

# The Town of Gilbert, Arizona

Invites Qualified Candidates to Apply For

# Parks and Recreation Director



**ABOUT GILBERT** – Gilbert with a population in excess of 210,000 is the sixth largest community in the Phoenix metropolitan area. Recently named by *Money Magazine* as one of the best places to live, Gilbert has a highly educated workforce and other favorable demographics as shown on page 2. In addition Gilbert which has consistently been one of the fastest growing communities in the country for the last 30 years expects to have an ultimate build-out population of 300,000.

#### EDUCATION

One of the factors contributing to the rapid growth of Gilbert is the reputation of the school system. Gilbert Public Schools employs an energetic group of educators who actively seek better ways of educating the children they serve. The District has a student to computer ratio of 5.43 to 1. Gilbert is also served by the Chandler and Higley School Districts. Finally there are many higher education institutions



either in Gilbert or less than a 30-minute drive away including Arizona State University (ASU), ASU Polytechnic, Northern Arizona University, Chandler-Gilbert Community College, and Mesa Community College.

#### RECREATION

With an average of 310 days of sunshine each year, visitors can enjoy one of Gilbert's many golf courses or parks for year-round outdoor activities. The Town has many unique recreation areas including the 110-acre Riparian Preserve at Water Ranch. This park is a state-of-the-art center for recreation, education, and research regarding wetlands, riparian, and wildlife ecology in a desert environment. Cosmo Dog Park, a 17-acre facility named for the Town's first police dog, features a lake and dog beach, ramadas for picnics, a tot lot, and a basketball court. The Town has a comprehensive trail system which consists of a series of interconnected paths for bicyclists. Gilbert has been recognized by the League of American Bicyclists as a Bicycle Friendly Community at the Bronze Level for 2008-2010.

#### MONEY MAGAZINE RANKING

*Money Magazine* recently conducted a study which ranked all 744 U. S. cities with populations between 50,000 and 300,000 to determine the best places to live. Gilbert was ranked 33<sup>rd</sup> which places Gilbert in the top 5 percent! The magazine cited inexpensive homes, safe streets, low crime, good schools, sunny skies, and the recent addition of several state-of-the-art hospitals as reasons for Gilbert's high quality of life.

Additional information about Gilbert is available at <http://www.gilbertaz.gov/>

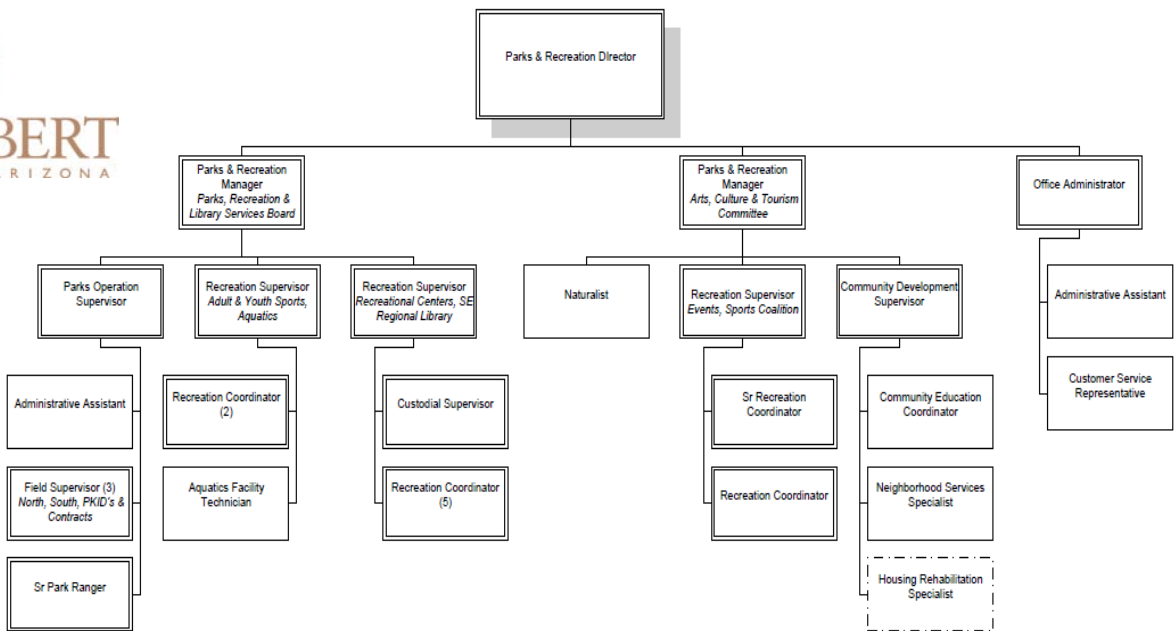
## FAVORABLE DEMOGRAPHICS

	GILBERT	U.S. AVERAGE
MEDIAN AGE	31.9 years	37.2 years
BACHELORS OR HIGHER DEGREE	38%	28%
HIGH SCHOOL GRADUATION RATE	98.3%	95.6%
OWNER-OCCUPIED HOUSES	75%	65%
MEDIAN FAMILY INCOME	\$77,600	\$60,600

**TOWN GOVERNMENT** – The Town of Gilbert was incorporated in 1920 and functions under the council-manager form of government with the Town Manager reporting to the Town Council. The Gilbert Town Council consists of a Mayor and six Council Members who are elected at-large to serve four-year overlapping terms. There are no term limits.

The Town organization has undertaken many new exciting initiatives recently including redefining its mission, vision, and values and commitment to customer service excellence, enhancing long-range revenue and infrastructure needs forecasts, improving its performance metrics and benchmarking, overhauling its safety programs, and initiating zero-waste and Green programs. These initiatives are designed to help the Town continue to excel as a model of good governance with best-in-class municipal services. More information about the Town’s strategic initiatives including the infrastructure initiative can be found at <http://www.gilbertazgov/strategic/>.

**PARKS AND RECREATION DEPARTMENT** – The Parks and Recreation Director who reports to the Deputy Town Manager is responsible for an annual operating budget of \$12 million and 105 FTE’s. Also, the Parks and Recreation Director is responsible for coordinating with Engineering Services to execute its \$40 million five-year CIP program.



### **PARTICIPATION DATA**

- Freestone Recreation Center--annual participation of approximately 230,000 with 82 percent cost-recovery
- Swim Lessons --estimated 7,500 participants annually
- Dive Team & Swim Team--estimated 1,500 participants annually
- Ramadas--approximately 800 rentals annually
- Youth Spring Ball Program--790 participants annually

The Parks and Recreation Department prides itself in offering opportunities for the community to develop skills, learn, exercise, grow, compete, and accomplish and enjoy a wide-range of leisure pursuits. The Department provides many traditional parks and recreation services including aquatics, adult sports, special events, outdoor programs, concerts in the parks, youth sports, and special needs programming. The Department also provides the following services not traditionally found in parks and recreation departments: 1) managing social service contracts; 2) administering the Community Development Block Grant (CDBG) and HOME programs; and 3) overseeing library contracts at the Southeast Regional Library and the Perry Branch Library in partnership with the Maricopa County Library District. The Department is responsible for staffing the following three citizen boards: 1) Parks, Recreation, and Library Advisory Board; 2) Human Relations Commission; and 3) Arts, Culture, and Tourism Committee

### **PARKS AND FACILITIES**

- Approximately 550 acres of developed parks
  - McQueen Park Activity Center
  - Gilbert Community Center
  - Southeast Regional Library meeting rooms
  - Crossroads Park (including dog park)
  - Nichols Park
  - Zanjero Park
  - Gilbert Soccer Complex
  - Eleven neighborhood parks
  - Eleven Parkway Improvement Districts
  - Civic Center Complex
  - South Area Service Center grounds
  - Cosmo Park (including dog park)
  - Freestone Recreation Center (largest recreation center at 50,000 square feet)
  - Gilbert Community Center
  - Page Park Center
  - Trail System
  - McQueen Park
  - Discovery Park
  - Riparian Preserve
  - Water Tower Park
  - Four swimming pools
- Privately Contracted
- Freestone Park Railroad and Rip Batting Cages
  - Big League Dreams Sports Park
  - Polar Ice skating and hockey facility

**ISSUES AND OPPORTUNITIES** – Gilbert is committed to fiscal responsibility and has successfully maintained service excellence based on high value, low-cost service delivery, and lean per capita workforce ratios. The next Parks and Recreation Director will take the department to a new level of cost-recovery and “best-in-class” service excellence and will be responsible for:



- Implementation of the Parks Master Plan;
- Long range planning for development of future parks (approximately 550 acres developed, 600 acres undeveloped);
- Creative approaches to parks maintenance;
- Increasing public-private partnerships and sponsorships;
- Introduction of non-traditional approaches to the use and development of facilities and the provision of services;
- Integration of technology and social media to promote community awareness; and
- Meeting the needs of a high growth, conservative community in creative, cost-effective ways.

**JOB REQUIREMENTS** – The minimum job requirements are a Master’s Degree and seven years of experience related to the essential job duties including three years of leadership experience; or, an equivalent combination of education and experience.



***Ideal Candidate Attributes***

The ideal candidate will energetically drive a vision for the future that aligns with the “best-in-class” goals of Town Council and Town Management. He or she will also have a big-picture strategic orientation that creatively moves the Parks and Recreation organization toward non-traditional approaches to the use and development of facilities and the provision of services. The candidate will have the ability to perceive business issues broadly and to execute plans effectively. The ideal candidate will have a strong financial background with the demonstrated ability to apply financial metrics, accurately identify both initial and ongoing costs of facilities and services, effectively negotiate contracts, and identify opportunities for cost-recovery. He or she will have excellent marketing and fundraising skills including strong experience in the development of social media and building successful public-private partnerships and sponsorships.

The ideal candidate will have a proven track record of building and maintaining effective working relationships with executive management, colleagues, varying boards and commissions, and conservative policy makers. He or she will not only be a person of strong character, ethics, and integrity but will also bring excellent communication skills to the job. The ideal candidate will proactively reach out to key stakeholders in the community, balancing their needs and interests with a socially and fiscally responsible approach to providing services. He or she will have a demonstrated ability to effectively bridge communications among stakeholders, build consensus, and generate options for mutual gain based on common interests. In addition, the ideal candidate will be inclusive and team focused, with a commitment to building upon the dedication of a lean staff, and a record of communicating regularly and effectively to recognize staff accomplishments and promote new ideas and non-traditional approaches. He or she will be technologically savvy and will effectively partner with staff and other business units to advance ownership and accountability for the achievement of important business goals.

Finally, the ideal candidate will have broad experience including overseeing parks and recreation programs, service contracts, and CDBG/HOME and non-profit social service programs. In addition the ideal candidate will have successful experience staffing and building relationships with boards and commissions in preparation for working with the Town of Gilbert Parks, Recreation, and Library Advisory Board, the Human Relations Commission, and the Arts, Culture, and Tourism Committee.

***Compensation***

The salary range for this position is \$105,033 to \$178,556 annually with the starting salary dependent upon qualifications and likely not to exceed \$141,794. Gilbert offers an excellent benefits package that includes medical, dental, and life insurance; paid vacation, sick, and holiday leave; participation in the Arizona State Retirement System; and more.

***To Apply:***

In order to be considered for this position, please send your resume and cover letter with current salary by **May 12, 2013** to [pwconsulting@cox.net](mailto:pwconsulting@cox.net). For additional information about this job, please contact:

Paul Wenbert, ICMA-CM, Western Regional Manager  
Slavin Management Consultants  
480-664-2676

[pwconsulting@cox.net](mailto:pwconsulting@cox.net)

AN EQUAL OPPORTUNITY RECRUITER/EMPLOYER

