



TRIBAL
MARINE
STEWARDS
NETWORK

Ecotrust

**Request for Qualifications (RFQ)
Marine Stewardship Catalyst
June 14, 2023 – December 31, 2024
Tribal Marine Stewards Network**

BACKGROUND:

The Tribal Marine Stewards Network (TMSN) is a partnership of five tribes in California—Tolowa Dee-ni’ Nation, Resighini Rancheria, Kashia Band of Pomo Indians, the Amah Mutsun Tribal Band, and Santa Ynez Band of Chumash Indians—dedicated to Indigenous-led management of California tribal homelands. Working together, these tribal partners are conducting monitoring projects on culturally important species, leading cultural education programs in their communities, and stewarding information repositories to safely house knowledge from their communities in the form of an Indigenous Traditional Knowledge Database.

Ecotrust and the TMSN have been in partnership since the inception of the TMSN in 2019. Ecotrust provides technical assistance and capacity building support to tribal staff as the TMSN grows. Tribal partners articulated the need for expanded support as they advance their respective visions for management of their homelands and waters. Following an extensive strategic planning process, and the development of a two-year action plan, Ecotrust and the TMSN have collaboratively developed a plan to catalyze on-the-ground TMSN activities into 2024.

As part of this plan, the TMSN have identified a need for Marine Research and Stewardship Catalyst position to play a central role in (1) provide technical assistance and support of existing marine monitoring programs being deployed by tribal partners, (2) designing and executing marine monitoring programs that meet tribal goals and align with Indigenous stewardship practices, and (3) exploring complex issues regarding how to design management regimes that support collaboration between Indigenous and non-Indigenous perspectives.

SCOPE OF WORK:

The Marine Research and Stewardship Catalyst will work to support a research and monitoring approach that relies on Indigenous science and traditional knowledge and is led and carried out by the TMSN. The person in this position will work alongside tribal staff and knowledge holders to support, develop, and implement monitoring and research that

addresses tribal priorities and aligns with tribal values. They will also provide training to tribal staff to facilitate tribally led monitoring and stewardship activities.

The Marine Stewardship Catalyst will:

1. Assist TMSN member tribes in finalizing the TMSN Monitoring Plan;
2. Assist tribal staff in developing individual monitoring plans for target species;
3. Provide needed trainings to tribal staff and members;
4. Assist with the development of culturally based protocols and practices for tribally led monitoring in collaboration with the Tribes;
5. Participate in network-wide planning and meetings, including meetings with state partners on an as-needed basis;
6. Create educational materials that explore key concepts related to Indigenous-led stewardship, collaboration between western and Indigenous land and waters managers, and other content identified by tribal partners;
7. Assist with the design and implementation of research with tribal staff and partners;
8. Assist with fundraising and identify opportunities for network participation in regional monitoring and research;
9. Attend and support cultural practice events at tribal partners' request; and
10. As requested, collaboratively publish relevant (approved) findings in collaboration with tribal staff.

DELIVERABLES:

- Update and finalize TMSN Monitoring Plan to reflect actual monitoring outcomes for FY 2020-2023;
- Create five monitoring plans that reflect the short-term monitoring goals of each current TMSN member Tribe (co-produced with tribal staff); are compatible with tribal stewardship practices and values; and include monitoring protocols, data recording systems, gear/equipment lists, QA/QC protocols, and other essential components;
- Update said monitoring plans during Q1 of 2024;
- Survey of tribal partner training needs annually;
- Annually, design and organize 3-5 training sessions with tribal partners based on needs identified through a survey process;
- Attend standing and extraordinary TMSN meetings, including meetings with state partners, with an expected commitment to attend between 20-30 meetings annually;
- Support TMSN fundraising efforts by attending meetings with potential partners and providing supplementary input to grant writing efforts;
- Visit each tribal partner in person at least once per year to facilitate work with tribal staff and familiarize self with TMSN activities;
- Work with TMSN tribal staff to identify a new research or cultural programming project; and
- Attend up to four cultural practice events with tribal partners annually, at tribal partners' discretion.

REQUIRED QUALIFICATIONS:

- At least 3 years of research background in marine biology, preferably in Oregon, California, and/or Baja California.
- Understanding of research methods in marine habitats, such as sandy beach and surf zones, intertidal rocky zones, mid-depth rocky reefs, and kelp forests.
- A collaborative and flexible approach for building unique partnerships with each tribal partner and their respective knowledge practitioners,
- A passion for training and educating tribal staff and members,
- A humble approach and a willingness to adapt their own understanding and practice,
- Ability to successfully partner and co-create products with Indigenous knowledge practitioners,
- Demonstrated experience working in a multi-partner effort,
- Demonstrated experience working with/for tribes or Native-led organizations and knowledge of tribes and tribal governments,
- Be highly organized and task oriented, demonstrated by examples of specific methods for project management and tracking,
- Be a strong verbal communicator,
- Ability to coordinate and proficiently use video conference meeting systems, such as Zoom, Microsoft Teams, and GotoMeeting and meeting scheduling software, Microsoft Office Google Docs and Google Drive.

DESIRABLE QUALIFICATIONS:

- Ability to have and/or develop positive and professional working relationships with Tribes, the State and other collaborators;
- Experience with collecting and analyzing environmental DNA data;
- Possesses the ability to work with the Partners in this pilot in a manner that will support the long-term vision and goals of the TMSN;
- Have time to focus principally on this work;
- An understanding of the history and shortcomings of scientific engagement in Indigenous communities;
- Applied research background or previous experience at the intersection of “hard” science and social systems research;
- Experience with SCUBA dive research;
- Dive instructor certification.

COMPENSATION:

This catalyst position offers a contract at \$85 per hour for this scope of work over 18 months (June 2023 - December 2024). Interested Consultant is invited to submit a Statement of Qualifications with Rate Schedule, in accordance with the requirements of this Request for Qualifications (RFQ). The successful Consultant must be aware of the financial and timeline limitations and be able to accomplish activities within these constraints. It is a goal of the Network to provide additional funding to increase the time-base of this position.

TO APPLY: Please provide a minimum of the following:

- Cover letter: to include a Statement of Qualifications to describe experience,

understanding of the project, willingness to work within budget, and desire/willingness to work with the TMSN to achieve the project goals

- Resumé or Curriculum Vitae (CV): describing the professional experience, statement education, and licenses (if applicable)
- Examples of similar work: short description of at least two examples of similar work that has been successfully completed
- References: three references from professionals familiar with the Consultant's related work experience
- Rate schedule: table of hourly and other expenses for the Consultant. Travel costs will be reimbursed at industry standards

Cover letter and supporting documents shall be sent to cviles@ecotrust.org with "TMSN Marine Research and Stewardship Catalyst application" in the subject line.

**Deadline for proposal submission has been extended to
5:00pm (Pacific), Tuesday, May 2nd, 2023**

EVALUATION CRITERIA

A Selection Committee made up of tribal participants from the TMSN and Ecotrust staff will evaluate the Consultants based on the proposals. Following review, an oral interview may be requested to determine which Consultant is best qualified to perform the work.

The following items, as they relate to the Marine Research and Stewardship Catalyst Scope of Work described above, will be used by the Review/Section Committee to assist in the ranking of the Consultants' proposal and the possible oral interview:

- Understanding of tribally led stewardship, especially in marine context
- Experience with applied research, monitoring and stewardship, especially projects which center tribal knowledge and practice
- Experience and qualifications outlined above
- Ability to work collaboratively as part of a team

HIRING SCHEDULE

Begin Circulation of RFQ	March 27, 2023
Deadline for Proposal Submission	April 17, 2023, 5:00 pm extended to May 2, 2023, 5pm
Evaluate Proposals for Short-Listing	May 3-15, 2023
Catalyst interviews (if necessary)	May 16 - 29, 2023
Select Catalyst	May 30, 2023
Catalyst under contract	June 14, 2023

STANDARD CONSULTANT AGREEMENT

The Consultant selected to provide the scope of services shall use Ecotrust's standard Professional Services Contract. By submitting a proposal for the work, the Consultant agrees to utilize this standard agreement form for the contract. Contractually required insurance coverage and endorsement information is shown in the body of the contract template and may be provided upon request.

QUESTIONS

Please direct any questions about this RFQ to:
Jon Bonkoski, email: jbonkoski@ecotrust.org; or
Carson Viles, email: cviles@ecotrust.org; or
Tara Dettmar, email: tdettmar.tmsn@gmail.com