



# McKINNEY, TEXAS

DIRECTOR OF PARKS  
AND RECREATION





## MCKINNEY, TEXAS

# DIRECTOR OF PARKS AND RECREATION

The City of McKinney is seeking to hire a Director of Parks and Recreation with extensive experience in parks and recreation operations including the principles and practices of planning and managing maintenance functions, open space, trails, park construction projects, land acquisition, project funding and the use of public buildings and park facilities to create a comprehensive park and recreation program.

This position will be responsible for overseeing all park operations which includes maintenance of city parks and facilities, recreational programs, and city partnerships. The ideal candidate will have a proven history of effective leadership, advanced written and oral communication skills, and the ability to collaborate with staff, elected officials, and the community to enhance the city's parks and recreational system to build a better community.

The ideal candidate will be a strong collaborative leader who has a proven record of developing high performing teams, inspiring them to achieve excellence through continuous improvement and professional development. The ability to create an inclusive and team-oriented work environment that allows for diversity of thought, viewpoints, and experiences is essential. Effective and transparent team building skills will be necessary for this individual to be successful.

This recruitment is being conducted on a local, regional, and nationwide basis, encouraging applications from all individuals who meet the qualifications. All inquiries related to the recruitment and selection process for the Director of Parks and Recreation position are to be directed to the consultants listed below who are collaborating with the City of McKinney and its designated search committee.

Joe DeLuce and Chuck Balling, Consultants

GovHR USA

630 Dundee Road, Suite 225

Northbrook, IL 60062

TEL: 847-380-3240 Ext.130

Formal applications should be submitted to:

[www.govhrjobs.com](http://www.govhrjobs.com)



# ABOUT THE CITY OF MCKINNEY AND THE PARKS AND RECREATION DEPARTMENT

## HISTORY AND BACKGROUND

McKinney, Texas, (population of 202,690), has a unique, rich, and diverse spirit with a vibrant present and a promising future. Located along US 75 in the northeastern corner of the Dallas-Fort Worth metroplex, McKinney is just 30 miles north of downtown Dallas and is the county seat of Collin County. McKinney's population has more than doubled every ten years since 1990 and is expected to reach 350,000 once the community is fully developed.

McKinney is widely recognized as an exceptional community in the Dallas-Fort Worth region, having been ranked as a "best place to live" both locally and nationally. The qualities that make McKinney attractive are what continue to draw new residents, visitors, and businesses there today. These qualities include beautiful tree-lined roadways, distinct residential neighborhoods, outstanding educational opportunities, diverse business establishments, a vibrant historic downtown, and an exceptional parks system – one of the key components of McKinney's Unique by Nature brand. The Unique by Nature brand speaks to McKinney's inherent distinctiveness and sense of place. The city's brand is more than a tagline – it represents a way of life in a community that willingly works together to make McKinney a great place to live, work and raise a family. It also speaks to the city's vast and beautiful parks system – offering lakes, streams, greenbelts, forests, sports, nature, conservation, and inspiration. As McKinney grows and diversifies, the parks system will continue to be a treasure for its citizens and visitors. In short, its magnificent resources will showcase McKinney's quality of life for decades to come.

Throughout its growth, McKinney has maintained its sense of community and dedication to community engagement. The city continues to invest in parks, recreational areas, and well-planned open space to ensure that it retains its livability and sense of place as the city continues to grow. The many varied recreational opportunities include hiking and biking trails, aquatic centers, splash pads throughout the city parks and a full array of adult and youth sports including golf, soccer, tennis, baseball, softball and more. The city offers numerous festivals throughout the year including holiday events, outdoor music, and art fairs. Residents also benefit from all the cultural amenities within the metroplex.





## ORGANIZATIONAL VALUES AND EXPECTATIONS

The City of McKinney is focused on the values and expectations inherent in a high performing organization (HPO). city staff are undergoing professional development and training in the tenets of HPOs. Each employee's job description includes the following:

*In order for us to continue to achieve our primary function of making McKinney a better place to live, work, and raise a family, we hold these expectations for all employees.*

- Learn and demonstrate an understanding of how team, department, and City goals are interconnected.
- Contribute to a positive work culture.
- Assess his/her work performance or the work performance of the team.
- Contribute to the development of others and/or the working unit or overall organization.
- Work as part of a team, to demonstrate team skills, and to perform a fair share of team responsibilities.
- Learn and develop through a mix of internal and external training opportunities, and if applicable, encourage subordinates to do the same.

Furthermore, all employees are guided by four employee-inspired values – Respect, Integrity, Service and Excellence (RISE). It is expected that the organization's leaders and managers adopt a servant-based leadership approach that fosters and supports a healthy, family-oriented culture.

## AWARDS

The City of McKinney Parks and Recreation has been recently recognized at the state level with the following awards: **Excellence in Programming:** Night Hikes at Recreation Center at Towne Lake, **Excellence in Senior Programming:** Grandparents Camp at the Senior Recreation Center, **Excellence in Maintenance Award:** Parks Academy, **Horizons Award:** Alex Copeland, Apex Centre, and the **Recreation Professional of the Year:** Calie Willis, Senior Recreation Center (SRC).

## MISSION

We enrich lives through interactions. We are dedicated to connecting people to unique spaces, opportunities that will build strong relationships, improve overall wellbeing, foster inclusiveness, and energize our flourishing community.

## VISION

We are ONE McKinney - a united community that supports the diversity of its economy and people. We celebrate our natural & cultural assets & invite private developments that create places of lasting value. Smart public & private Investments ensure that McKinney remains a top choice for people to live, work, play & visit through 2040 & beyond.

## QUICK FACTS

### Community Statistics

Population: **202,690**

Median Household Income: **\$100,775**

Median Home Value: **\$327,800**

### Existing Park Land Acreage in McKinney

Neighborhood Parks - **267.91** acres

Community Parks - **993.17** acres

Special Purpose Parks - **243.5** acres

Linear Parks and Open Space - **1,492.43** acres

### Existing Facilities in McKinney

Baseball Fields **11**

Basketball Courts (Outdoor) **19**

Pavilion/Picnic Shelter **73**

Pickleball Courts (Outdoor) **8**

Playgrounds **67**

Recreation Centers **170,000** sq.ft.

Soccer Fields (League) **21**

Softball Fields **11**

Swimming Pools (Outdoor) **5**

Tennis Courts **24**

Trails **78**

Volleyball Courts (Outdoor) **3**





## THE DIRECTOR OF PARKS AND RECREATION POSITION

The Director of Parks and Recreation is a member of the city's Executive Leadership Team and reports to the Assistant City Manager. The Director leads a team of 102 full-time and over 300 part-time staff and directs the overall operation of the Parks and Recreation Department. The City of McKinney maintains 80 miles of hiking and biking trails and almost 3,000 acres of parks and open spaces across the city. The position oversees a budget of \$14,778,605.

Working for the City of McKinney is more than a job. It is an opportunity to make a meaningful difference in the lives of others. It is also an opportunity to be a part of a high performance organization that values collaboration and works at a fast and dynamic pace.

This is an important and exciting time to lead this Parks and Recreation Department. The next Director of Parks and Recreation will have the opportunity to establish a vision for the department, inspire innovation and actively collaborate with a strong team that believes in the principles of high-performance leadership and the value of public service. The next Director will have the opportunity to develop dynamic strategies to ensure that McKinney can attract and retain the talent it needs to maintain its status as a first-class community and organization.



## OPPORTUNITIES AND CHALLENGES

The next Director of Parks and Recreation can expect to work closely with the City Manager and staff on the following opportunities and challenges:

- Identify, maintain, and enhance the unique natural features found in and around the City.
- Identify the priority needs for additional parks, park land, trails, and recreational facilities.
- Provide a Master Plan which is consistent with the funding and grant requirements for the Texas Parks and Wildlife Department.
- Coordinate the Parks Master Plan with the separate Trails Master Plan to expand the City's trail network throughout McKinney.
- Evaluate the distribution of existing parks and recreational facilities.
- Develop signature trail extensions, park loops associated with new park development, and critical links between established districts.
- Continue developing new and creative park resources that will serve the various growth areas across the City.
- Focus on strength reinvestment in existing parks in three key categories: restore, enhance, and reimagine.
- Identify and maintain the City's natural resources for environmental stewardship and recreational enjoyment.
- Develop strategy to preserve green space for future park land.
- Identify key partnerships with public/public, public/private, and public/not for profits that can support both capital investments and long-term maintenance costs.
- Create affordable and accessible cultural arts activities and quality of life resources for all ages throughout the City.
- Maximize public/private partnerships.
- Identify the need for indoor recreation and aquatics.
- Guide City staff and City leaders in determining appropriate funding levels.

## CANDIDATE REQUIREMENTS

- A bachelor's degree in parks and recreation, or a related field. A master's degree is a plus.
- At least ten (10) years' experience in parks and recreation, with five (5) of those years served in a management capacity or equivalent combination of education, training, and experience. Municipal or public sector experience is a plus.
- Demonstrate a thorough understanding of all functions and facets of parks and recreation.

## THE IDEAL CANDIDATE WILL BE

- An approachable and supportive leader who has experience with high performing organization concepts and embraces this philosophy in their leadership style.
- A visionary leader who can develop the department's mission, goals, and strategies in alignment with the city's strategic priorities.
- A transparent and knowledgeable leader able to build trust in the organization.
- Innovative and experienced in identifying emerging parks and recreation trends and opportunities and able to effectively implement best practice solutions.
- Decisive and firm when necessary while acting with clarity and grace.
- Able to balance the needs for strategic thinking and direction with the day-to-day management of the department and cultivate positive morale.
- An effective mentor and leader for staff and have a demonstrated record of developing a team.
- An excellent communicator and an active listener.
- Able to build collaborative, effective relationships across all levels of the organization.
- An enthusiastic and energetic performer who can work at a fast pace and can prioritize and delegate effectively.





## COMPENSATION AND BENEFITS

The starting salary range for this position is \$139,009 – \$201,555 depending on qualifications. The city offers an excellent benefit package including membership in the Texas Municipal Retirement System, optional 401(K) and 457 deferred compensation plans, and an expansive menu of health and wellness benefits. The city is committed to on-going employee education and training. The city dedicates funds for professional development and offers tuition reimbursement programs.

## HOW TO APPLY:

Apply online at [www.GovHRjobs.com](http://www.GovHRjobs.com) with resume, cover letter, and contact information with five (5) professional references by Monday, November 27, 2023. Questions regarding the recruitment may be directed to Joe DeLuce or Chuck Balling, Vice Presidents, and Executive Recruiters, GovHR USA. TEL: 847-380-3240.

The City of McKinney is an Equal Opportunity Employer and welcomes and encourages diverse applicants.

