



**ASSISTANT DIRECTOR OF PARK & RECREATION -
RECREATION DIVISION
FORT WORTH, TEXAS**



FORT WORTH, TEXAS



The City of Fort Worth, ranked the 12th largest and one of the fastest-growing cities in the U.S., is seeking an innovative strategic leader with strong tactical management and effective program management skills. The ideal candidate to fill the Assistant Director position of the Park & Recreation Department's Recreation Division is a highly collaborative professional with excellent communications and community engagement abilities and possesses extensive recreation management experience. This position reports to the Deputy Director of Park & Recreation, supervising Recreation staff of 483 total employees through seven direct reports.

The Recreation Division has a total annual operating budget of \$10 million for the 2024 fiscal year, and is expected to grow to \$14 million in 2025. The Division actively manages 21 community centers, three aquatic facilities, the Log Cabin Village living history museum, the Fort Worth Nature Center & Refuge, and other contracted recreational facilities and services. The Park & Recreation Department provides services, programs and opportunities that enhance the well-being of the community. Unique facilities such as skate parks, mountain bike trails, and dog parks reach a diverse population. Programs pertaining to fitness, nature, arts, culture, and education are offered throughout the Department.

The Assistant Director will assist the Director, Deputy Director, and other team members with the general leadership of the Park & Recreation Department. While overseeing their division, the successful candidate will be expected to continuously demonstrate the character, interpersonal skills, and judgment to create trust, deliver results, and influence a positive and inclusive team culture.

This recruitment is being conducted on a local, regional, and nationwide basis, encouraging applications from all individuals who meet the qualifications. All inquiries relating to the recruitment and selection process for the Assistant Director of Parks & Recreation - Recreation Division position are to be directed to the consultants listed below who are collaborating with the City of Fort Worth 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 x 130 or x 155

Formal applications should be submitted to
www.govhrjobs.com

HISTORY AND BACKGROUND

Fort Worth, Texas was established in 1849 as an Army outpost on a bluff overlooking the Trinity River. It is in North Central Texas and covers 359 square miles in Tarrant, Denton, Parker, and Wise counties - serving as the seat for Tarrant County. As Fort Worth continues to grow and change, these principles help keep employees on point, providing the best service to residents, businesses, and fellow employees.

Fort Worth is the 12th largest city in the United States by population. Of all cities over 50,000 people, Fort Worth had the largest gain in population in the past year, adding 19,170 people (approximately 53 people per day). Of the top 30 most populous cities, Fort Worth is the fastest growing, at 4.1% population growth since 2020. Of the top 30 most populous cities, Fort Worth ranks 24th in terms of population density (only Oklahoma City, Jacksonville, Nashville-Davidson County, Memphis, Indianapolis, and El Paso are less dense than Fort Worth).

Fort Worth is under a City Manager form of government with ten single member City Council districts and Mayor elected at-large. The City has an eleven-person appointed Park & Recreation Advisory Board. The Park & Recreation Director serves as the liaison to the Park Board and City Manager. The Assistant Director-Recreation Division is appointed by and reports directly to the Park and Recreation Deputy Director and is responsible for the implementation of policy and overall operations of this Division.



THE VISION

Fort Worth will be the most livable and best-managed city in the country.

THE MISSION

Working together to build a strong community.

VALUES

There are six values that guide our employees as they go about this work. They are:

- Exceptional Customer Experience
- Accountability
- Ethical Behavior
- Diversity
- Mutual Respect
- Continuous Improvement

With a guiding principle of providing a good Quality of Life, the Mayor & Council's **Strategic Priorities** are:

- Economic Development
- Community Investment
- Community Safety
- Infrastructure
- Responsible Growth
- Fiscal Responsibility underpinning all efforts





PARK & RECREATION DEPARTMENT

The Park & Recreation Department's (PAR) mission is to enrich the lives of our citizens through the stewardship of our natural and developed resources and the responsive provision of quality services and recreational opportunities. Throughout the history of the development of the Fort Worth park system, the Department has effectively anticipated and responded to the park, recreation, and open space needs of the community. The City of Fort Worth Park system comprises over 300 parks, totaling over 13,063 acres of parkland.

Through the acquisition and development of new park land and facilities along with the maintenance of existing infrastructure, PAR strives to manage natural and developed resources effectively and efficiently. A focus on conservation and preservation is found in departmental programs and facilities such as the community tree planting program, the Nature Center and Refuge, the Log Cabin Village, and the Zoo and Botanic Garden through partnerships. PAR provides services, programs and opportunities that enhance the well-being of the community. Unique facilities such as skate parks, mountain bike trails, and dog parks reach a diverse population. Programs pertaining to fitness, adult and youth athletics, nature, arts, culture, and education are offered throughout PAR.

PAR continues to develop and implement strategies, policies, programs, and partnerships that effectively leverage resources resulting in positive economic impact for the City of Fort Worth. Overall, PAR serves all people, including special and vulnerable populations, by creating spaces and places for all to enjoy.

FORT WORTH QUICK FACTS

Population: **956,709**

Square Miles: **359** square miles

Number of parks: **303**

Total acres of park land: **13,068** acres

Park, recreation, and open space sites **303**

Special Use Parks **11**

Community Centers **21**

Golf Courses (78 holes) **3**

Hike and bike trails **210** miles

Athletic Field Complexes (96 fields) **11**

Neighborhood-Based Parks **198**

Community-Based Parks **67**

Conservancy Parks **8**

Greenbelts **7**

Special Use Facilities - Botanical Garden, Nature Center & Refuge, Zoo, Log Cabin Village



The next Assistant Director of Park & Recreation-Recreation Division shall:

- Have enthusiasm and energy for working at a fast pace with the ability to prioritize and delegate effectively.
- Possess experience of setting high standards for recreation programs and services while guiding and holding staff accountable to meet and exceed service level standards.
- Be a strategic and transformative leader with a strong commitment to excellent customer service, and a highly motivated self-starter combined with a proven track record in the successful management and operation of a large and complex recreation department with multifaceted programs, facilities, and amenities.
- Be a strong administrator with an engaging communication style and excellent listening skills.
- Possess a strong recreation background with the ability to explore and develop creative approaches to challenging, fast-paced conditions and issues.
- Have a vision for the future of recreation and services by planning five to ten years into the future, while continuing to enhance and improve current recreation programs and facilities.



Key Projects and Initiatives:

- Oversee the transition of seven community centers, 108 Authorized Positions and an additional \$3.6M budget as the community centers are transitioned to PARD from the Neighborhood Services Department
- Oversee the grand opening of the new Northwest Community Center – expected to open in November of 2024.
- Oversee the recreation program planning and assist with capital planning of the Stop Six Hub community center and pool.

Additionally, PARD is undergoing an Aspirational Study to determine how: "By the year 2030, the Fort Worth Park & Recreation Department will be recognized as one of the top 10 park and recreation departments in the nation."

The Aspirational Plan will provide a blueprint of phased annual improvements in each of the next five fiscal years FY2025 – 2029. The Assistant Director of Recreation will be expected to implement the recommended program and facility enhancements from the plan.





EDUCATION

Bachelor's degree from an accredited college or university with major course work in recreation, physical education, public or business administration, or a related field, and six years of increasingly responsible experience in recreation programs and services, including three years of administrative and supervisory responsibility.

Possession of a Valid Driver's License at the time of hire. If licensed from another state, the candidate must have the ability to obtain a valid Texas Driver's License within 90 days of employment.

PREFERENCES

One or more of the below is desired and preferred but not required:

- Experience working within a large municipality.
- Experience with the management and operations of multiple community centers, aquatic facilities, and special use facilities.
- Experience in developing innovative recreation programs, special events, and recreation services for the entire community.
- Master's in public administration is a plus.
- CPRP (Certified Park and Recreation Professional) or CPRE (Certified Park and Recreation Executive) Certification is preferred.

COMPENSATION & BENEFITS

The City of Fort Worth offers a competitive salary and benefits package. <https://www.fortworthtexas.gov/>

The salary range for the position is \$120,000 - 149,000 DOQ. The City offers tuition reimbursement to employees wishing to improve or continue their education.

HOW TO APPLY

Candidates must apply by Friday, June 21, 2024, with resume, cover letter and contact information for five work-related references to www.GovHRjobs.com to the attention of Chuck Balling, Vice President, or Joe DeLuca, Vice President, GovHR USA, Tel: (847) 380-3240 x 130 or x 155.

The City of Fort Worth, Texas is an
Equal Opportunity Employer.