Mecklenburg County is seeking a Park & Recreation Director.

COMMUNITY OVERVIEW

Mecklenburg County is home to over a million residents and the City of Charlotte. With 6.9 million residents within 100 miles, Mecklenburg County and Charlotte lie in the heart of a region that is the sixth largest urban area in the United States. Mecklenburg County has the largest population of any county in the State of North Carolina. The County includes the City of Charlotte; the towns of Cornelius, Davidson, and Huntersville (north of Charlotte); and the towns of Matthews, Mint Hill, and Pineville (south and southeast of Charlotte).

With a world-renowned park and recreation system, a range of professional and minor league sports teams, and diverse communities, people who come to Mecklenburg County find an energized downtown (also known as “Uptown”) and a variety of living options. Charlotte-Mecklenburg has the excitement of a cosmopolitan city and the ease of Southern charm; it’s a world-class destination.

Mecklenburg County is the most populous county between Atlanta, Georgia and Washington, D.C. In fact, between 2005 and 2015, the metropolitan region’s population growth rate averaged 2.6 percent. Over the last decade, Mecklenburg County has attracted a large and growing number of people from around the country and the world. As a major hub for American Airlines – one of the country’s largest airlines – it is easy to get to Mecklenburg County. This access has helped attract several Fortune 500 and 1000 companies that bring millions of investment dollars into the local economy.

COUNTY GOVERNMENT

The North Carolina Constitution gives residents of all counties the right to elect a Board of County Commissioners (BOCC). Since 1994, Mecklenburg County has been governed by a nine-member BOCC with six members elected by districts and three elected at-large. The BOCC appoints a County Manager who is the CEO of the organization. For more information about Mecklenburg County, please visit the County website at MeckNC.gov.
The Mecklenburg County Park and Recreation Department (MCPRD) is a comprehensive park system resulting from the merger of the City of Charlotte Park & Recreation Department and the Mecklenburg County Park & Recreation Department in 1992. The department serves the City of Charlotte, six towns, and the unincorporated areas of the county covering 523 sq. miles. The department manages over 21,000 acres and 210+ parks, nature preserves, greenways and facilities. The department budget is approximately $33M and includes 335 FT staff and over 600 PT and seasonal staff. In addition to the department budget, Park & Recreation is also responsible for the maintenance of assets and land worth over $1B. MCPRD was a 2012 Gold Medal winner and has been accredited by the Commission for Accreditation of Park & Recreation Agencies (CAPRA). The department is comprised of administrative support in addition to four divisions, each led by a division director reporting to the department director:

- **Park Operations** – manages and maintains the County’s neighborhood, community, and regional parks, containing athletic fields, playgrounds, shelters, tennis courts, basketball courts, volleyball courts, community gardens, disc golf courses, spraygrounds, dog parks, trails, boat launch areas, fishing piers, historic sites, and other unique amenities. The division also contains the park rangers, athletics, specialized park services including horticulture and trade skills, oversees the mowing and golf course management contracts, off-duty police services and maintains all greenways.

- **Nature Preserves & Natural Resources** – operates the 3 nature centers and manages and maintains parklands classified as Nature Preserves. The division also oversees all nature-based recreation and education programs.

- **Community & Recreation Center Services** – operates 18 recreation centers, 3 senior centers, Grady Cole and Memorial Stadium, 5 aquatic facilities (2 outdoor and 3 indoor facilities including a splash park and a community aquatic center), a .5 acre beach on Lake Norman and has the responsibilities for therapeutic recreation and the NC State Cooperative Extension.

- **Capital Planning** - responsible for the master planning, design and construction of new facilities. The department currently has over 60 capital projects totaling over $100M in design or under construction, ranging from new neighborhood parks to regional recreational centers, new nature centers, recreation center improvements, new synthetic fields, outdoor shelters, and greenways. It is an exciting time to be joining the department and living in Mecklenburg County!

The MCPRD strives to “enrich the lives of our residents.” We do this by providing exciting and safe recreational amenities and programs, improving our residents’ fitness levels and decreasing health care costs, contributing to a sense of community through events and places for the public to socialize, increasing property values, providing tourism venues, and protecting open space, natural areas, and our treasured tree canopy. We play a critical role in ensuring Mecklenburg County achieves its community vision that the county “will be a community of pride and choice for people to LIVE, LEARN, WORK, and RECREATE.”

Our current Park & Recreation Director is retiring after 10+ years of service to Mecklenburg County leading our nationally recognized park system, and we are looking for our next leader. As the Park & Recreation Director for Mecklenburg County, you will be responsible for the operational and strategic leadership of the department. The department is continually recognized for its cutting-edge programs, state-of the-art facilities and unique partnerships. The ideal candidate will lead a dynamic and talented team, embrace change and innovation, be dedicated to building a better community and will continue the expectation of having a park system recognized as a leader across the country.

If selected for this position, you will report to one of the four Assistant County Manager and will work closely with the County’s Executive Team, the Board of County Commissioners’ appointed Park & Recreation Commission, other County Department Directors and our Board of County Commissioners to effectively lead the department into the future and meet the challenges of our strategic and master plan. You will work closely with numerous partnering organizations, neighborhood groups and other advisory councils to achieve exemplary results in a fast growing and extremely popular region of the country.

**The Park & Recreation Director might be for you if:**

- You are a passionate leader and advocate for the provision of public park and recreation services throughout the community.
- You are a visionary leader with the ability to lead staff and align strategies to action.
- You are a servant leader and have exhibited the commitment to ‘lead by example’.
- You inspire commitment among staff and understand the importance of managing talent.
- You are relentless in exceeding the needs of residents and developing your staff.
- You enjoy solving complex problems. You love taking on difficult challenges and finding creative solutions. You don’t get frustrated easily.
- You pay attention to details.
- You like collaborating with other community partners to deliver services.
- You have excellent communication skills. You communicate clearly. You write well and succinctly. You speak eloquently and with passion to diverse audiences (staff, residents, other stakeholders).
QUALIFICATIONS

What you’ll need to join us (Minimum Qualifications):
- Bachelor’s degree in Parks & Recreation, Public Administration, Business Administration or a related field
- Demonstrated experience in budget development and management, including personnel, maintenance and operations, and capital
- 6 years of successful and progressively responsible management and directly related experience
- Experience creating and presenting strategic initiatives, business plans, performance data and informational updates to executive staff, external customers and boards/elected officials

What we would really like you to have (Preferred Qualifications):
- Master’s degree in Parks & Recreation, Public Administration or related field
- 10+ years progressively responsible management experience, including experience managing operations (including budget development/management)
- CPRP certification
- Management experience in a department with similarly diverse facilities, functions and programming, serving populations of over 500,000 or more
- Experience managing large operating budgets ($10M+)
- Experience in park master planning and best practices
- Familiarity with CAPRA accreditation standards and practices
COMPENSATION & BENEFITS

A competitive salary based on experience will be offered for the Park & Recreation Director position with generous benefits. Benefits include medical, dental, vision care, flexible spending accounts, short- and long-term disability as well as basic and supplemental term life insurance. The selected candidate will be automatically enrolled into the North Carolina Local Government Retirement System upon their employment. In addition, there is optional participation in one of two deferred compensation plans, a 457 Plan or 401(k) Plan, with a 5% match from the County.

APPLICATION & SELECTION PROCESS

Qualified candidates please submit your resume online by August 28, 2017 by visiting our website at https://www.mecknc.gov/HR/Pages/Home.aspx. Resumes will be screened on the basis of the criteria outlined in this brochure.

For more information, please contact:
Keisha Scott, Talent Acquisition Manager
Office Number: 980-314-2732
Keisha.Scott@MecklenburgCountyNC.gov

Mecklenburg County Is an Equal Opportunity Employer and Values Diversity At All Levels Of Its Workforce.

Visit the Mecklenburg County’s web site at: MeckNC.gov