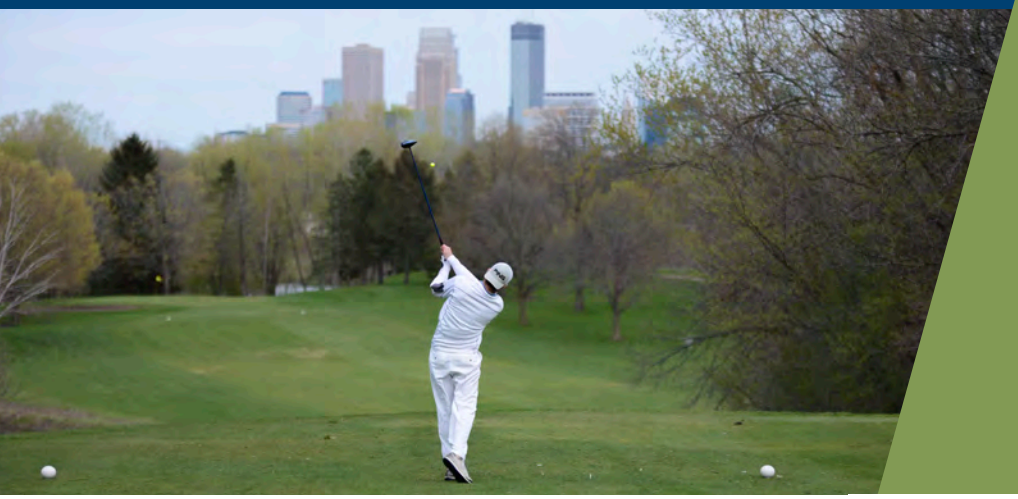
Minneapolis
Park & Recreation Board

ASSISTANT SUPERINTENDENT FOR RECREATION

MINNEAPOLIS PARK AND RECREATION BOARD

MGT

ASSISTANT SUPERINTENDENT FOR RECREATION
MINNEAPOLIS PARK AND RECREATION BOARD



Join a World-Class Park System & Lead the Future of Recreation in Minneapolis!

The Minneapolis Park and Recreation Board (MPRB), one of the nation's most highly regarded parks and recreation agencies, is seeking an inspired, visionary leader to serve as its next Assistant Superintendent for Recreation. This is an exceptional opportunity to shape the future of recreation in a city known for its vibrant parks, top-tier facilities, and innovative programming. If you are a passionate leader, a strategic thinker, and a community-focused advocate, we invite you to bring your talents to a city that values parks and recreation as the heartbeat of its community.

As Assistant Superintendent for Recreation, you will be responsible for overseeing and leading a diverse portfolio of recreation programs, services, and facilities. This role requires an energetic and strategic leader who can ensure high-quality, innovative, and accessible recreation opportunities for Minneapolis residents. The Assistant Superintendent will manage recreation centers, aquatic facilities, ice arenas, golf courses, and athletic complexes. They will also lead programming efforts in youth development, therapeutic recreation, inclusion services, citywide sports leagues, and Spark'd Studios programming.

Key responsibilities include developing and implementing strategic initiatives, managing a multi-million-dollar budget, overseeing staff development, and ensuring community engagement in program planning. Additionally, this leader will work closely with other city departments, nonprofit organizations, and community stakeholders to expand and enhance recreational offerings. The ideal candidate will demonstrate excellent communication skills, strong political acumen, consensus-building skills, and a commitment to diversity, equity, and inclusion by developing programs that reflect and serve Minneapolis' diverse communities.

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 Superintendent for Recreation position are to be directed to the consultants listed below who are working with the Minneapolis Park and Recreation Board and its designated Search Committee.

Joe DeLuce, Senior Consultant, jdeluce@mgt.us
or Chuck Balling, Senior Consultant, cballing@mgt.us
MGT
4320 West Kennedy Blvd., Tampa, FL 33609
TEL: 847-380-3240 Ext.130 or Ext.155
Formal applications should be submitted to:
www.govhrjobs.com

WHY MINNEAPOLIS? WHY MPRB?

For more than 140 years, MPRB has been a national leader in providing outstanding recreation and park services. Overseeing an expansive 7,059 acres of parkland and water, MPRB boasts a diverse and accessible park system that serves all Minneapolis residents and visitors.

MPRB is consistently recognized as a Top 5 Urban Park System in the U.S. by the Trust for Public Land and holds CAPRA Accreditation, a distinction achieved by only 213 park agencies nationwide. The organization is committed to equity, inclusion, and innovation, ensuring that its programs and services meet the needs of all communities.

The MPRB, serving a city population of 429,954, is seeking an experienced, forward-thinking individual who leads with vision and a community-focused inclusive planning approach to serve as the next Assistant Superintendent of Recreation. This is a rare opportunity to lead the recreation division of one of the nation's most highly regarded parks and recreation agencies. With an outstanding reputation for excellence, MPRB provides top-tier recreational opportunities and breathtaking open spaces with a world-class network of parks that serve as the heart of the Minneapolis community.

Founded in 1883, the MPRB is an independently governed urban park system spanning 7,059 acres of parkland and water, including 185 park properties, 55 miles of parkways, 102 miles of biking and walking paths, 22 lakes, 12 formal gardens, seven golf courses, and 49 recreation centers. More than 30 million visitors experience Minneapolis parks annually, enjoying their natural beauty, historical significance, and exceptional amenities.

Nine elected commissioners appoint the Superintendent, who appoints and works closely with the executive leadership team consisting of a Deputy Superintendent and three Assistant Superintendents for Recreation, Planning and Environmental Stewardship. The Superintendent, executive team and 14 Department Directors work collaboratively to meet the strategic goals set by the Board of Commissioners and outlined in the Parks For All Comprehensive Plan.

MISSION STATEMENT

The Minneapolis Park and Recreation Board permanently preserves, protects, maintains, improves, and enhances its natural resources, parkland, and recreational opportunities for current and future generations of our region including people, plants, and wildlife. The Minneapolis Park and Recreation Board dismantles historic inequities in the provision of park and recreation opportunities for all people to gather, celebrate, contemplate, and engage in activities that promote health, well-being, community, and the environment.

RECREATION DIVISION

The Recreation Division is at the heart of MPRB's mission, with 149 FT and 1,000 PT employees and a 2025 budget of $37.5 million for its two departments that oversee facility operations and provide expertise to create and lead diverse programming and services. The Athletic Programs, Aquatics, Golf & Ice Arenas Department provides management and support for citywide youth and adult sports programs, aquatic programs, ice arenas, golf courses, indoor wedding and event centers, and athletic facility permitting. The Youth and Recreation Center Programs Department operates 47 recreation centers and provides year-round programming, therapeutic inclusion services, RecPlus childcare, and Spark'd Studio art and technology programming. The MPRB is committed to removing barriers to access, ensuring that all Minneapolis residents, regardless of age, background, or ability, can participate in recreation. The division works closely with schools, nonprofits, and community organizations to expand and enhance services to meet the needs of the city.

MPRB QUICK FACTS

Budget	$157 million
Full-Time Staff	600
Temporary Staff	1,500
Trees	600,000
Recreation Centers	49
Miles of Grand Round Trails	102
Winter Recreation Area	1
Indoor Ice Arenas	2
Outdoor Ice Rinks	42
Play Areas	121
Sports Fields	398
Annual Park Visits	26 million
Annual Neighborhood Park Visits	6 million
Parks	185
Neighborhood Parks	165
Regional Parks	20
Beaches	12
Fishing Piers	10
Boat Launches	5
Canoe Launches	7
Sailboat Buoys	397
Canoe/Kayak Racks	596
Formal Gardens	12
Community Gardens	11
Skate Parks	7
Outdoor Performance Stages	5
Dog Off-leash Recreation Areas	9
Bird Sanctuaries	2
Golf Courses	7
Golf Driving Ranges	3
Disc Golf Courses	3
Natural Swimming Pool	1
Indoor Swimming Pool	2
Water Parks	2
Splash Pads	3
Wading pools	59

THE WAY WE WORK:
THE EMPLOYEES OF THE MINNEAPOLIS PARK AND RECREATION BOARD…

- Work and accept responsibility to search for, create and execute new and innovative approaches to improve the performance of Park Board services and objectives.
- Assist external and internal customers to serve their needs and take responsibility for continuously improving customer service.
- Foster meaningful interaction among people through the exchange of information to produce understanding.
- Continuously develop and use effective strategies and interpersonal styles to engage and guide others toward the accomplishment of identified objectives and goals in the best interest of the Park Board and community.
- Consistently work toward the common good of the organization and encourage others to do the same.
- Conduct themselves at all times in a professionally appropriate and respectful manner.
- Apply the proper safety/security practices according to established protocols, guidelines, and policies.

THE ROLE: ASSISTANT SUPERINTENDENT FOR RECREATION

The Assistant Superintendent for Recreation will be responsible for overseeing and leading a diverse portfolio of recreation programs, services, and facilities. This role requires an energetic and strategic leader who can ensure high-quality, innovative, and accessible recreation opportunities for Minneapolis residents.

Key responsibilities include developing and implementing strategic initiatives, managing a multi-million-dollar budget, developing and implementing policies and procedures, overseeing staff development and performance, and ensuring community engagement in program planning. They will work directly with Department Directors and Managers to ensure that services performed and provided by the Recreation Division staff are compatible with the Park Board's mission and the MPRB's Parks For All comprehensive plan. Additionally, this leader will work closely with other city departments, nonprofit organizations, and community stakeholders to expand and enhance recreational offerings.

The ideal candidate is a dynamic and experienced leader who is nimble and flexible and thrives in a fast-paced, community-driven environment. The next Assistant Superintendent for Recreation will:

- Demonstrate shared leadership and strategic decision-making to drive success.
- Be present and engaged in facilities, programs, and parks, actively building relationships with staff and community members.
- Lead with vision, setting a strategic direction for recreation services aligned with MPRB's Comprehensive Master Plan.
- Champion diversity, equity, and inclusion, ensuring that recreation programs serve all Minneapolis communities.
- Demonstrate financial and political acumen, managing budgets and resources to ensure long-term sustainability.
- Foster collaboration with local government, community groups, and stakeholders to enhance recreation services.
- Inspire and empower teamwork, creating a culture of creativity, innovation, and excellence.
- Utilize data and analytics to drive program success and continuous improvement.

KEY RESPONSIBILITIES:

- Being present and actively involved in the facilities, programs, and parks.
- Engage "in the spirit of cooperation and compassion" with community members, stakeholders, and partner organizations to strengthen public participation.
- Participating in the Leadership Team dynamics and being the voice for the recreation staff and participants of the various programs and services.
- Provide strong financial management and budgeting skills to maintain fiscal responsibility.
- Provide exceptional communication, leadership, and strategic planning abilities.
- Experience working with a governing board, leadership team, and engaging the community in decision-making.
- Provide visionary leadership and set a strategic direction for the district's future.
- Oversee financial planning, budgeting, and resource management to ensure long-term sustainability.
- Manage daily operations of facilities and recreational programs using data and analytics to successfully meet the evolving needs of the community.
- Developing and implementing processes, standards and procedures within the Recreation Division to ensure all facilities and programs meet expectations.
- Foster a positive and collaborative work culture, empowering staff to excel and innovate.
- Continue the encouragement of staff to be creative and innovative without the fear of failure.
- Encourage staff to celebrate successes and value the joy and fun of providing programs and services to the residents.

OPPORTUNITIES AND CHALLENGES

The next Assistant Superintendent of Recreation will have the opportunity to make a lasting impact:

Assess, and follow-through plans to modernize recreation community centers to conveniently serve residents.

Leverage technology and data to enhance program accessibility and engagement.

Increase access for underserved populations through inclusive initiatives.

Implement new programming that aligns with evolving community needs.

Balance financial sustainability with growing demands for expanded services.

Manage facility upgrades and maintenance while ensuring minimal disruption.

Navigate the ever- changing complexities of urban recreation management in a dynamic environment.

CANDIDATE REQUIREMENTS:

- Bachelor's degree from an accredited college or university with a major in Parks and Recreation, Recreation Administration, Public Administration, or closely related field. (Master's Degree Preferred)
- Progressively responsible experience in leadership, management and administration in an urban setting or large suburban environment: Ten (10) years
- Increasingly responsible experience in recreation programming and service delivery, including youth, adults, seniors, and families: at least eight (8) years
- Increasingly responsible experience in varied recreation facility operation and management: at least eight (8) years
- Experience supervising others: at least eight (8) years
- Experience supervising unionized employees: at least five (5) years

SALARY RANGE AND BENEFITS:

The salary range is $156,929.18 to $185,354.43 depending on qualifications. The MPRB provides an excellent benefits package, please click on the following link to review the benefits: benefits page

HOW TO APPLY:

Apply online at www.GovHRjobs.com with resume, cover letter, and contact information for five (5) professional references by 5:00 pm (CST), Thursday, April 24, 2025. Questions regarding recruitment may be directed to Joe DeLuce, Senior Consultant, jdeluce@mgt.us or Chuck Balling, Senior Consultant, cballing@mgt.us.

The Minneapolis Park and Recreation Board is an Equal Opportunity Employer and strongly encourages diverse candidates to apply.