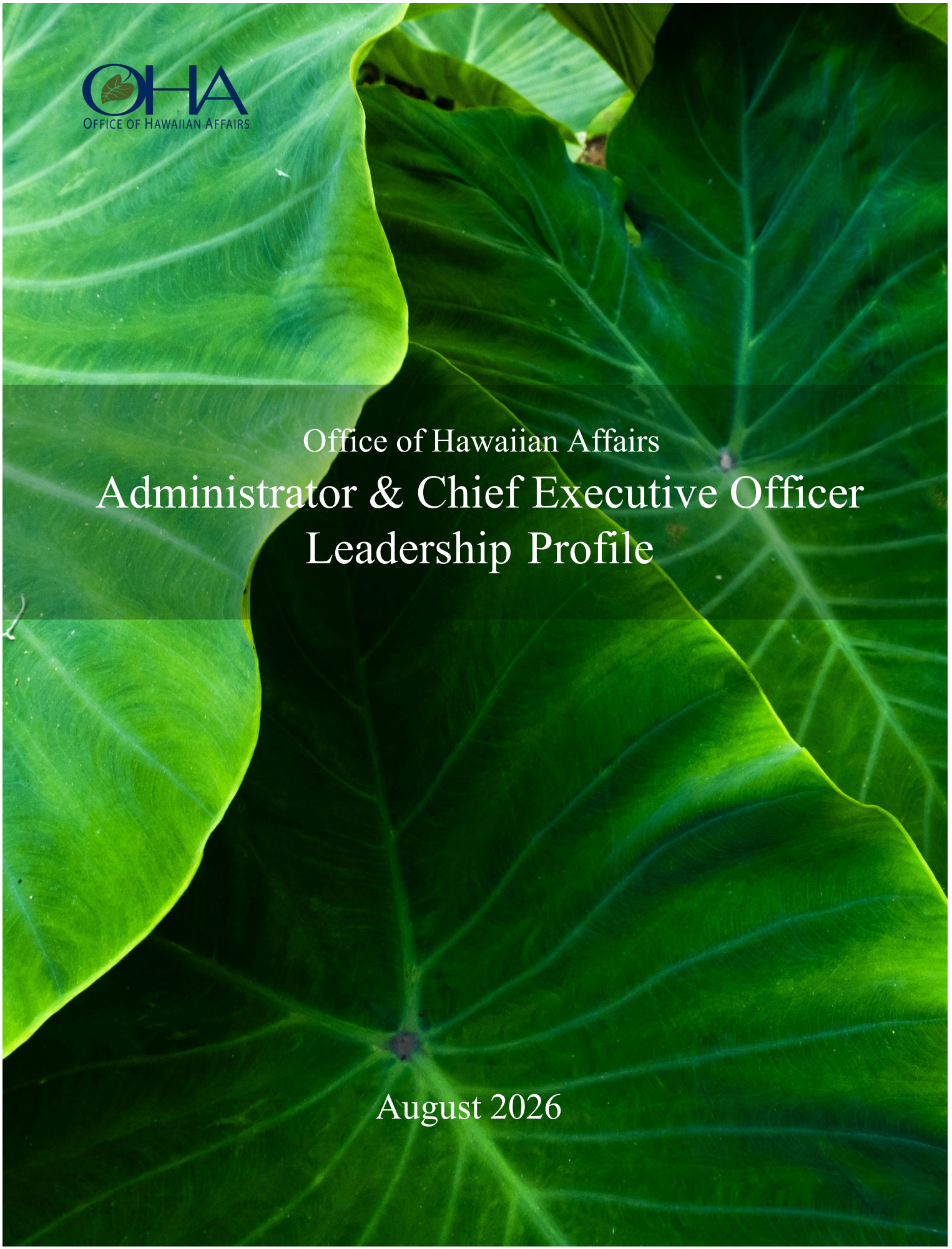

Office of Hawaiian Affairs

Administrator & Chief Executive Officer Leadership Profile

August 2026

Table of Contents

1
About the Office of Hawaiian Affairs

OHA's Constitutional and Statutory Mandates

2
Our Purpose

OHA Board of Trustees

Executive Leadership Profile

3
Professional Qualifications & Qualities

4
Expectations for Leadership

5
Why This Opportunity Matters

Application & Compensation

About the Office of Hawaiian Affairs

Established through the Constitution of the State of Hawai'i, the Office of Hawaiian Affairs is a semi-autonomous state agency that serves Native Hawaiian beneficiaries through advocacy, stewardship, strategic investments, community engagement, and partnerships that improve educational, economic, health, housing, cultural, and environmental outcomes.

OHA operates at the intersection of public policy, community leadership, fiduciary responsibility, and ea, Native Hawaiian self-determination. Guided by its strategic priorities and the direction of the Board of Trustees, OHA works collaboratively with beneficiaries, governmental agencies, nonprofit organizations, educational institutions, and community partners to create meaningful and lasting impact.

The Administrator plays a central role in advancing this mission by ensuring that OHA's people, programs, resources, and partnerships are aligned to achieve measurable results.

OHA's Constitutional and Statutory Mandates

The 1978 Hawai'i State Constitutional Convention established the creation of the Office of Hawaiian Affairs to provide for the betterment of conditions for Native Hawaiians.

Chapter 10 of the Hawai'i Revised Statutes (HRS §10) outlines the legal framework, structure, and responsibilities of the Office of Hawaiian Affairs.

HRS §10 - The Office of Hawaiian Affairs:

- Works for the betterment of conditions for Native Hawaiians and serves all Kānaka, regardless of blood quantum.
- Is the principal public agency in Hawai'i responsible for the performance, development, and coordination of programs and activities relating to Kānaka.
- Conducts advocacy efforts on policies and actions that impact Native Hawaiian rights, values and practices.
- Receives, and disburses grants and donations for Native Hawaiian programs and services.
- Is funded by state funds, revenue from its land and investment assets, and revenue from the public land trust.
- Serves as a receptacle for reparations.

Our Purpose

The Office of Hawaiian Affairs exists because the people of Hawai‘i recognized the enduring importance of advancing the wellbeing of Native Hawaiians and established a public trust to carry that responsibility forward.

Every program, every investment, every partnership, and every decision reflects a commitment to that purpose.

The work of OHA is measured not solely by organizational performance, but by the opportunities it helps create, the relationships it strengthens, and the lasting impact it has on Native Hawaiian beneficiaries, their families, and future generations.

The Administrator serves as the kahu (steward) of that purpose.

The Board of Trustees seeks a leader who understands that executive leadership is not simply about directing an organization. It is about advancing a mission entrusted to OHA through thoughtful governance, responsible stewardship, organizational excellence, and meaningful engagement with the communities it serves.

The opportunity to lead the Office of Hawaiian Affairs is, ultimately, an opportunity to contribute to something greater than oneself.

Executive Leadership Profile

The Office of Hawaiian Affairs (OHA) invites nominations and applications for the position of Administrator, the agency’s chief executive and administrative officer.

Reporting directly to the Board of Trustees, the Administrator provides visionary, strategic, and operational leadership for one of Hawai‘i’s most significant public trust organizations and semi-autonomous state agency. Charged with advancing OHA’s constitutional and statutory responsibilities, the Administrator leads a dedicated team committed to improving the wellbeing of Native Hawaiians and Native Hawaiian trust assets.

This is an extraordinary opportunity for an accomplished executive to lead an agency whose work influences the future of Native Hawaiian communities, strengthens cultural vitality, advances educational and economic opportunity, and protects the ea (independence) of future generations.

The successful candidate will be an experienced executive who leads with integrity, humility, courage, and accountability, while building pilina (meaningful relationships) across the pae ‘āina.

OHA Board of Trustees

The Office of Hawaiian Affairs is governed by a nine-member Board of Trustees responsible for setting policy and carrying out OHA’s constitutional, statutory, and fiduciary responsibilities with integrity and accountability. The Board provides oversight of state funds, proceeds derived from crown and government lands comprising Hawai‘i’s public trust lands for the benefit of Native Hawaiians, and a trust corpus valued at nearly $1 billion, including land and investment assets.

The nine Trustees are elected at large by registered Hawai‘i voters across the pae ‘āina to four-year terms, with no term limits.

Five board members are resident trustees - one trustee from each of the following islands:

- Hawai‘i Island
- Maui
- Moloka‘i/Lāna‘i
- O‘ahu
- Kaua‘i/Ni‘ihau

The remaining four members are At-Large trustees.



Professional Qualifications & Qualities

The Administrator will have exceptional leadership experience and skills, demonstrating the ability to successfully lead a large, complex, and diverse agency in an environment that values individual and collective achievement, transparency, and accountability. The ideal candidate will have the following minimum and many of the desired professional qualifications and qualities:

Minimum Qualifications:

- A master's degree from an accredited college or university is required. Degrees in business administration, public administration, public policy, finance, economics, law, organizational leadership, or a closely related field. An equivalent combination of education and experience can be substituted.
- At least ten (10) years' experience as a senior executive for a non-profit or for-profit organization/ company, public administration, and/or executive leadership experience required, of which the last five years must be at executive or leadership levels.
- Experience leading strategic planning, organizational transformation, financial stewardship, and enterprise-wide change initiatives.
- Experience leading similar sized, multidisciplinary organizations through organizational change while maintaining high levels of employee engagement and organizational effectiveness.
- Demonstrated ability to develop collaborative partnerships with diverse stakeholders, including governmental agencies, community organizations, Native Hawaiian organizations, educational institutions, nonprofit organizations, and private-sector partners.
- Ability to successfully represent OHA before governmental bodies, community organizations, beneficiaries, and the public.
- Knowledge of the history, culture, traditions, values, language, and contemporary issues affecting Native Hawaiians.
- Demonstrated commitment to equity, inclusion, cultural responsiveness, and community engagement.
- Excellent written, verbal, interpersonal, and public communication skills.
- Demonstrated proficiency in utilizing technology and digital communication platforms to effectively communicate with diverse audiences, engage stakeholders, support organizational transparency, and enhance operational effectiveness.

Desired Qualifications:

- Executive leadership experience within Native Hawaiian organizations, tribal organizations, public trust organizations, governmental agencies, higher education institutions, or large nonprofit organizations.
- Experience working directly with a governing board of trustees, board of directors, or comparable governing body.
- Experience with legislative affairs, public policy development, and governmental relations both at the state and federal levels.
- Experience managing complex public budgets, trust assets, grants, investments, or other significant financial resources.



Expectations for Leadership

OHA's next Administrator & Chief Executive Officer will have the opportunity to:

Shape the Future of Native Hawaiian Wellbeing

- Champion OHA's mission by translating the Board of Trustees' vision into bold strategies and measurable outcomes that improve the wellbeing of Kānaka Maoli.
- Lead one of Hawai'i's most influential public trust organizations during a pivotal period of opportunity, growth, and community impact.
- Inspire organizational excellence while advancing OHA's long-term strategic priorities and constitutional kuleana.

Partner with an Engaged Governing Board

- Build a trusted, transparent, and collaborative pilina with OHA's Board of Trustees.
- Serve as the Board's principal strategic advisor, providing thoughtful recommendations, data-informed insights, and forward-looking analysis.
- Foster effective governance through open communication, strategic alignment, and exceptional execution.

Lead a High-Performing Mission-Driven Organization

- Inspire, develop, and empower a talented executive team and workforce united by a shared commitment to Native Hawaiian advancement.
- Build an organizational culture grounded in integrity, accountability, collaboration, innovation, and continuous improvement.
- Champion leadership development, succession planning, and talent strategies that position OHA for long-term success.

Drive Enterprise Strategy and Organizational Performance

- Translate strategic priorities into organizational action through disciplined execution, measurable performance, and operational excellence.
- Lead enterprise-wide planning initiatives that align people, programs, resources, and investments with OHA's mission.
- Foster a culture of innovation, continuous improvement, and organizational agility.

Steward Significant Public Trust Assets

- Provide executive oversight of OHA's financial resources, trust assets, grants, contracts, and investments with the highest standards of fiduciary responsibility.
- Ensure sound financial management, risk oversight, regulatory compliance, and operational integrity.
- Safeguard public trust through transparent governance and responsible stewardship of resources entrusted to OHA.

Serve as a Trusted Community Leader

- Build authentic relationships across Native Hawaiian communities, governmental agencies, nonprofit organizations, educational institutions, and private-sector partners.
- Serve as OHA's primary executive representative, strengthening partnerships that advance shared priorities and lasting community impact.
- Foster meaningful engagement that builds trust, strengthens collaboration, and advances collective action.

Influence Public Policy and Systemic Change

- Lead OHA's legislative and public policy initiatives in partnership with the Board of Trustees.
- Advocate for policies that protect Native Hawaiian rights, strengthen communities, and create long-term opportunities for future generations.
- Represent OHA with credibility, diplomacy, and influence before government leaders, community organizations, and diverse stakeholders.

Create Lasting Organizational Legacy

- Position OHA as a model public trust organization recognized for strategic leadership, operational excellence, cultural stewardship, and measurable community outcomes.
- Leave a legacy of stronger organizational capability, deeper community trust, and enduring impact for Native Hawaiian beneficiaries.

Why This Opportunity Matters

Few roles offer the privilege and responsibility of serving the lāhui at the intersection of inheritance and possibility: honoring a legacy born of Kanaka vision, sacrifice, and self-determination, while helping to carry that legacy forward.

The Administrator of the Office of Hawaiian Affairs is more than an executive – this leader is a steward of a vital public trust, a champion for Native Hawaiians, and a driving force in advancing the wellbeing, self-determination, and enduring prosperity of our lāhui.

For leaders grounded in integrity, inspired by OHA's purpose and mission, and devoted to public service, this is among Hawai'i's most consequential executive leadership opportunities.



Application & Compensation

All applications, nominations, and inquiries are welcome. Kumabe HR is partnering with the Office of Hawaiian Affairs (OHA) for this very important search.

The Board of Trustees is committed to recruiting the strongest executive talent available and will establish a competitive compensation package commensurate with the successful candidate's qualifications, experience, demonstrated leadership, and prevailing market conditions.

Pursuant to § 3.10.h of the OHA Executive Policy Manual, the Board of Trustees has the exclusive authority to establish the compensation of the OHA Administrator. In determining an appropriate compensation package, the Board may consider the 2025 State of Hawai'i Commission on Salaries executive compensation schedule as one point of reference; however, the Board is not limited to any particular salary schedule, benchmark, or compensation range. The current Tier 1 executive salary range established by the Commission is $225,324 to $263,592 annually.

Throughout the executive search process, the Board may also consider the successful candidate's qualifications, experience, and leadership accomplishments; current market conditions; recruitment needs; and compensation for comparable executive leadership positions in both the public and private sectors. The Board retains sole discretion and final authority to determine and approve the OHA Administrator's compensation package in accordance with its governing policies and all applicable laws.

The Board of Trustees believes OHA's long-term success de-pends on a strong partnership between governance and administration. The Administrator serves as the Board's chief executive partner, providing candid advice, objective recommendations, transparent communication, and disciplined execution in support of the Board's strategic direction. The Board welcomes leaders inspired to advance the well-being of Native Hawaiians through vision, stewardship, and purpose.

The complete job description and qualifications are available at www.kumabehr.com.

Interested applicants should submit a résumé and cover letter outlining their qualifications and interest in the position to Kimberly Miyashiro **at kimberly@kumabehr.com.** Applications received by September 4, 2026, will receive priority consideration. Review will begin immediately and continue until the position is filled.