THE OPPORTUNITY

The City of Bakersfield Recreation and Parks Department seeks an individual with the energy and commitment to make a significant impact in a growing and evolving organization. The City of Bakersfield is poised for success as a new chapter begins for our community. As the City transitions from a mid-sized suburban town to a large urban city, the organization is faced with increased complexity and service demands. The City will be undertaking an aggressive workplan to address numerous strategic initiatives in coming years, with quality of life at the core of our efforts, with heavy engagement by our Recreation and Parks Department. We are looking for a forward-thinking game-changer to help shape our future. In 2019, the City Council completed a comprehensive process to update and create 8 City Council Goals as noted below. Within each, specific action items have been defined to facilitate achievement of each goal.

1. Quality Public Safety Services
2. Address Homelessness
3. Maintain Fiscal Solvency
4. Enhance Quality of Life and Public Amenities
5. Strengthen and Diversify our Economic Base
6. Enhance Infrastructure
7. Promote Community Pride, Image & Excellent Customer Service
8. Invest in Urban Renewal and Downtown Development

The Director of Recreation and Parks will be part of the senior management team working to realize the City Council Goals.
THE ORGANIZATION

At nearly 400,000 residents and growing, Bakersfield is the ninth-largest City in California. The City of Bakersfield is a full-service charter city, with 11 departments and nearly 1,800 full-time employees along with numerous part time, seasonal and contract employees. The City operates under the council-manager form of government with an annual all funds budget exceeding $620 million.

The Bakersfield City Council is composed of seven members elected from the seven wards of the City on a nonpartisan basis to serve overlapping four-year terms. The Mayor is elected at-large to serve a four-year term as presiding officer at Council meetings and as the head of the City for legislative and ceremonial purposes.

The City’s tagline is “The Sound of Something Better” and our team strives to better the community on behalf of the residents we serve each and every day. The City also strives to ensure all team members are provided with a supportive and fulfilling working environment, with emphasis placed on professional development opportunities and career advancement planning. Our team members are frequently encouraged to participate in the City’s employee incentive, wellness and leadership development programs that are offered throughout the year, as well as position-specific training and educational opportunities. Employment with the City of Bakersfield is more than a job, it is being part of something better.

RECREATION AND PARKS DEPARTMENT

The City of Bakersfield Recreation & Parks Department takes great pride in the 61 parks it maintains and operates throughout the City, as well as three community centers and the Kern River Parkway and Centennial Plaza. Over the past ten years, the City has made over $66 million in parks facility investments. The Recreation & Parks Department operates and maintains two sports complexes, Kaiser Permanente Sports Village and Mesa Marin Sports Complex. Kaiser Permanente Sports Village is a 170-acre regional sports complex designed to meet local recreational demands as well as attract and accommodate regional, state and national athletic competitions. It features multiple football/soccer fields, playgrounds, multi-purpose trails, shaded picnic areas and a lighted stadium field for youth football. Mesa Marin Sports Complex includes four softball fields, a spray park, shaded picnic areas and multi-use paths.

The City’s most popular facility is perhaps The Park at River Walk, a 32-acre park featuring two lakes and is located near the Kern River Bike Trail. Picnic areas and barbecues are also available at the park, which is also the location of the Spectrum Amphitheatre – a 4,000-person outdoor venue for music performances and movie screenings. The Recreation & Parks Department operates four public pool facilities: Three seasonal and one year-round (McMurtrey Aquatic Center). The department strives to offer safe, fun, affordable, and healthy aquatic programs, including lap swim availability and other programs and activities.

The Department offers a wide variety of youth, adult and adaptive sports programs and works under the idea that parks offer opportunities to enrich the quality of life for persons of all ages and abilities. Children who participate in the many after school programs through the City of Bakersfield Recreation & Parks benefit from a safe and enriching environment. Older adults who participate in a variety of social and recreational opportunities benefit from the social connections and interactions that are fundamental to their well-being.
BAKERSFIELD, THE SOUND OF SOMETHING BETTER!

Bakersfield is the real California. It’s a place where people find something better, a place with boundless opportunity but grounded in the promise of the American Dream. It’s a place where people still work for a living, where sheer grit and determination are harnessed to feed and fuel a nation. But it’s also a place that is poised to leverage innovation and outside investment opportunities that have been missed in the past.

Bakersfield is where southern California meets the Central Valley. We are centered in one of the world’s largest agricultural-producing areas, and also one of the largest energy-producing regions. Our city straddles major transportation routes that carry food and fuel, people and products, to all points of the world. With a population closing in on a half million, Bakersfield is the nation’s 53rd largest city, larger than places like Pittsburgh, St. Louis or Honolulu.

We are the government, retail, commercial and population hub of Kern County, one of the state’s largest, at more than 8,000 square miles. Our core industries, available work force, abundant and affordable housing options, and proximity to California’s major markets and recreational amenities are some of the reasons more people are choosing to live in Bakersfield. Our city’s population increased 57% since 2000, with our land area increasing 32% during that same time.

Our corner of California is thriving because we respect our history while embracing diversity and opportunity. We are a major urban area with major urban area amenities, yet residents and visitors always comment on how welcoming our people are. That’s not surprising when you remember that our city was founded on hospitality. In the mid-19th century, Col. Thomas Baker settled this area. He let others know that this was a place where weary travelers could stop and rest... rest themselves and rest their animals. Word soon spread that everyone was welcome to stop and rest in Baker’s field. From the town he plotted in 1869 to today being California’s ninth-largest city, that welcoming spirit of Col. Baker lives on. It’s in our Bakersfield DNA.

Consider building a better future with Bakersfield – not only for you and your family, but for everyone in California. We are many communities with a unified view that your potential to create something better is truly boundless. Bakersfield is where you make a difference.
THE POSITION

Under administrative direction of the City Manager, the Director of Recreation and Parks oversees a team of 169 full time employees, an annual operating budget of $25 million dollars, several dedicated capital improvement funding sources, numerous temporary employees and all activities of the Recreation and Parks Department.

Duties include:

- Plans and directs a comprehensive recreation program.
- Plans the construction and maintenance of parks, recreation areas, parkways, landscaped areas, street and park trees and related facilities and buildings in alignment with City strategic plans and goals.
- Recommends the acquisition of land and directs the development and maintenance of parks and appropriate structures and facilities to best serve the widest recreation interests of the community.
- Prepares and submit reports and recommendations to the City Manager, City Council and others regarding departmental issues; Develops and provides policy and procedures guidance for the Department.
- Develops, controls and manages the budget for the Department.
- Develops funding strategies for Department projects and programs.
- Monitors performance on capital improvement projects, grant funded projects, contracts and agreements.
- Evaluates program effectiveness and establishes program priorities.
- Make public presentations and responds to public inquiries.
- Develops and maintains cooperative partnerships and collaborations with community groups, intergovernmental agencies and City staff.
- Interprets the programs of the department to the community through press releases, speeches and contacts with community agencies and groups, both public and private.
- Directs the selection, training, development and evaluation of department personnel.
- Develops and establishes work methods, policies and standards.
- Implements corrective action, discipline and termination procedures.
THE IDEAL CANDIDATE

The ideal candidate is a proven professional with outstanding judgment and technical skills, who is ready to play a leadership role in the City organization direct strategic initiatives within the Recreation and Parks Department. The successful candidate will be a creative problem solver who can see the big picture and find solutions that balance competing interests. Key traits include being community oriented, organized, energetic, self-confident and having an open, approachable, personal style. Experience with best management practices in recreation, parks and streetscape maintenance will set apart the ideal candidate who also has practice navigating the prioritization and implementation of high-level City goals and objectives. Finally, the ideal candidate will have an unwavering commitment to public service, their colleagues and organization, and the community.

MINIMUM QUALIFICATIONS

- Knowledge of management and public administrative principles and methods, including strategic leadership, planning, goal setting, program and budget development and implementation, project and employee management related to Recreation and Parks functions.
- Understanding of laws and regulations relating to municipal and contract administration.
- Experience with funding sources impacting program and service development.
- Familiarity with recreational, cultural and social needs of all age groups.
- A Bachelor’s Degree from an accredited college or university in Business or Public Administration, Recreation Administration, Park Administration, Horticulture or a closely related field.
- Five years of progressively responsible management or supervisory experience in Recreation or Parks program management and land use planning or related experience
- An equivalent combination of training and experience, which provides the capabilities to perform the described job duties.
COMPENSATION AND BENEFITS

The monthly salary range for the Director of Recreation and Parks is $11,416.95 - $13,878.28. Starting salary will be dependent upon experience.

The City offers a competitive benefit package including CalPERS retirement with a formula of 2.7% @ 55 or 2% @ 62, depending on current status in CalPERS or reciprocal public pension program. For more information on employee retirement, visit the Human Resources website: https://bakersfieldcity.us/gov/depts/human_resources/retirement.htm

For more information on employee benefits, visit the City’s benefits website:


APPLICATION & SELECTION PROCEDURE

The filing deadline for this position is December 11, 2020. To be considered, please submit your materials through the City’s Website. You may also call the Human Resources Department directly at 661-326-3773.

Applicants will be screened in relation to the criteria outlined in this brochure. Candidates deemed to have the most relevant qualifications will be invited to interview with City.