage.

Tribal Governance and Governmental Operations

The Federated Indians of Graton Rancheria (FIGR) is governed by a seven-member elected Tribal Council that is led by an elected Tribal Chairman. There are four designated roles including the Chair, Vice-Chair, Secretary and Treasurer, along with three “at-large”

members. A separate body, the General Council, consists of all tribal citizens over the age of 18. The General Council exercises powers associated with the electorate in democratic governance.

In the fall of 2020, the Tribal Council hired a new Executive Director of Governmental Operations (EDGO), who manages the day-to-day operations of the Tribal Government Office. Governmental operations consist of Administration, Finance, Social Services, TANF (Temporary Assistance for Needy Families), Environment, Education, Housing, and Cultural. The EDGO leads a staff of approximately 100 full and part-time employees.

The Position and Ideal Candidate

The Education Director (EdD) will report to and work closely with the EDGO while providing oversight, direction, and support for all day-to-day operations for the Tribe's education programs. The EdD, with a staff that includes an Education Manager and an Administrative Assistant, will oversee an expansive array of programs that meets the needs and desires for all tribal citizens. Programs currently range from college/career readiness, internships, and college scholarship programs, tutoring and early childhood education, and includes support to departments providing citizen educational programs that cover culture, history, housing, and financial literacy. The ultimate goal is to create a more comprehensive, integrated, multifaceted, and full-service Education Program that has a powerful and lasting impact in areas of infancy through adult education and encourages and supports an enriched standard of living through life-long learning.



FIGR has experienced a tremendous transformation since its federal recognition over 20 years ago growing from a staff of six to approximately 100 employees. This organizational growth has focused primarily on services for its citizens and is expecting continued growth through expanding cultural, educational, environmental, and social programs to serve the tribal nation and greater community even better. Fortunately, this has been a product of a governmental structure that is highly stable where organizational politics are virtually non-existent, and the staff and Tribal Council enjoy a collaborative relationship. The educational component is one of the priority areas for the expansion of those tribal services.

The Tribe's commitment to enriching the educational experiences of Tribal Citizens is demonstrated by the continuing growth and evolution of programs offered to Tribal Citizens. This expansion must include current/future program integration, ensure programs and services are culturally competent and provide a level of standardization and accountability to ensure future educational efforts provide measurable results. This role also prioritizes an expansion of outreach and proactive communications with the desire to maximize tribal participation for educational services. The nature and essence of this role would be ideally suited to a passionate champion and unwavering advocate for native students of all ages to receive an equitable and quality education, and personal and professional development. An inclusive and collaborative leadership style that engages and influences others while focused on the tribal mission for education will be essential for this role. Creativity, innovation, and resourceful administration strengths with excellent presentation, oral, and written communication skills are expected attributes.

The ideal candidate for this assignment will be an experienced educational administrator with an insight on issues pertaining to the educational needs of American Indian youth and an awareness of American Indian history, culture and sovereignty. This position requires five or more years of professional experience as an educational administrator or professor/teacher with a strong knowledge of contract management, budget administration and grant writing skills along with at least five years of supervisory experience. This position requires a Bachelor's degree with major course work in education or a related field or a combination of experience to demonstrate competency in the required skillsets. A Master's degree in education, educational administration or a related field and a teaching certification will be considered favorably. Additionally, an understanding of the federal structure under which the tribal organization operates is desirable.

Compensation and Benefits

The Federated Indians of Graton Rancheria provides an exceptional salary and benefits program for employees. The salary range for this position is \$125,000 – \$175,000 annually, depending on qualifications. The comprehensive benefits program provided to all full-time and part-time regular employees (20+ hours weekly) includes:

- ◆ Medical Insurance – At no cost to the employee
- ◆ Vision Insurance – At no cost to the employee
- ◆ Dental Insurance – At no cost to the employee
- ◆ 401(k) – Participation after six months employment
- ◆ Long-term Disability Income Insurance – At no cost to the employee
- ◆ Holidays – 11 paid holidays annually
- ◆ Personal Time Off (PTO) – Accrued based on hours worked
- ◆ Employee Assistance Program



The Process

To pursue this compelling career opportunity, please visit the Avery Associates Career Portal on our website at www.averyassoc.net/current-searches/ to upload your letter of interest, resume and contact information, including email addresses for five work-related references (who will not be contacted until after an interview takes place).

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The final filing date for this recruitment is March 12, 2021.

If you have any questions regarding this position, please contact Paul Kimura at 408.399.4424 or by email at paulk@averyassoc.net or Bill Lopez at 408.888.4099 or by email at williaml@averyassoc.net.