

CLEVELAND, OHIO DIRECTOR OF PARKS AND RECREATION



DIRECTOR OF PARKS AND RECREATION CLEVELAND, OHIO

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

The new Director must be an experienced and engaging leader who can collaborate effectively with employees across the organization, City Council, and the public to create and execute a bold plan for the community's parks, recreation and cultural arts services and quality of life. The Director will be expected to continuously demonstrate the character, experience, people skills, and judgment to create trust, deliver results, and influence a positive inclusive and transparent culture.

The Parks and Recreation Division will be moving from the Public Works Department to its new designation as its own Department. The new Parks and Recreation Department will be responsible for a wide range of services for the city including parks, recreation and arts centers management, recreation programs, city-wide special events, community gardens, recreational trail maintenance, and the management of open spaces.

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 Cleveland and its designated Search Committee.

Chuck Balling and Joe DeLuce, Consultants
GovHR USA
630 Dundee Road, Suite 225
Northbrook, IL 60062
TEL: 847-380-3240 Ext.130 or Ext.155
Formal applications should be submitted to:
www.govhrjobs.com

ABOUT THE CITY OF CLEVELAND

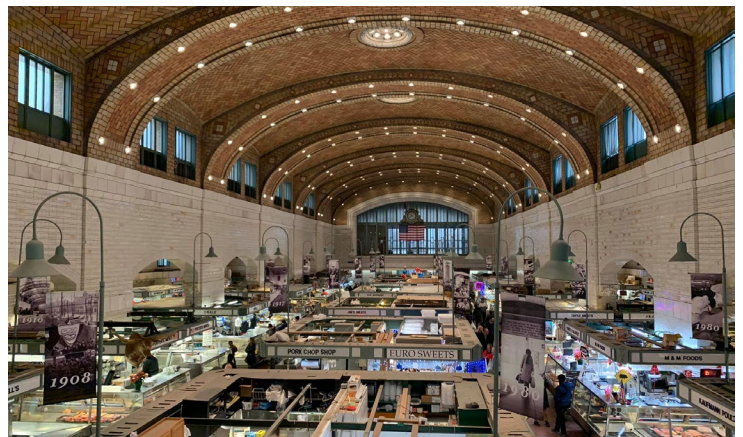
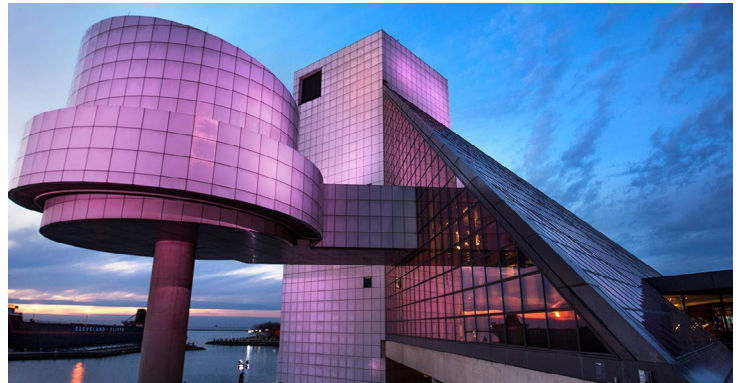


HISTORY AND BACKGROUND

The City of Cleveland, Ohio (population 381,009), is the 18th largest city in the United States. It is the birthplace of the Environmental Protection Agency and the healthcare capital of the world. Top attractions include Rock & Roll Hall of Fame Museum, Rockefeller Park, West Side Market and Cleveland Metroparks Zoo. Cleveland is a dynamic and vibrant city located in northeast Ohio is ideal for taking advantage of the abundant amenities of the metro area including three major professional sports teams, world class museums and arts as well as easy access to the region's international airport.

Cleveland is a diverse community where entrepreneurial grit has a nice ring to it. Where world-changing breakthroughs meet genuine, hardworking people connected by the traditions we share, the opportunities we embrace, and the progress we seek. In other words, there is no better place. Cleveland was founded in 1796, the result of a Connecticut Land Company survey of a 3.3-million-acres on the shores of Lake Erie that it would originally call, "The Western Reserve." Named after General Moses Cleaveland, the City of Cleveland was incorporated in 1836.

Major reinvestment is happening across Cleveland has uniquely positioned the city to thrive in the new era of the "Mid-Size" metropolis. As a city that continues to undergo economic transformation, Cleveland is home to a large share of young and emerging talent, enthusiastic entrepreneurs, and skilled workers. Cleveland is not only a great location to live and work, but a place where you can flourish. Driven by further investment in helping the business community attract, retain, and grow a stronger workforce, Cleveland has become a new market where employers are thriving.



CLEVELAND PARKS AND RECREATION DIVISION

Currently the Parks and Recreation Division is included within the Department of Public Works within the City of Cleveland system. With a mission to provide both Cleveland residents and visitors with activities that improve our quality of life, the Department of Public Works utilizes a proactive, sustainable approach to service.

The Division's main goals include:

- Providing consistent, quality service
- Maintaining both clean neighborhoods and safe streets
- Using a sustainable and initiative-taking approach to provide services and recreational activities that improve the quality of life for Cleveland residents and visitors
- Operate and maintain clean, accessible, vibrant public spaces for exploration, relaxation, and exercise, while connecting culturally diverse venues for sports, entertainment, and educational experiences.

MISSION

To inspire confidence by delivering reliable, efficient city services and creating the conditions for all members of our community to thrive.

PARKS AND RECREATION DIVISION HIGHLIGHTS

Budget of approximately **\$30M** for two divisions.

249 FT employees

750 PT/seasonal employees

350,000 Rec Center visitors.

NEW PARKS AND RECREATION DEPARTMENT



The new Director of Parks and Recreation will lead the city in implementing the transition plan and new vision to create a new Parks and Recreation Department. Under the supervision of the Chief Operating Officer, the new Director will have the opportunity to re-build the Parks and Recreation Department into a modern and responsive department that will focus on:

1. Modernizing the City's Parks and Recreation parks, facilities, programs, and services to make the City of Cleveland a choice place of parks and recreation in Northeast Ohio.
2. Identify the needs of our community and provide the necessary resources.
3. Upgrading current Parks and Recreation processes and systems to maximize efficiency and effectiveness of the department's key functions.
4. Fostering a more positive, innovative, and engaged work environment focused on collaboration and teamwork.



This is an important and exciting time to lead the new Parks and Recreation Department. The next Director of Parks and Recreation will have the opportunity to establish a vision immediately and for the department's future, inspire innovation and actively build and collaborate with a strong team that believes in the principles of high-performance leadership and the value of public service. The next Director will also develop dynamic strategies to ensure that Cleveland can attract and retain the talent it needs to become a world-class parks and recreation department.

QUICK FACTS

Number of City Parks 153

Number of Recreation Center Park Spaces 14

Total Number of Parks or Park Spaces (not including Golf Course) 167

Total Acres of Parks or Park Spaces 1,665

Amphitheatre 4

Aquatics Playgrounds - Within Park 34

Aquatics Playgrounds - Within Pool 12

Badminton Court 1

Basketball Court - Full Court 88

Basketball Court - Half Court 11

Bocce Ball Court 3

BMX/Pump Track 3

Community Garden 41

Concession Stand 4

Cricket Field 1

Diamond Field - Clay Infield 70

Diamond Field - Grass Infield 32

Diamond Field - Synthetic 5

Dog Park 2

Exercise Equipment Station 36

Futsal Court 1

Golf Course 1

Grills 11

Handball Court 1

Horseshoe Pit 17

Loop Trail 24

Rectangle Field - Grass 6

Rectangle Field - Synthetic 3

Multi-Purpose Field 52

Multi-Purpose Field - Permitted Overlay 28

Outdoor Swimming Pool in a City Park 20

Outdoor Swimming Pool associated with a Recreation Center 1

Indoor Swimming Pool in a Recreation Center 19

Outdoor Waterslide 6

Parking Lots 59

Pickleball Court 1

Playgrounds 103

Playground Structures 122

Restroom 23

Rugby Field 1

Running Track 1

Sand Volleyball Court 4

Shelters 44

Skate Park 1

Swing Sets 156

Tennis Courts - Full Court 56

Tennis Courts - Full Court with Pickleball Court Overlay 7

Total Number of Full Tennis Courts 63

Tennis Court - Practice Wall 3

Number of Multi-Use Trails (fully or partially maintained by the City) 9

Miles of Multi-Use Trails (fully or partially maintained by the City) 14.5

Number of Multi-Use Trails (regardless of maintenance responsibility) 20

Miles of Multi-Use Trails (regardless of maintenance responsibility) 30.4

Neighborhood Resource & Recreation Center 21

Fine Arts Center (Cudell Fine Arts) 1

Residential Camp (Camp Forbes) 1



OPPORTUNITIES AND CHALLENGES

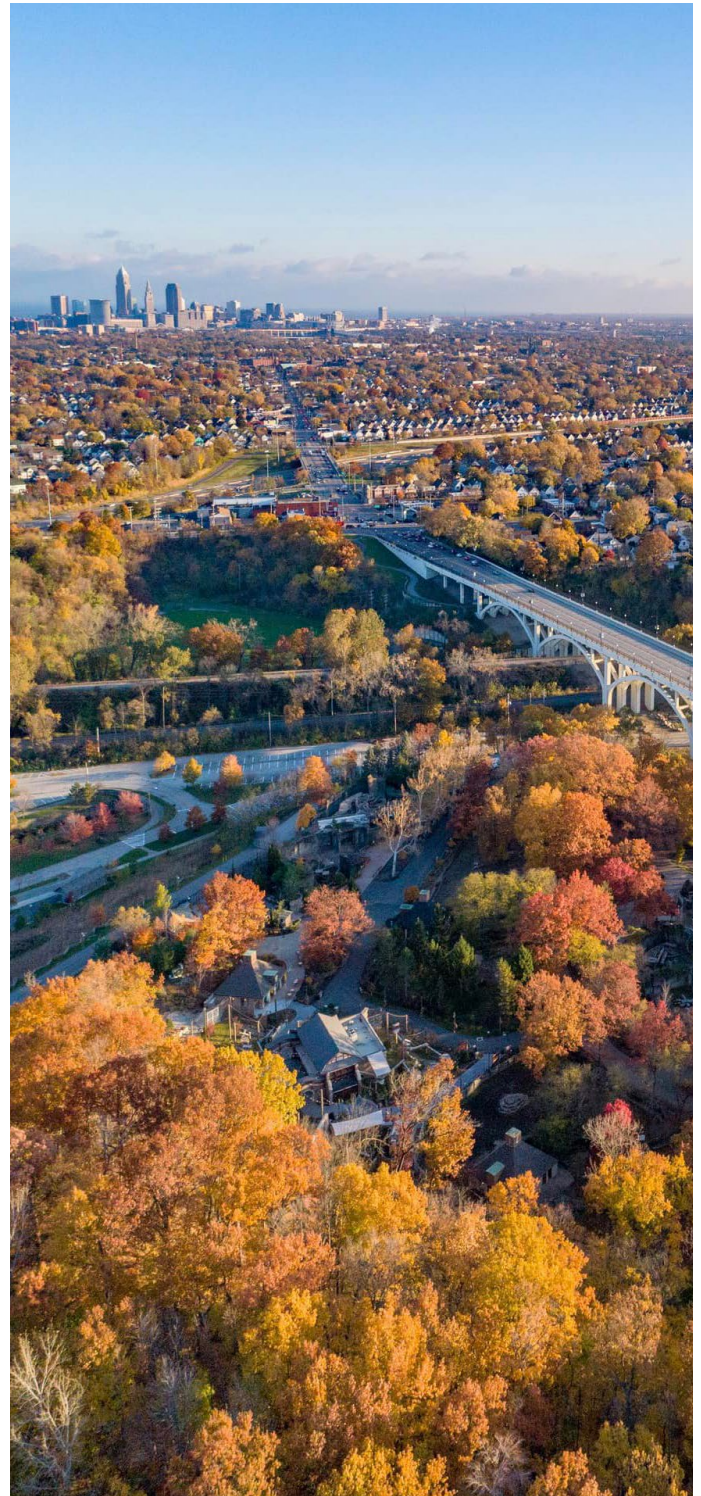
The next Director of Parks and Recreation can expect to work closely with the Chief Operating Officer and the Mayor's office on the following opportunities and challenges:

- Create a new dynamic Parks and Recreation Department by evolving the operations from Public Works.
- Assist with the completion of a Parks and Recreation Master Plan and set priorities to effectively implement the plan.
- Develop a new staffing model that works for all stakeholders and makes sure all the right people are in the best position for success in the department.
- Provide city neighborhoods access to natural resources and larger open space parks.
- Maximize public access to the lakefront, riverfront, and stream valleys, including safe and convenient access from nearby neighborhoods for pedestrians and bicyclists.
- Work with other departments to create a comprehensive network of bicycle routes, bicycle lanes and multi-purpose trails safely linking neighborhoods to recreation sites, schools, shopping areas, places of employment and other destinations throughout the city and the region.
- Ensure that neighborhood-based recreation facilities are equitably distributed throughout the city, with playgrounds located within one-half-mile (a 10-minute walk) of all residents.
- Refocus current recreation programs to better serve the recreation needs and interests of Clevelanders.
- Increase the availability and quality of recreation services through partnerships and working in the "spirit of cooperation" by sharing the use of facilities owned by the city, School District, and other nonprofit organizations.
- Improve maintenance of public parks and recreation centers through innovative partnerships and sponsorships.
- Identify and protect natural areas characterized by stream valleys, wetlands, hillsides, forests, and other environmentally sensitive and valuable features.



THE IDEAL CANDIDATE WILL BE:

- Strategic and collaborative leader who understands how to achieve financial excellence and sustainability while looking ahead to changing service needs.
- An excellent communicator and listener who possesses a high degree of social and emotional intelligence.
- A builder of strong partnerships and consensus at all levels of the organization through sound analysis, effective communication processes, and strategic planning.
- An approachable and supportive leader with a proven record of developing high performing teams.
- A visionary leader who can develop the department's mission, goals, and strategies in alignment with the city's priorities and commitments.
- An experienced leader of a large municipal parks and recreation agency.
- A transparent, knowledgeable, and engaged leader able to advocate for the profession and build trust with all stakeholders, including department team members, advisory boards, and the governing body.
- Innovative and experienced in identifying emerging industry trends and opportunities and able to effectively implement best practice solutions.
- Able to balance the needs for strategic thinking and direction with the day-to-day operations, cultivating a positive morale throughout the department.
- A strong, decisive, collaborative leader who can combine vision, strategy, and innovation.
- Able to upgrade current Parks and Recreation processes and refocus systems to maximize efficiency and effectiveness of the department's key functions.
- An empathetic leader with an enterprising spirit and demonstrated success as an innovative change agent and initiative-taking strategist.
- Experienced in principles of good governance making well-researched, data driven recommendations.



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. Municipal or public sector experience is a plus.
- Demonstrate a thorough understanding of all functions and facets of parks and recreation.

SALARY AND BENEFITS

The starting salary range for this position is \$140,000 – \$170,00 depending on qualifications. The City of Cleveland offers excellent benefits and retirement packages.

HOW TO APPLY

Apply online at www.GovHRjobs.com with resume, cover letter, and contact information for five (5) professional references by Monday, March 18, 2024. Questions regarding the recruitment may be directed to Joe DeLuce or Chuck Balling, Vice Presidents, and Executive Recruiters, GovHR USA. GovHR USA. TEL: 847-380-3240 Ext.130 or Ext.155.

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

