

CLIMATE READY AMERICA™

Tribal Navigator Job Description - Southeast

Job Overview

The Geos Institute has created a Navigator role in the southeast designed to help underserved Community Disaster Resilience Zones (CDRZ) communities understand their climate risk and vulnerabilities, plan resilience-focused interventions, and successfully implement programs the communities want to pursue. The Geos Institute has obtained funding for one full time position for a Tribal Navigator to serve the needs of the Catawba Indian Nation, South Carolina, CDRZ Tract ID 0525T00100, the Poarch Creek Indian Nation, Alabama/Florida, CDRZ Tract ID 2865T00100, and the Miccosukee Tribe of Indians of Florida, Tract ID 2240T00100, as FEMA has declared these census tracts to be Tribal CDRZs. The Tribal Navigator will join the existing 12 Navigators who currently serve all the non-Tribal CDRZ in the states of North Carolina, South Carolina, Georgia, and Florida. Below are the criteria for a Tribal Navigator. This is a 1-year grant funded position with the potential for renewal based on funding.

Skill Development/Training

- ▶ Participate in onboarding and training processes arranged by the Geos Institute.
- ▶ Engage with the Geos Institute Regional Coordinator to learn about funding opportunities, technical support, and capacity building programs available to CDRZ communities through the current Geos project and from federal and regional agencies and organizations.
- ▶ Participate in the existing cohort of Navigators supporting southeast CDRZ communities across the four states of North Carolina, South Carolina, Georgia, and Florida, to share information and learning, and to troubleshoot challenges.

Direct Support of Communities

- ▶ Prior to outreach, research current climate conditions, plans, and policies relevant to the Tribal CDRZ to gain a baseline understanding of their current situation.
- ▶ Contact the Tribal Community Disaster Resilience Zone (CDRZ) communities in Florida and South Carolina and help them understand the services available to assist them. Prior knowledge, relationship, and cultural understanding of either or both the Catawba and Miccosukee Tribes, or other closely related Tribes, is required of candidates.

- ▶ Collaborate with existing Navigators in identifying resilience programs across the four-state area to understand what support is available to Tribes and work directly with in-state Navigators to gain and share relevant state-specific knowledge.
- ▶ When appropriate, convene conversations that bring together Tribal leadership with the leadership of neighboring communities to develop resilience projects that serve the Tribal CDRZ designated areas.
- ▶ Identify where the Tribal CDRZ are in the process of building resilience to the natural hazards that rank high or very high in FEMA's National Risk Index, and the communities' interest in and current projects that reduce greenhouse gas emissions. Potential stages of resilience work include:
 - No planning efforts have been completed. The Tribe is starting from scratch. They have no local capacity to leverage.
 - The Tribe is starting from scratch, no planning efforts have been completed but it has some local capacity to leverage.
 - Some planning has been done with at least one project identified, but it is not developed well enough yet to request funding.
 - Planning is complete and at least one project is ready for funding.
- ▶ Listen to and work with Tribal CDRZs to determine the best way to assist them.
 - Forming cohorts of Tribes with similar challenges may make it easier to share information and the Tribes may benefit from networking and relationship building.
 - Some conversations and support will be better handled one on one.
- ▶ Work with Tribal leaders to match their needs with the funding, capacity building, and technical support programs available to assist them in taking their next step toward building resilience.
- ▶ Travel quarterly to each of the sites to facilitate in-person relationship building.
- ▶ Tasks will involve interpretation of data and/or procedures to address problems or situations that are not clearly defined. Work involves non-routine, innovative work not defined by procedures.

Project Deliverables/Outcomes

The Navigator will:

- ▶ Contact all CDRZ communities and offer them assistance, assess their readiness to participate in resilience building actions, and co-develop a support plan if the Tribe agrees to move forward with Navigator assistance.

- ▶ Work with each Tribal CDRZ to understand their needs and connect them to applicable resources. This might include funding, technical assistance, and capacity building resources, including direct technical assistance available through the service provider partners in this Geos Institute project.
- ▶ Participate in the Navigator Network to share learning, troubleshoot challenges, and spur innovation.
- ▶ Track work and achievements via the metrics and evaluation framework already in place. Participate in interviews quarterly with the Urban Institute for evaluation purposes.
- ▶ Engage with the Regional Coordinator regularly to share emerging needs of Tribal CDRZs and understand the resources available to address them.
- ▶ Provide mid-term and final status reports covering all progress made over the course of the project.

Skills & Capacities Needed for the Tribal Navigator Role

- ▶ A self-starter and experience as a self-managed employee.
- ▶ Previous experience working with Tribes and demonstrated ability to build relationships and trust.
- ▶ Previous experience in building disaster resilience and reducing greenhouse gas emissions at the community level.
- ▶ Compassion and empathy for the needs and cultural practices of Tribal communities.
- ▶ Skilled communicator.
- ▶ Curiosity and creative problem solving.