



Director

PARKS AND RECREATION

Anticipated Hiring Range: \$230,000-\$250,000 Annually

Excellent Benefits Package



The Position

Nurture Your Legacy: Lead the Way in Parks and Recreation Excellence.

The County of San Diego is seeking applications from qualified individuals for the **Director, Parks and Recreation**. The selected candidate for this executive level management position will be a visionary leader, strategist and innovator who strives for continuous improvement and results.

The Director will ensure exceptional customer service is provided to millions of patrons each year, the Department of Parks and Recreation (DPR) has 304 employees and a budget of \$77.2 million with a robust volunteer program. They will lead DPR's award-winning parks system, accessible, high-quality parks, and diverse recreational opportunities to improve the lives of residents and visitors in the region. DPR builds better health for individuals and families, enhances safety in communities, and preserves the environment so that people can enjoy clean air and water, rich biodiversity, and access to open space. DPR implements the Multiple Species Conservation Program, which acquires hundreds of acres for conservation annually, protecting species and habitats in the region. DPR promotes environmental ambassadorship, health and wellness, safe communities and civic pride through thousands of programs including interpretive hikes and bike rides, educational workshops, nature discovery tables, classes, camps, volunteer activities, community festivals and more.

The Director will lead the dedicated team in managing operations of facilities, a capital program for maintenance and development, budget development and monitoring, human resources, finance and operations while providing mentorship and leadership as well as carrying out the strategic vision of the department. The Director will foster relationships and work closely with the County's elected leadership, County leadership, stakeholders, partners and the community.

The Ideal Candidate

The ideal candidate for the **Director, Parks and Recreation** possesses a strong leadership background in parks and recreation programs, including leading teams responsible for parks and recreation operations, administration, budget and human resources, capital program or development, and community engagement. The candidate will thrive in a fast-paced, high-profile, and dynamic environment while leading with a service before self leadership style to drive innovation, strategy, and engagement with the team and community. The Director will lead engagingly, fostering open communication, innovation, trust, accountability, collaboration, and a positive organizational culture aligned with the County's values of Integrity, Belonging, Equity, Access, Excellence, and Sustainability.

THE UPSIDE
OF OUTSIDE





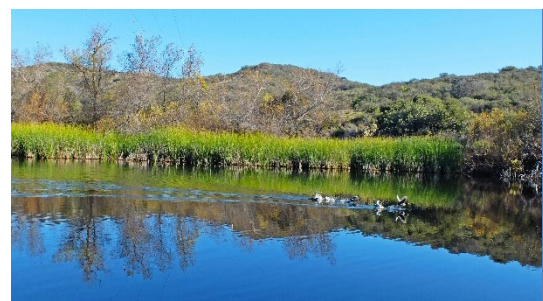
The Ideal Candidate

The ideal candidates will possess a professional history that includes the following knowledge, skills, and abilities:

- Have a proven track record of engaging with diverse communities in innovative ways to gather feedback, foster collaboration, and build trust in the community.
- Promote a culture that embraces creativity, knowledge sharing, collaboration, and a strong sense of belonging.
- Executive management level experience in a parks and recreation system with varied functions that include parks, community centers, open space preserves, and historic sites, as well as promoting health and wellness, safe communities, and civic pride.
- Ability to effectively engage, energize, and innovate various teams while delivering results to the community and truly caring about service to the community and the County.
- Provide overall leadership and oversight for all programs to ensure a customer service-oriented management philosophy that transcends all levels of the organization. Shape processes, procedures, and goals that maintain and enhance our vision.
- Represent the organization at the local, state, and national levels, collaborating with representatives from various agencies and demonstrating organizational and political awareness of sensitive issues.
- Strong teamwork and collaboration skills to lead strategies within the organization and with regional stakeholders to address equity and environmental health and justice disparity in our community.

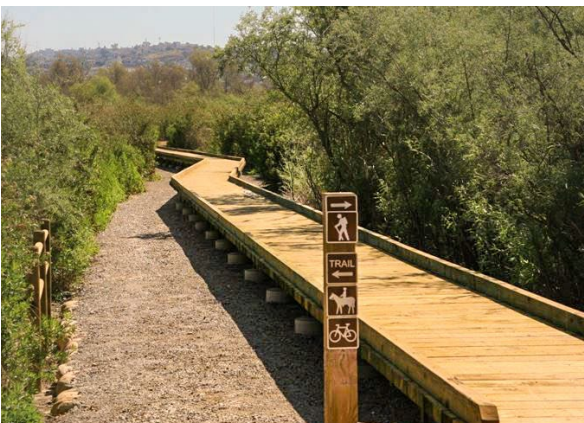
As the Director, you will have the opportunity to:

- Direct, plan, organize and coordinate the overall activities of the Department.
- Work closely with the County's elected leadership and executive management in setting and carry out the County's vision, mission and objectives for the Department.
- Identifies problems and formulates appropriate solutions.
- Ensures that departmental activities conform with Federal, State, and local laws and regulations.
- Empower staff to create opportunities for engagement, training and development while leading programs and activities that promote workplace diversity, inclusion and belonging.
- Communicates with other public and private entities, elected officials, County departments, agency representatives, business, community and stakeholders.



Parks & Recreation

Enhancing quality of life in San Diego County through exceptional parks, recreation, and natural resource preservation.



Accessible high-quality parks and diverse recreational opportunities improve the lives of residents and visitors in San Diego County. The Department of Parks and Recreation (DPR) builds better health for individuals and families, enhances safety in communities, and preserves the environment so that people can enjoy clean air, clean water, rich bio-diversity, and access to open space. The County continues to expand its award-winning park system, which features 157 facilities including local and regional parks, camping parks, historic park sites, fishing lakes, ecological preserves and botanic gardens. DPR operates and manages more than 58,000 acres of parkland and more than 389 miles of multi-use trails for pedestrians, equestrians and bicyclist that foster an appreciation of nature and history.

Park facilities are open year-round/seven days a week. DPR is the first county parks department in California to receive accreditation by the National Recreation and Park Association for achieving high standards of operational excellence

For more information, please visit the [Department of Parks and Recreation website](#).





Minimum Qualifications

Applicants must possess the following:

Five years of management level experience that demonstrates the ability to perform the essential functions of the job classification. Experience must include at least one year of supervision.

AND a bachelor's degree from an accredited U.S. college or university or foreign equivalency certification.

Note: A master's degree or doctoral degree from an accredited U.S. college or university, or certified foreign studies equivalency, may substitute for up to one (1) year of the required experience.

Salary & Benefits

Salary

The anticipated hiring range is \$230,000 to \$250,000 annually.

Salary placement for this position is dependent upon the qualifications of the successful candidate. Salary reviews are performance-based and goal oriented.

Benefits

- Fifteen days of paid vacation, thirteen days of paid sick leave, ten days of paid executive time off, thirteen paid holidays, and three days of Emergency Child and Older Adult Care Leave
- Medical, dental, and vision insurance plans
- Disability Insurance, Life Insurance, and Accidental Death/Dismemberment Insurance
- Flexible Management Benefit Package – a monthly credit may be used to select benefits from a group of options
- Defined benefit retirement program
- Reciprocity with other governmental retirement systems may be granted; for further information, visit the website for the [San Diego County Employees Retirement Association](#)
- Deferred Compensation Program 457 and 401(a) plans
- May be eligible for relocation allowance up to \$20,000





Work Where You Recreate!

From our world-class beaches to almost year-round sunny weather, the County of San Diego offers our communities much more than sun and waves. Downtown you can watch a Padres game at Petco Park or enjoy one of the fine-dining restaurants in the Gaslamp Quarter.

Heading east you will eventually find mountains, that may be covered in snow depending on the time of year. Head south and you will start to truly see the diversity in both geography and cultures. And head west, you will run into over 70+ miles of pristine coastline.

San Diego County Facts:

- 3,359,630 (2023 Est. Population)
- 4,526 Square Miles
- 70 Miles of Coastline
- 18 Incorporated Cities

San Diego Weather Averages:

- Average Temperature: 72°f
- High Temperature: 73°f
- Low Temperature: 58°f
- Average Rainfall: 10.4 Inches



The County of San Diego and its employees embrace the vision of: a just, sustainable, and resilient future for all. Our values include: integrity, equity, access, belonging, excellence, and sustainability. Each of which are infused throughout our operations. While also embracing a mission of strengthening our communities with innovative, inclusive, and data driven services through a skilled and supported workforce. Click here for more information on our [Strategic Plan \(sandiegocounty.gov\)](#) as well as our commitment to serve everyone, to build a [Framework for the Future](#) that will create a County that works for all.



The County of San Diego is committed to valuing diversity and practicing inclusion because our diverse workforce is our greatest asset, and our customers are our number one priority.



How To Apply

Application Process And Recruitment Schedule

1. Complete the online application at www.sandiegocounty.gov/hr select Current Job Postings, Job Number 24213109U.
2. Attach your résumé and cover letter.
3. Attach a copy of your college degree, final transcripts or foreign studies equivalency certificate (if education was obtained outside of the U.S.).

This recruitment will close on **November 12th**. A first review of résumés will take place on **October 14th**. Interested candidates are encouraged to apply as soon as possible for consideration.

Interviews are projected to occur during the week of **December 2nd**.

Special Notes

The Department of Human Resources removes personally identifiable information from all recruitments. This practice, called Blind Applicant Screening, hides a candidate's personal information that could influence or bias a hiring decision. Personal information includes name, phone number, address, gender, age and race. This process helps contribute to a fair and equitable selection process leading to a more diverse and inclusive workforce.

The most highly qualified candidates, based on the evaluation results, will be referred for an interview. Be sure to include your experience in meeting the minimum requirements in both the Work Experience section and the Supplemental Questionnaire section of the Application.

Resumes will not be accepted in lieu of the application Work History and/or supplemental questionnaire.

Contact Information

You may direct questions regarding the application and selection process to Jeremy Guerrero, Senior Human Resources Analyst, Department of Human Resources at Jeremy.Guerrero@sdcounty.ca.gov.

Questions regarding the position or department may be directed to Lydia Lopez, Group Human Resources Director, Land Use and Environment Group at Lydia.Lopez@sdcounty.ca.gov.

