

Salary/Benefits*

Salary: Annual salary in a range from \$103,593 to \$125,918 annually. Appointment will be made at a salary commensurate with the applicant's qualifications within this range.

Benefits: A complete management fringe benefit package is available including 120 hours of vacation per year, and increases with City service. Credit for prior public service will be considered. Forty hours of Management Leave is provided each July 1st (pro-rated the first year). Personal Leave in the amount of 32 hours is granted annually on July 1st (pro-rated the first year). The City observes 10 holidays each year. Sick Leave is accrued at a rate of 96 hours per fiscal year. Employees have the option to choose other City paid benefits, including medical, dental, vision, life, deferred compensation, and medical exam reimbursement up to a total cafeteria plan amount of \$20,112 a year. A contribution of 1.45% must be made to Medicare. California Public Employees Retirement System (CalPERS) Miscellaneous formula: "Classic" members: 2.7% @ 55; employee contributes 10.726% of salary. "New" members: 2% @ 62; employee contributes 6.75% of salary. The City does not participate in Social Security. An employee funded tax deferred savings plan is also available.

**Salary, benefits and retirement formula are subject to change*

Supplemental Questionnaire

INSTRUCTIONS: Responses to the following questions are required in addition to a resume and City application. Supplemental questionnaires will be reviewed with each application to determine the most qualified candidates. Responses such as "see application or resume" will not be accepted. Please limit your responses to a maximum of four (4) total typed doubled-spaced 8 1/2" x 11" pages.

1. Describe your experience developing and implementing park maintenance plans and budgets, evaluating service efficiencies and effectiveness, developing and overseeing contracts for service, implementing park construction/redevelopment projects, addressing park safety and misuse issues, and coordinating programs and services with other managers, City Departments, service providers, advisory bodies, and community groups.
2. Describe your experience with urban forest management program planning and implementation, including street trees, park trees, and open space forested areas. Outline your knowledge of arboriculture practices, experience overseeing forest maintenance crews, responding to public inquiries including requests for service, and knowledge of and experience with municipal ordinances related to tree preservation and management.
3. Describe your experience supervising or managing Park operations staff, Park Rangers, and administrative personnel. Include the number of staff, your tenure in the supervisor / manager role, your management 'style', and provide examples of how you handle challenging staff issues.
4. Describe your understanding of and experience working with integrated pest management programs, open space management, wildland fire hazard reduction, and sports field maintenance and management.

Application and Selection Process

It is important that your application, resume, and supplemental questionnaire show all the relevant education, training, and experience you possess which qualifies you for this position. All applications, resumes, and supplemental questionnaires will be reviewed and the most qualified candidates will be invited to an interview panel. The successful candidate's employment history and background will be thoroughly evaluated prior to appointment.

TO BE CONSIDERED FOR THIS EXCITING OPPORTUNITY, SUBMIT A CITY APPLICATION AND SUPPLEMENTAL QUESTIONNAIRE BY WEDNESDAY, OCTOBER 31st AT 5:30 PM.

You may visit the City's website to view more information and to complete the application and required supplemental questionnaire: SantaBarbaraCA.gov/jobs.

The City of Santa Barbara is an **Equal Opportunity Employer**.



Career Opportunity in a Beautiful City on the California Coast

City of Santa Barbara

Invites Applicants for

Parks Manager



Our Community

Santa Barbara is among the country's most desirable places to live and work. Nestled between the Pacific Ocean and the Santa Ynez mountains, Santa Barbara provides a unique living environment that represents the essence of Southern California -- the art and culture of a metropolitan city with the heart and hospitality of a small, beautiful coastal town. The City's 90,000 residents enjoy a year-round temperate climate with magnificent beaches, mountains, and parks within minutes of downtown.

Among the City's many amenities are excellent healthcare services, abundant shopping, harbor facilities, and a convenient airport. Institutions of higher learning include the University of California at Santa Barbara, Santa Barbara City College, Antioch University, and Westmont College, among others. From restaurants to cultural events, outdoor recreation to leisure activities and active community groups, Santa Barbara offers something for every taste and lifestyle. Santa Barbara is truly a magnificent place to live and work.

The Parks and Recreation Department

The mission of the Parks and Recreation Department is to provide diverse open space, park, beach, and community forest resources; to oversee creek restoration and water quality enhancements; and to enrich people's lives through a broad array of recreation and community services. The Department manages 1,808 acres of parkland encompassing 60 developed and open space parks, beaches, recreation and sports facilities, and a municipal golf course as well as the City's urban forest, and parkways and medians program. Key recreation facilities include the Cabrillo Pavilion and Bathhouse, Carrillo Recreation Center, and three neighborhood community centers. The Department's resources include a staff of 90.5 permanent full-time employees and over 300 temporary/seasonal employees, an annual operating budget of \$24.7 million and a capital program of \$10 million. The Director's management team includes an Assistant Director, Business Manager, Creeks / Clean Water Manager, Parks Manager, and two Recreation Managers. A City Council appointed Parks and Recreation Commission meets monthly to advise the Department on a wide range of initiatives along with a number of advisory committees.

City Government

Santa Barbara is managed by the Council/City Administrator form of government. City government services are provided by ten departments: Administrative Services, Airport, Community Development, Finance, Fire, Library, Parks and Recreation, Police, Public Works, and Waterfront. The City Administrator is also the appointed City Clerk/Treasurer. Santa Barbara has 1,036 full-time equivalent employees, a \$407 million budget for fiscal year 2019, and eight recognized bargaining units. The seven-member City Council is elected by district except the Mayor, who is elected at-large.

The City provides a full scope of services to the community, including public safety (fire and police), library, parks, recreation, planning, engineering, water, storm drain, refuse, and wastewater; and includes a municipal airport, golf course, and harbor.

Santa Barbara serves as the county seat as well as the county's financial and retail center.

Research and development, high tech, and light industry businesses play an important role in Santa Barbara's economy. Year-round tourism also produces jobs and revenue to the City.



The Position

The Parks Manager plans, coordinates, and manages the construction, maintenance, and restoration of parks, parkways, medians, street trees, landscaped areas, and beach facilities; develops regular and preventative maintenance plans, staffing schedules, and associated labor and material costs; administers maintenance contracts; coordinates programs and services with other managers, service providers, advisory bodies, and community groups; provides professional, administrative, and technical support to the Assistant Parks and Recreation Director, Parks and Recreation Director, and the Parks and Recreation Commission. The Parks Manager reports to the Assistant Parks and Recreation Director and works with other Department Managers and the capital projects staff in the implementation of recreation programs, community collaborations, resource development, and facility management. The Parks Manager participates in City interdepartmental teams related to neighborhood improvement initiatives, and works collaboratively with the Police and Fire Departments to address park safety and high fire hazard reduction programs.

The Ideal Candidate

The ideal candidate will be a seasoned park management administrator with parks planning, development, and maintenance experience. Exceptional leadership, management, oral/written communication and interpersonal skills are key to a successful candidate. The ideal candidate will have demonstrated experience in compliance with Occupational Health and Safety Administration Act (OSHA) and related standards, project and program planning, management and evaluation, horticulture and landscape design, urban forestry, park infrastructure development, and applicable conservation and environmental practices. The ideal candidate will also have demonstrated leadership, employee motivation and teambuilding skills, and be well versed in principles and practices of employee supervision, selection, training, evaluation and discipline. The ideal candidate will have knowledge of trends in the field of parks maintenance, budgeting, grant administration and purchasing practices, including contract negotiation and administration. The ideal candidate will establish and maintain cooperative working relationships with elected and appointed public officials, colleagues, community groups, the general public and others contacted in the course of work.

A Bachelor's degree in horticulture, landscape architecture, urban forestry, environmental science, or a closely related field is required. However, a combination of education and experience will be considered at the sole discretion of the City. Applicant must also demonstrate at least six years of increasingly responsible parks planning, development, and maintenance experience, including at least three years of supervision of maintenance supervisory personnel.