



City of Sanger
Parks and Recreation
Director



The Community and City Administration

The City of Sanger was incorporated in 1911 as a General Law City operating under the City Council / City Manager form of government. The City Council is responsible for adopting ordinances, resolutions, and the budget, appointment commissions, and committees, and hiring the City Manager and City Attorney. The City Manager is responsible for implementing the Council's policies, ordinances, and directives, overseeing the City and appointing the directors of the City departments.

Sanger ranks as Fresno County's third largest city, with a 2023 population of 26,343. Sanger is a full-service city that provides its residents with quality police, fire, ambulance and paramedic, water, wastewater, streets, parks, engineering, planning and administrative services.

Located on the world-famous Blossom Trail, Sanger is surrounded by some of the world's richest and most productive farmland. Sanger lies N.W. of Los Angeles and S.E. of San Francisco in the center of the State and is within easy driving distance of both the California coast and the Sierra Nevada Mountain range. Recreation opportunities are abundant throughout the year.



The Recreation Department

This is an exciting time for the Parks and Recreation Department. The new Director will be tasked with transforming the department into a top-tier Parks and Recreation Department; focusing on the needs of the community and enhancing staff investment. The department is committed to providing citizens with a wide variety of recreational opportunities supported by our parks, personnel, and facilities staff. Our goal is to deliver superior programs and services that meet the needs of the community in a cost-effective manner.

The City offers sports programs and special interest activities for children ages 12 months to 18 years old, including Tiny Tots sports development, Junior Giants Baseball, Girls Softball, Youth Basketball, Boxing Club, Swimming lessons, a skate park, gymnastics and enrichment programs. The City has 6 public park spaces, and 4 public facilities, of which many are available to rent by the public.



The Parks and Recreation Director is an integral part of the design of neighborhood, community parks and facilities. The director also crafts strategies to meet the community's desire and demand for youth, adult, and senior sports as well as arts, cultural, recreational, and special event programming. Essential duties include analyzing and reviewing programs for cost effectiveness and community benefits; monitoring and approving expenditures; selecting, training, motivating, and evaluating personnel; and supervising and participating in the development and administration of the Department budget.

The Ideal Candidate:

The Parks and Recreation Director reports directly to the City Manager and oversees and manages the department, which includes parks, recreation and facilities maintenance divisions. The department is supported by a Recreation Supervisor, Public Works Supervisor and 16 full-time and part-time staff, and several seasonal staff members.

The City of Sanger is seeking an enthusiastic, detail-oriented, and collaborative Parks and Recreation Director. The ideal candidate is a visionary that will encourage growth and development among staff. A fiscally prudent leader with proven professionalism and strong implementation skills is desired. The successful candidate is not only seasoned and trustworthy, but also has a track record of excellent mentorship. The director shall be a local government professional who brings both recreation and maintenance experience to the department with knowledge of leadership, team building, motivation, administration, and budget preparation.

The new director will establish a work environment where employees take pride in their work and enjoy the challenge of enhancing and improving programs valued by the community. An advocate for staff development and inclusive by nature, the director will inspire employees to seek greater efficiency and continuously improve the department, earn the trust and respect of the staff through training, mentoring and encouraging innovation and input, as the department maintains high standards in achieving Department goals.

The city is seeking a candidate with strong leadership abilities, a calm demeanor, excellent diplomacy, and relationship building skills, who is politically savvy but can remain apolitical. The ideal candidate will require the ability to work collaboratively with labor, city staff and bring a spirit of collaboration to the Executive Team. Drawing from relevant experience, both deep and broad, the ideal candidate will be highly proficient in managing department responsibilities such as developing and monitoring the budget, overseeing day-to-day operations and capital projects, and creation and maintenance of recreation programs.



Experience and Training

Any combination of experience and training that would likely provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and abilities would be:

Experience:

- Eight (8) years of extensive administrative experience in a full-service municipal or county government agency, including three (3) years in a management position.

Education:

- A Bachelor's degree from an accredited college or university with major coursework in public or business administration, finance, accounting or a closely related field.
- A Master's Degree is preferred.

License or Certificate

- Possession of a valid California State Drivers License.

Upon issuance of a conditional job offer the candidate will be required to successfully pass a qualifying a detailed background check and drug screen.



Summary of Benefits

The City of Sanger has cultivated a strong collaborative culture, offering a generous compensation and benefits package, and a salary range between \$105,012—\$127,644DOQ/E. This is an excellent opportunity for an experienced professional who is looking to make a difference. The City is currently nearing completion on a class and compensation study. Additional benefits may be negotiated with the City Manager.

Retirement: CalPERS

- Classic: 2.5% @55
- PEPR: 2.0% @ 62

Paid Time Off: Vacation, Sick Leave, Admin Leave of 72 hours annually, 13 holidays, and 1 float day

Medical: Fully Paid Dental and Vision for Employee and Family. Fully paid Health for Employee with option to add dependents for \$45 per month.

Life Insurance: \$50,000 group policy.

Leave Cash Out: May elect to cash out vacation above and beyond 80 hours



How to Apply

To apply for this position, please submit resume and cover letter online at:

<https://www.governmentjobs.com/careers/sanger/>

Tentative Search Schedule

Filing Deadline	April 4, 2025
Preliminary Interviews with Human Resources	April 9-16, 2025
Panel Interviews	Week of April 21, 2025
Finalist Interviews with City Manager	May 2, 2025
Target Hire Date	June/July 2025

For more information regarding the position or the recruitment process you may reach Michelle Speer at 559-876-6300 x 1150.