



*Buffalo Nations Grasslands Alliance*  
GRASSLANDS FOR GENERATIONS

**Seeking to contract a Community-Based Facilitator**

**What:** The Buffalo Nations Grasslands Alliance (BNGA) is seeking to contract a community-based facilitator to assist with community engagement towards co-creating BNGA's activities and communications approach. (See project description below).

**When:** May - September 2022. Review of applications will begin on April 11, 2022.

**Hourly rate:** \$25 - \$42/hour depending on experience, plus travel expenses

**Where:** Location flexible, provided it is within one of the 16 Native nations in the Northern Great Plains. Submits contract products to Shaun Grassel, Chair, Buffalo Nations Grasslands Alliance

**Project Summary:** BNGA is a Native developed and led 501(c)(3) nonprofit collaborating with a broad coalition of partners to support conservation and sustainable livelihoods in Native nations in the Northern Great Plains (NGP). BNGA envisions Native nations uniting so the diversity of life in the NGP flourishes for current and future generations. BNGA's mission is to ensure the 15 Native nations in the NGP have the technical and financial resources to plan and act on their vision for their traditional lands and waters, which includes ensuring that:

- Tribal members thrive by sustainably stewarding and connecting with natural resources;
- Grasslands and native wildlife on tribal lands are restored or enhanced; and
- Tribal fish and game departments have the capacity to deliver conservation at scale.

Relationships based on shared interest and trust form the bedrock of successful cross-boundary, cooperative conservation. BNGA will not be able to reach its vision of Native nations uniting in a common goal without outreach to and engagement with Native nations' communities and other stakeholders. Understanding and then responding to the needs and priorities of people who engage directly with the land will make BNGA a smarter, more adaptive initiative that best serves Native people in the Northern Great Plains. Engaging a diverse group of people will build the shared ownership needed for sustaining long-term efforts to achieve BNGA's goals. It will also identify and address conflicts early before they become destructive. Outreach and engagement will unlock the creativity of diverse perspectives while building the solidarity needed to ensure the diversity of life in the Northern Great Plains flourishes for current and future generations.

This project focuses on one of BNGA's four outreach and engagement goals: to identify hunters, fishers, gatherers, ranchers, farmers, and Tribal natural resources departments' needs, co-determine which needs BNGA can help address, and clarify what BNGA can deliver. With assistance from the community-based facilitator, Native community members will co-design BNGA's activities and communications approach through participating in conversations, focus groups, and surveys.

**Duties:** Community-based facilitators will a) increase awareness of BNGA's mission and goals and b) enhance BNGA's understanding of hunters, fishers, gatherers, ranchers, farmers, and Tribal natural resources departments' needs through the specific duties listed below. Community-based facilitators will participate in training and learning sessions with BNGA's engagement committee team to become familiar with the project's goals, and approach, which will prepare the facilitator to be successful and engaged. They will also work closely with Tribal wildlife/natural resources department leaders to ensure outreach and engagement activities align with BNGA's objectives.

Specific duties will also include:

- Assisting with identifying people to invite to meetings
- Coordinating meeting invitations, meeting venues, meeting reminders, and post-meeting notes of gratitude
- Assisting the team with following protocols related to gathering information in Native nations, including maintaining confidentiality and data protection
- Communicating with people in-person, over Zoom, and over the phone, ranging from one-on-one conversations to group settings
- Listening closely and asking clarifying questions
- Speaking about BNGA accurately and professionally during all meetings

- Facilitating meetings, including working closely with the Coordinator to co-facilitate focus groups with hunters, fishers, gatherers, ranchers, farmers, and Tribal natural resources department staff, to understand i) what is working, ii) what their goals are, iii) what BNGA can design together to reach their goals, and iv) what BNGA is unable to do and why; and
- Distributing and collecting surveys
- Attending BNGA monthly meetings over Zoom

**Required Qualifications:**

- Five years of professional experience and/or B.A./B.S. degree.
- Experience facilitating meetings
- Experience effectively engaging a diverse range of individuals with varying viewpoints
- Strong communication (in-person and virtual verbal and written) skills
- Detailed note-taking skills
- Eagerness and ability to work in partnership with the BNGA team
- Willingness and ability to travel to several reservations in the Northern Great Plains
- Familiarity with the history of the land and people in Native nations in the Northern Great Plains
- Experience setting up and facilitating virtual meetings
- Ability to engage in conversations with a wide variety of people.
- Willingness to learn and interact with Native communities.
- Ability to work on tasks independently and collaboratively with a team.
- Availability to work up to 20 – 40 hours a week.

**Preferred Skills and Abilities:**

- Personal ties with Native communities in the Northern Great Plains
- Tribal affiliation of a Native nation in the Northern Great Plains

Applicants may contact Shaun Grassel, with questions at Email: [info@BNGAlliance.org](mailto:info@BNGAlliance.org).  
Contract terms negotiable.

To apply, please send a cover letter and resume (in pdf format) to Shaun Grassel with the subject heading: Job Application: Facilitator – (your last name)

Review of applications will begin April 11, 2022.

Applicants may be required to complete a background check.