



State of Colorado

NAGPRA Collections Specialist

SALARY	\$2,038.46 - \$2,230.76 Biweekly \$4,416.66 - \$4,833.31 Monthly	LOCATION	Denver Metro, CO
JOB TYPE	Full Time	JOB NUMBER	GCA0000-5.23
DEPARTMENT	History Colorado	OPENING DATE	05/22/2023
CLOSING DATE	07/11/2023 11:59 PM Mountain 06/18/2023		

Department Information

History Colorado

HISTORY COLORADO has a strong commitment to diversity, inclusion and cultural competency, because of that, we are continuously seeking to recruit individuals who will enhance this diversity and ultimately the effectiveness of our organization.

We believe that equity, diversity, and inclusion drive our success, and we encourage candidates from all identities, backgrounds, and abilities to apply. History Colorado and the State of Colorado is an equal opportunity employer committed to building inclusive, innovative work environments with employees who reflect our communities and enthusiastically serve them. Therefore, in all aspects of the employment process, we provide employment opportunities to all qualified applicants without regard to race, color, religion, sex, disability, age, sexual orientation, gender identity or expression, pregnancy, medical condition related to pregnancy, creed, ancestry, national origin, marital status, genetic information, or military status or any other protected status in accordance with applicable law.

The History Colorado Center is conveniently located in downtown Denver. In addition to a great location, we offer fantastic benefits including:

- Strong, secure, yet flexible retirement benefits including a PERA Defined Benefit Plan or PERA Defined Contribution Plan plus 401K and 457 plans
- Medical and dental health plans
- Employer supplemented Health Savings Account
- Paid life insurance

- Short- and long-term disability coverage
- 11 paid holidays per year plus 12 hours of vacation and 6.66 hours of sick leave a month
- Public Service Loan Forgiveness – A borrower may qualify for forgiveness by making 120 on-time payments while employed full-time in public service, if they have certain kinds of federal loans in a qualifying repayment plan
- BenefitHub state employee discount program
- Employee Wellness Programs
- Free ECO pass
- Excellent work-life programs, such as flexible schedules and more.

Description of Job

History Colorado is a nationally recognized leader in NAGPRA consultation and repatriation efforts. We are seeking a dynamic professional with significant experience in NAGPRA compliance and community centered projects to help steward this program and work with the Indigenous collections.

History Colorado Collection

History Colorado (HC) has been building and refining The Collection since 1879. The Collection is a tangible point of connection between the present and the past. It reflects who we are and what we value today, and records what will be of interest to Coloradans in the future. The value of The Collection lies in the powerful stories it holds, and in its potential for aiding public awareness and understanding of the state's history through uses including: research, educational programming, exhibitions, loans, design inspiration, and community building. The Collection currently comprises approximately 225,000 artifacts, 1,000,000+ photographs, and 9,000+ linear feet of archival materials. The Indigenous collections include nearly 20,000 cultural items (archaeological and ethnographic) and works of art. The archaeological holdings focus on the Four Corners, Great Plains, and Great Basin cultures and include pottery, baskets, sandals, stone and bone tools, agricultural instruments, clothing, and personal adornments used by Indigenous peoples. Approximately 1/2 of the artifacts in the archaeology collection are from the Mesa Verde region. The ethnographic holdings consist of around 5,500 artifacts including pottery, basketry, beadwork, leatherwork, and textiles used by historic and contemporary Native Americans, Latinx, and other communities. The majority of the Native American artifacts are from the 48 sovereign nations with ancestral ties to Colorado that continue to call this land home. Major

Responsibilities and Duties:

- Conduct the actions necessary for the repatriation and disposition of human remains and cultural objects to Native American descendant communities as specified in 43 CFR Part 10 Act as a liaison between History Colorado and representatives of Native American Communities, the National NAGPRA program, and other federal and state agencies
- Extensive communication (government-to-government consultation) to ensure History Colorado complies with all aspects of NAGPRA legislation, as well as 1 serving as lead for the Colorado Lands Working Group and collaborating with the lead for the State Unmarked Graves Process
- Review pertinent records on file in the department, compile cultural affiliation documents, and review site inventories to ensure NAGPRA-relevant materials are included in final inventories
- Consult with other staff such as Curators, the HC Office of Archaeology and Historic Preservation, etc.
- Lead collections reviews and consultations
- Provide high level of accountability and project management
- Provide high level of collections outreach, programming, and access
- Assist with collections duties for Indigenous collections to ensure they are not only well-documented and cared for but also shared in a way to maximize the context and use of the materials for research, loans, programs, educational activities, exploration, and discovery.
- Supervising the work of volunteers and interns

Minimum Qualifications, Substitutions, Conditions of Employment & Appeal Rights

Preferred Candidate Can Successfully Demonstrate:

- Considerable experience with community work, navigating cultural sensitivities, and co-authorship and co-creation
- Strong abilities to make decisions, be self-directing and work independently, and show motivation
- Experience with large collections or high volumes of activity at a medium to large institution (or experience that is comparable)
- Experience in project management, meeting deadlines, and flexible multi-tasking in a fast-paced and sometimes ever-changing environment
- Innovative and/or motivated approaches for collections outreach and providing access to collections
- Experience doing accession research and understanding collections provenance
- Effective communication and cooperation with colleagues

Minimum Qualifications:

- Master's Degree or equivalent in Archaeology, Anthropology, Museum Studies, Native American Studies, or a related discipline OR 3 years of equivalent education with traditional tribal elders, historians, Tribal Historic Preservation Officers, or others responsible for passing on traditional tribal practices and history.
- Comfort in physically handling human remains for purposes of proper care and custody transfers
- Demonstrated knowledge of western Native American history and cultures, NAGPRA, cross-cultural sensitivity, and a thorough understanding of museum ethics and best practices ? Experience writing summary and cultural affiliation reports and "Notices of Inventory Completion" and "Notices of Intent to Repatriate" for compliance with NAGPRA.
- Experience with conducting consultation with Native American or other descent communities.
- Knowledge of conservation practices including the standard agents of deterioration, their effects on different types of artifacts, and how to best mitigate their effects (theft, fire, water, temperature, relative humidity, pests, light, contaminants, etc.)
- Position requires periodic travel by car, van, and truck to storage facilities and locations throughout the state, typically for periods of less than one week in duration

Resumes will not be accepted in lieu of a completed application, but may be used to supplement information to the application. Failure to submit properly completed documents by the closing date of this announcement will result in your application being rejected.

Supplemental Information

A pre-employment criminal background check will be conducted as part of the selection process. Felony convictions or conviction of crimes of moral turpitude or convictions of misdemeanors related to job duties may disqualify you from being considered for this position. Should your background check reveal any charges or convictions, it is your responsibility to provide the Human Resources Unit with an official disposition of any charges.

History Colorado is committed to anti-racism practices across its institution and outlined in these grounding virtues (https://www.historycolorado.org/sites/default/files/media/document/2020/Anti-Racism_Grounding_Virtues.pdf (Download PDF reader)). As such we encourage members of Black, Indigenous, People of Color (BIPOC) LGBTQ+ and differently abled communities to apply for this position.

ADAAA Accommodations: Any person with a disability as defined by the ADA Amendments Act of 2008 (ADAAA) may be provided a reasonable accommodation upon request to enable the person to complete the application. To request an accommodation, please contact Dany McCoy (303) 866-2136 or email Dany.Mccoy@state.co.us.

Agency

State of Colorado

Department

History Colorado

Address

1200 Broadway

Phone

Denver, Colorado, 80203

303-866-3682

Website

<http://www.coloradohistory.org>

NAGPRA Collections Specialist Supplemental Questionnaire

***QUESTION 1**

History Colorado staff are committed to advancing the work of anti-racism and have collectively developed grounding virtues to guide us. They are available to review here:

https://www.historycolorado.org/sites/default/files/media/document/2020/Anti-Racism_Grounding_Virtues.pdf Please go to the link and tell us how these principles have shown up in your previous work and/or how you would contribute to these virtues in this position.

***QUESTION 2**

What do you feel are the most important aspects of working with Native American tribes?

***QUESTION 3**

Explain your approach to community engagement and collaboration.

* Required Question