

PARKS AND RECREATION DIRECTOR

City of Redmond, WA





A WORLD CLASS CITY AWAITS YOU

Redmond, Washington is a thriving, culturally diverse community of more than 62,100 residents who enjoy the Pacific Northwest's year-round outdoor playground. Redmond is at the center of everything: mountains, water, and endless evergreens. Located just 11 miles northeast of downtown Seattle, Redmond's diverse employment base offers more than 87,000 jobs in a variety of fields including technology, aerospace, gaming, and biomedical as well as innovative start-ups. Housing options range from stately single-family suburban homes to modern, multi-family complexes in the City's two flourishing downtown areas. The City maintains an excellent record for public safety and includes several award-winning schools, a great park system, an emphasis on quality development, and a commitment to protecting the natural environment. These attributes combined, offer an excellent quality of life for the people who live and work in Redmond.

Redmond is governed by a mayor and seven Council members, each of whom are elected at-large to four-year, overlapping terms. The Parks Director is a part of the Mayor's Executive Leadership Team and reports to the Chief Operations Officer. Together, the Mayor and Directors Team lead the City to strategically achieve the community's desired vision which is reflected in the following priorities:

Clean & Green - Continue to advance our environmental stewardship

Diverse & Connected Community - Enhance outreach and inclusive support of our global and connected community

Infrastructure - Preserve, maintain or replace what we must to help prepare us for the future

Responsible Government - Improve processes, systems, and invest in our employees through training opportunities and succession planning to allow us to better serve the community

Safety - Maintain our safe community and enhance community character

Vibrant Economy - Support Redmond's robust local economy, businesses, and job growth

THE PARKS & RECREATION DEPARTMENT

Redmond's Parks and Recreation Department prides itself as being a leader in providing sustainable parks, innovative recreation services, and unique art and cultural experiences that contribute to the high quality of life in the City. Redmond's extensive recreational facilities include 40 developed parks covering over 1,000 acres, seven undeveloped parks comprising another 300 acres, 29 miles of developed and managed trails, a variety of sports complexes, a Teen Center, a Senior Center, and a Community Center. These facilities are operated in conjunction with regional parks, waterfront sites, and an extensive trails/

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open space preserve program. Redmond also offers a robust program of art and cultural events. Additional planning and programming are underway to meet future needs of the City as it grows and welcomes higher densification in its urban core.

The Parks and Recreation Department has 75 regular employees and is supported by up to 200 supplemental employees during peak season. FY 2019-20 has an operational budget of \$33 million and \$17 million for the capital improvement budget. The Department is led by the Director, Deputy Director, Park Planning & Cultural Arts Manager, Recreation Programs & Community Events Manager, Customer Service Manager, Parks Facilities Manager, and Maintenance & Operations Manager. Several Boards and Commissions provide strategic advice to move the City's parks and recreation programs forward.

THE IDEAL CANDIDATE

Redmond is seeking a strategic, results oriented, leader that is ready to hit the ground running as Redmond's next Parks and Recreation Director. The ideal candidate is dedicated to serving the community and has a true passion for providing the types of facilities, programs, and activities that enrich resident's lives and create a connected community. This person is an optimistic and approachable servant leader, whose infectious "can do" attitude inspires others to accept and manage change while upholding high-performance expectations. This individual's values should align with those of the organization: integrity, accountability, and commitment to service. A successful Director is also a supportive, respectful mentor and coach who motivates and develops staff, seeks and provides clarity, and follows through to ensure that goals and timelines are met. The person selected to fill this position will be a team-oriented problem solver who enjoys working in a highly collaborative organization where members of the Directors Team share the strategic decision making process.

MINIMUM QUALIFICATIONS

Requires a bachelor's degree and at least ten years of progressively responsible supervisory, management, or leadership experience. A master's degree and/or Certified Park and Recreation Professional (CPRP) certification are desired. The best qualified candidate will have significant experience leading represented and non-represented parks, recreation, and arts employees in a municipal government setting.

CHALLENGES & OPPORTUNITIES

In addition to keeping current programs and activities running smoothly, the Director of Parks and Recreation will be responsible for:

- Promoting new and exciting ways to deliver recreation programs that enrich the community
- Streamlining current practices to enhance cost-effectiveness
- Implementing the recently completed Cost of Service Study
- Updating the City's Facilities Plan, in coordination with Public Works and other City Departments
- Facilitating an integrated customer service model
- Developing an asset management program for the City's parks and recreation facilities
- Developing external partnerships to coordinate the effective delivery of services, reduction of costs, and elimination of duplicative efforts

COMPENSATION & BENEFITS

The annual salary range for this position is \$128,328 - \$179,664, DOQ. Compensation also includes an attractive benefits package that includes:

Medical Insurance - Choice of two plans for employees and their eligible dependents: Healthcare Management Administrators or Kaiser Permanente

Prescription Drug Insurance - Included with each medical plan

Dental Insurance - For employees and their eligible dependents

Vision Insurance - For employees and their eligible dependents

Other Insurance - Life, accidental death & dismemberment insurance, short and long- term disability, optional employee-paid voluntary life insurance

Flexible Spending Accounts - For tax savings on healthcare and dependent care expenses

Vacation - 21 days each year, prorated from January 1 for new hires

Administrative Leave - 6 days each year, prorated from January 1 for new hires

Employee Assistance Program (EAP)

Retirement Plans - Department of Retirement Systems (DRS) plus additional options that include: Municipal Employees Benefit Trust (Social Security replacement plan) and MetLife 457 Plan

HOW TO APPLY

Apply online by May 3, 2019, at www.alliancerc.com.

For questions and inquiries, please contact Cindy Krebs at ckrebs@alliancerc.com or 562-901-0769.

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