

Klamath Indigenous Land Trust

Executive Director Position Announcement

January 7, 2026

Who we are

Klamath Indigenous Land Trust (KILT) is a newly formed organization committed to protecting and preserving land for the benefit of Klamath Basin tribal communities and to advance public interest purposes such as fish and wildlife habitat restoration and enhancement, public education, and public recreational access. KILT seeks to empower Klamath Basin tribal communities by providing them with greater control over their land and resources through facilitating and supporting land returns, conservation easements, and other strategies. KILT's Board are members of several Klamath Basin Tribes who worked diligently for decades to remove Klamath River dams and make this opportunity possible.

We are guided by our core cultural values of conservation leadership, organizational integrity, partnership, respect, stewardship, and sustainability. We focus primarily on acquisition and stewardship of priority lands in the Klamath Basin *and* we believe that permanent conservation should be guided by traditional ecological knowledge and local tradition.

What we do:

- Permanently protect priority lands in the Klamath Basin
- Actively manage Land Trust properties and conservation easements
- Grow the Klamath Indigenous Land Trust's role as a community institution
- Work with local tribes to promote integration of traditional ecological knowledge into land management practices basin-wide
- Assist and facilitate Land Back initiatives in the Klamath Basin

What we are looking for:

KILT seeks a highly skilled, collaborative, mission driven, Executive Director to lead us in our pursuit of innovative strategies, entrepreneurial programing and organizational excellence. We seek an individual that:

- Cares deeply about water quality, fish and wildlife, and the quality of life of the people living within the Klamath Basin.
- Has the skills necessary to engage a strong board to develop strategies to grow our organization and drive projects to fruition.
- Has the cultural competence and authenticity required to work with diverse tribal communities while also forging relationships with local non-native communities.
- Exhibits enthusiasm, a sense of humor, and as much desire to get out in the field with locals as to host fundraisers with major donors.
- Is entrepreneurial, courageous enough to take risks, shoulder responsibility, and continually learn.

You will:

- Work in partnership with private landowners, community partners, conservation groups, local, state, county, and federal agencies, and tribes to acquire and conserve priority conservation lands.
- Work collaboratively and inclusively with internal and external stakeholders to imagine possibilities, solve problems, innovate, set goals and expectations to shape the future and ensure the ongoing health of the organization.
- Collaborate with a board of local tribal leaders to set the vision, policy and strategy for the organization.
- Achieve short/long range fundraising goals, and expand donor base, by harnessing the abilities and interests of donors, funders and stakeholders.
- Ensure the organization's long-term financial health by providing timely, accurate and comprehensive financial information, systems, policies, and procedures.
- Maintain compliance with the Land Trust Alliance requirements to reach accreditation status

Skills, competencies, and qualifications of the ideal candidate:

- Minimum of 5 years' experience working in land conservation, cultural preservation, or related fields.
- Proven expertise in leading and managing staff with varying levels of experience to achieve objectives and desired outcomes.
- Strong strategic thinker with a forward-looking approach.
- Proven ability to handle sensitive and confidential information with discretion and professionalism.
- Exceptional written and verbal communication skills, including the ability to deliver engaging presentations and speak effectively in public settings.
- In-depth knowledge of nonprofit accounting best practices, with experience in overseeing the planning, management, and execution of a \$1 million operating budget, as well as preparing to manage a multi-million-dollar investment portfolio.
- Previous experience in land trust or conservation work is highly preferred.
- Experience working for or with American Indian Tribes.

Compensation and Benefits

KILT offers a competitive salary \$120,000 to \$160,000 commensurate with experience and a healthcare stipend.

To Apply

Send letter of interest and resume to craig@klamathtrust.org. This position is open until filled.

For more information, please visit our website: <https://klamathtrust.org>