



**RECREATION AND PARK COMMISSION FOR THE  
PARISH OF EAST BATON ROUGE (BREC)  
BATON ROUGE, LOUISIANA  
SUPERINTENDENT**

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# RECREATION AND PARK COMMISSION FOR THE PARISH OF EAST BATON ROUGE (BREC) BATON ROUGE, LOUISIANA

## SUPERINTENDENT

BREC is seeking an inspiring, visible, and politically savvy Superintendent to lead one of the nation's premier park and recreation systems. As chief executive officer of this National Gold Medal Award-winning, CAPRA-accredited agency, the Superintendent will guide a complex, mission-driven organization that touches the lives of more than 450,000 residents of East Baton Rouge Parish every day. This is a rare opportunity for a leader who wants to make a generational impact on a diverse and dynamic community, champion parks, recreation, nature, and equity as essential public services, build strong relationships with staff, residents, partners, and elected officials, and settle in Baton Rouge while providing stable leadership over the long term.

## ABOUT BATON ROUGE AND EAST BATON ROUGE PARISH

Baton Rouge is Louisiana's capital city and a hub for culture, higher education, and innovation. East Baton Rouge Parish is home to diverse urban, suburban, and rural communities, anchored by major institutions including Louisiana State University and Southern University. Residents value neighborhood identity, community pride, and the role of parks, recreation, and nature in health, youth development, safety, and resilience. BREC's parks and programs are a cornerstone of quality of life, supporting daily recreation, community events, outdoor access, and nature experiences across the parish.



## THE ORGANIZATION

The Recreation and Park Commission for the Parish of East Baton Rouge (BREC) is an autonomous special district created in 1946 to provide parks and recreation services for all residents of East Baton Rouge Parish, Louisiana. It is the largest and oldest park system in Louisiana and recently celebrated its seventy-fifth anniversary. Today, BREC serves a parish of more than 450,000 residents across urban, suburban, and rural neighborhoods and manages an extensive portfolio of neighborhood, community, and regional parks; recreation and community centers; nature and conservation areas; trails and greenways; golf courses and sports complexes; and specialty facilities such as the Baton Rouge Zoo. It operates with a substantial operating and capital budget funded primarily through dedicated parish-wide property tax levies, program revenues, grants, and partnerships, and is governed by a nine-member Commission as an independent park and recreation district. BREC is widely regarded as a leader in the field of parks and recreation. The agency has been recognized with the National Gold Medal Award for Excellence in Park and Recreation Management in the largest population category and is accredited by the Commission for Accreditation of Park and Recreation Agencies (CAPRA) through the National Recreation and Park Association (NRPA).

### MISSION

BREC is a cornerstone of community life, dedicated to enriching lives through parks, recreation, and nature. BREC's mission is to help create a healthier, more vibrant community by providing exceptional parks, open spaces, and recreational experiences for all residents of East Baton Rouge Parish.

### VISION

*"Your Parks, Our Purpose."*

## BREC AT A GLANCE

Spanning 6,568 acres, the network includes 175 parks that range from neighborhood green spaces to large community and regional destinations. Together, these assets form a dynamic park and recreation system that enhances quality of life, supports environmental stewardship, and creates inclusive spaces where people of all ages and abilities can connect, play, and thrive.

**Workforce:** More than 1,300 full- and part-time employees

**System footprint:** 6,568 acres

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Parks: 175

Playgrounds: 122

Recreation centers: 56

Athletic fields: 247

Trails: 113 miles (with a long-range plan for approximately 450 miles of connectivity)

Golf courses: 6

Native Pollinator Gardens: 3

Basketball half-courts: 149

Basketball full courts: 79

Dog parks: 6

Pickleball courts: 93

Splash pads: 8

Fishing lakes: 16

Canoe/Kayak launches: 5

Baton Rouge Gallery

Baton Rouge Zoo

Farr Park Equestrian Center

Liberty Lagoon Aquatic Center

Bluebonnet Swamp Nature Center

Lauren Henry Cohn Sr. Memorial Plant Arboretum

## STRATEGIC MOMENTUM

The Superintendent will inherit a system with a strong strategic framework and significant momentum. In recent years, BREC has modernized core administrative systems to support data-driven decision-making and transparency. A parish-wide needs assessment informs annual program and event calendars, helping align recreation offerings with emerging trends, market demand, and community-wide needs.

- Imagine Your Parks planning framework emphasizing resilience, connectivity, service equity, and long-term sustainability
- Substantial capital improvement program across neighborhood and community parks
- Parish-wide trails and greenways vision with major efforts to expand connectivity, including a priority corridor linking Southern University and Louisiana State University
- Dedicated conservation, outdoor recreation, and natural resource management capacity guided by a Natural Resource Management Plan and supported by trained volunteers
- Transformative initiatives including renewal of the Baton Rouge Zoo, Greenwood Community Park reinvestment, flood-resilient recreation facilities, new community and nature amenities, and expanded joint-use partnerships with schools





## THE SUPERINTENDENT

The Superintendent serves as BREC's chief executive officer, reporting to the Commission and bearing overall responsibility for the leadership, management, and performance of the agency. The Superintendent will lead a complex, multi-disciplinary, Gold Medal and CAPRA-accredited parks and recreation system; collaborate closely with a nine-member Commission, parish and municipal leaders, and community stakeholders; and serve as a highly visible and accessible presence across the parish by regularly attending events, visiting sites, and engaging directly with residents and staff.

- Lead and coordinate a workforce of more than 1,300 full- and part-time staff, ensuring effective staffing, performance management, and operational continuity
- Navigate complex and sometimes controversial issues with integrity, transparency, and sound judgment
- Champion equity in access to parks, programs, and investment in all parts of East Baton Rouge Parish
- Lead and support a strong executive team and workforce grounded in accountability, collaboration, and customer service
- Serve as chief steward of public resources, including operating and capital budgets, tax rates, grants, and major capital projects
- Advance long-range plans that strengthen parks, programs, conservation, facilities, and trail connectivity



## IDEAL CANDIDATE

BREC is seeking a proven, community-facing leader to guide this nationally recognized system. While parks and recreation experience is strongly preferred, the Commission will also consider accomplished leaders from other public, nonprofit, or mission-driven organizations who have successfully led operations of similar scale and complexity.

The ideal candidate is:

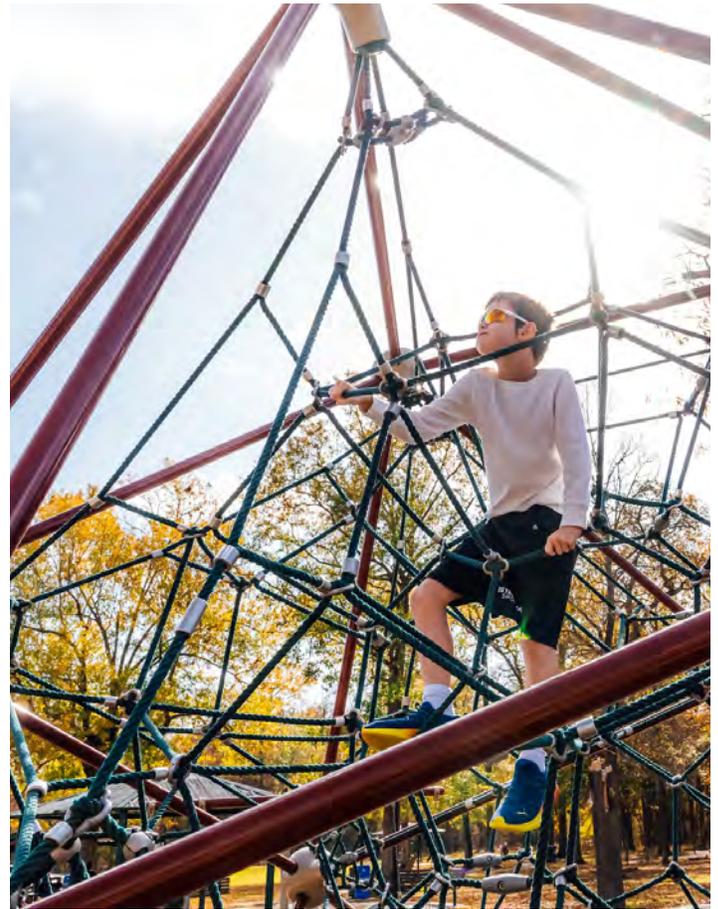
- An experienced executive leader with a record of success leading complex organizations through change, growth, and public scrutiny
- Skilled in supervising senior executives and leading large, diverse teams
- Comfortable and effective in highly visible roles, including public presentations, media interactions, and large community meetings
- Experienced working productively with a governing board, elected officials, and community stakeholders in politically complex environments
- Committed to equitable access to parks, programs, and investment across all parts of the parish, including authentic engagement in historically underserved neighborhoods
- A strong listener and clear communicator who is calm under pressure and capable of navigating controversy with steady judgment
- Committed to making Baton Rouge home and providing long-term, stable leadership



## OPPORTUNITIES AND CHALLENGES

Based on BREC's current strategic direction, the next Superintendent will have an opportunity to implement and advance "Imagine Your Parks" plans, ensuring that both capital and operating investments align with community needs and equity goals.

- Continue modernizing internal systems and strengthening financial management, internal controls, and audit readiness
- Deliver and clearly communicate the impact of major capital projects, including the revitalization of the Baton Rouge Zoo and Greenwood Community Park, expanded trails and greenways, and new community and nature facilities
- Deepen community trust and engagement, particularly in neighborhoods that have historically been underserved or disproportionately impacted by flooding and other challenges
- Protect and enhance BREC's Gold Medal and CAPRA-level performance so that national recognition remains grounded in meaningful local outcomes



## KEY RESPONSIBILITIES

- Provide enterprise-wide leadership, strategic direction, and organizational alignment
- Build and maintain productive relationships with the Commission, community partners, and local leadership
- Ensure exceptional operational performance across parks, facilities, programs, conservation, golf, trails, and the Zoo
- Lead budgeting, capital planning, revenue strategy, and stewardship of public funds
- Advance equity in access, investment, and programming parish-wide
- Strengthen workforce development, performance systems, and leadership accountability
- Communicate effectively in public forums, media settings, and community meetings
- Support and advance long-range plans that strengthen service quality, resilience, and sustainability





## CANDIDATE REQUIREMENTS

- Bachelor's degree required, advanced degree in public administration, business, parks and recreation, planning, or a related field preferred
- Extensive senior management experience in a complex organization required, parks and recreation, public lands, community development, or related experience desirable
- Demonstrated experience with budgeting, capital planning, and financial stewardship
- Experience supervising senior executives and leading large teams
- Ability to work flexible hours, including evenings and weekends, to attend meetings, events, and site visits throughout the parish
- Public presentation experience

## SALARY AND BENEFITS

The salary range for this position is \$190,000 to \$300,000, depending on qualifications and experience. BREC offers a comprehensive benefits package, including a defined-benefit pension plan and other competitive benefits.

## HOW TO APPLY

Highly qualified candidates should apply online by Friday, March 6, 2026. Please submit a resume, cover letter, contact information for five professional references at [www.GovHRJobs.com](http://www.GovHRJobs.com). For questions or additional information, contact Joe DeLuce, Senior Consultant, at 217-714-2333 or [jdeluce@mgt.us](mailto:jdeluce@mgt.us), or Margaret Resnick, Consultant, at 847-971-1655 or [mresnick@mgt.us](mailto:mresnick@mgt.us).

