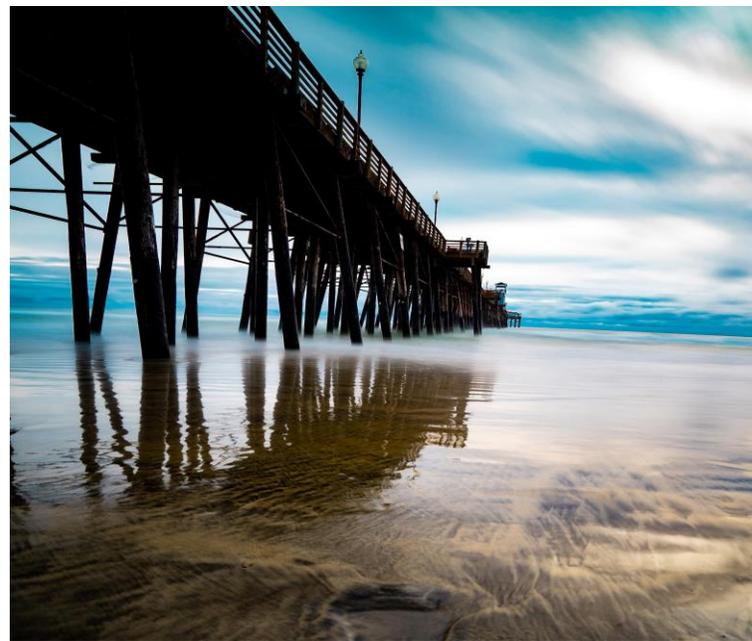




City of Oceanside, California

Announces

# Parks & Recreation Director



## THE COMMUNITY AND ORGANIZATION

The City of Oceanside is seeking a dynamic, experienced Parks and Recreation professional to lead the newly re-established Parks and Recreation Department (“Department”). The Department was absorbed into the Housing and Neighborhood Services Department in 2005 but has been reorganized into a standalone Department effective July 1, 2022. The re-establishment of the Department presents an incredible opportunity for its new Director to establish and implement fresh leadership while fulfilling the City’s mission to “Enhance the quality of life through outstanding service to our diverse community.”

Oceanside is the gateway to San Diego County from the north, adjacent to Camp Pendleton, encompassing 177,335 people over 42 square miles, including 3.5 miles of city-owned beaches. Oceanside is a full-service city with its own police and fire departments, water and wastewater utilities, library and housing authority. The City’s parks and recreation facilities consist of five recreation centers, two senior centers, 15 community parks, 17 neighborhood parks, one regional park, five skate parks, three pools, and two gymnasiums. Other features include miles of trails, acres of open space, a small craft harbor, a fishing pier, two community theaters, an art museum, a surf museum, a nature center, a community college and two municipal golf courses. The City was incorporated in 1888 and includes diverse neighborhoods and planned developments, multiple 55+ communities, 17 mobile home parks, a revitalized downtown and 3,500 acres of farmland. Manufacturing, distribution, tourism and agriculture remain the region’s top industries, but in recent years, Oceanside has become home to biotech industries that are among the area’s fastest growing business sectors.



## THE DEPARTMENT

The newly re-established Parks and Recreation Department provides quality services to the community by offering recreational opportunities in a variety of forms, including enrichment classes, day camps, swimming lessons, sports programs, and community events. The Department is comprised of a team of 23 full time and 152 part time/seasonal staff that work collaboratively with other City departments, the community, and service providers. With an annual budget of \$6.85 million, key programs and functions include:

Recreational programming at the City’s five recreation centers, two gymnasiums, beachfront area, numerous parks, and the William A. Wagner Community Room/Event Center;

Sports programming and field/gymnasium/facility rentals; Aquatics – two swim centers plus the new state of the art William A. Wagner Aquatics Center;

Special Events permitting including film permits and operation of Heritage Park; and Senior Services including two senior centers, senior transportation and senior meals programs.

### KEY INITIATIVES FOR FISCAL YEAR 2022/23:

- Implementation of the 2019 Parks & Recreation Master Plan, completion of Parks Impact Fee Study, and coordination of various funded parks capital improvement projects.
- Participating in the needs assessment of the John Landes Park and Community Center.
- Review of existing field and facility use policy to ensure fair access and a transparent reservation process.
- Final assessment and implementation of the City’s Dog Park Study currently under preparation by City’s Engineering Division.
- Continued support to, and training of, the Parks and Recreation Commission.
- Developing budget recommendations and monitoring expenditures for areas of responsibility.
- Maintaining open and transparent lines of communication with key stakeholder groups.



## THE POSITION AND IDEAL CANDIDATE

The new Parks and Recreation Director will be a key member of the City's Management Team, reporting directly to the City Manager. The City is seeking a hands-on, team-oriented local government professional with energy, focus, strong ethics, as well as the ability to make decisions independently while keeping the City Manager informed. The ideal candidate will exhibit a strong political acumen and the ability to work collaboratively with the community, City Council and Commissioners, City staff, and support the spirit of collaboration amongst the Executive Team. The next Director will be joining an experienced and dedicated department staff who have a strong commitment to high quality service delivery to the residents and visitors of Oceanside.

The new Director will foster a culture of trust and respect amongst staff and will inspire and support employees through training, mentoring, and encouraging innovation and input.

Key traits of the next Director:

- An individual who values and promotes excellent customer service on behalf of the Department's clients and customers.
- An individual who is approachable, has experience working with diverse communities and is sensitive to the needs of the City's unique cultural groups.
- A working manager who is highly proficient in managing departmental responsibilities and is able to operate a wide range of projects simultaneously. They will possess an impressive track record of delivering large and small-scale projects and programs which reflects their ability to see projects and initiatives through from beginning to full completion.
- Models the behaviors expected throughout the City and Department, including unquestioned integrity, a strong work ethic, high motivation, and the ability to self-start and work independently.
- Has a team-oriented and collegial approach but is results-oriented. Sets goals and objectives and closely monitors progress toward achieving those goals.
- Will be an effective coach and mentor to staff, will establish performance expectations and hold staff accountable for performance while fostering a culture of mutual respect and continuous improvement where team members are always striving to be better.
- An articulate and credible communicator both verbally and in writing, with outstanding interpersonal skills and an extraordinary customer orientation. To that end, this professional must be a proactive internal and external communicator who is sensitive to the needs of all stakeholders.

Candidates for this position must possess at least eight years of increasingly responsible professional administrative and leadership experience in the field of parks and/or recreation administration including at least three years of management or supervisory experience.

A Bachelor's degree from an accredited college or university in public administration, park and recreation management, leisure studies, or related field. A Master's degree is highly desirable.

Bilingual in English/Spanish is a plus.

## THE COMPENSATION

The salary for the Parks and Recreation Director is dependent upon qualifications and ranges from \$137,772 to \$192,864 annually. **In addition, effective the first full pay period in January 2023, a 3.5% increase and effective the first full pay period in July 2023, a 2.5% increase.**

The City also offers an attractive benefits package, including:

**Retirement:** Depending on selected candidate's prior membership with CalPERS, the retirement formula will be 2% @ 60 or 2% @ 62; employee contribution towards retirement benefit is 50% of the normal costs of membership (currently up to 9% contribution for Classic and 7.5% for PEPR).

**Medical, Dental, and Vision Insurance:** The City pays a portion of the costs depending on the plan and number of family members covered.

**Life Insurance:** City-paid policy of 1.5 times annual salary up to \$350,000 with voluntary additional options for employee and dependents.

**Long- and Short-term Disability Insurance:** City Paid.

**Management Leave:** 70 hours annually.

**Floating Holidays:** 48 hours annually.

**Holidays:** 9 City holidays.

**Auto Allowance:** \$400 per month.

**9/80 Work Schedule:** with every other Friday off.

Other benefits offered by the City of Oceanside include deferred compensation plan, tuition reimbursement, and flexible spending accounts.

## HOW TO APPLY

To apply for this exciting career opportunity, please visit our website at:

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

Resumes and cover letters may be attached to, but not submitted in lieu of, the online application.

**Application Deadline: October 28, 2022 at 11:59 p.m.**

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