



DEPUTY DIRECTOR

PARKS & RECREATION

Anticipated Hiring Range: \$162,000 - \$165,000 Annually

Excellent Benefits Package



The Position

The Department of Parks and Recreation (DPR) of the County of San Diego is seeking applications and résumés from qualified individuals for a **Deputy Director, Parks and Recreation**. The Deputy Director is responsible for overseeing the operations of over 150 park and recreation facilities and programs including regional and day use parks, campgrounds, open space preserves, historic sites, nature and recreation centers, sports fields, 58,000+ acres of parkland and 380+ miles of multi-use trails, developing and managing a budget of over \$50 million and supervising 300+ full and part-time employees. This position directs the three Operations Divisions (North/South/East) and is responsible for overseeing approximately 75% of DPR's operating budget. The position will perform the following duties:

- Plans, organizes, and coordinates all activities within the Operations division which provides hundreds of recreation programs to enrich the lives of all patrons including families, seniors, kids, adults, people with disabilities, and at-risk youths.
- Manages programs that protect County-owned spaces to preserve biological and cultural resources.
- Represents the County at the local, state, and national levels, collaborating with parks and recreation representatives from various agencies, demonstrating organizational and political awareness of sensitive issues.
- Identifies problems and formulates appropriate solutions.
- Provides leadership and works with subordinate managers to develop and retain highly competent, service-oriented staff through selection, training and day-to-day management practices that support the County's and the Department's mission, objectives and service expectations.
- Ensures that departmental activities conform with Federal, State, and local laws and regulations.
- Empowers staff to create opportunities for engagement, training and development while leading programs and activities that promote workplace diversity, inclusion and belonging.
- Communicates with other public and private entities, elected officials, County departments, agency representatives, business, community and stakeholders.
- Assists in leading the department team members who protect, maintain and sustain 150+ park facilities and 380+ miles of trails across 58,000+ acres of land.
- Promotes environmental ambassadorship, health and wellness, safe communities and civic pride through thousands of programs including interpretive hikes and bike rides, educational workshops, nature discovery tables, classes, camps, campground operations, volunteer activities, community festivals and more.
- Provides responsive, high-quality service to elected officials, employees, representatives of outside agencies, and members of the public by providing accurate, complete, and up-to-date information, in a courteous, efficient, and timely manner.

THE UPSIDE
OF OUTSIDE



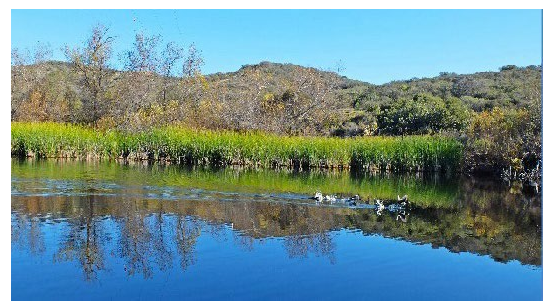


The Ideal Candidate

The ideal candidate for the Deputy Director, Parks and Recreation possesses a strong leadership background in parks and recreation programs, including leading teams responsible for parks and recreation operations, administration, development, and community engagement. The candidate will thrive in a fast-paced, high profile, and dynamic environment while leading with an engaging style, fostering open communication, innovation, trust, accountability, collaboration, and a positive organizational culture aligned with the County's values of Integrity, Belonging, Equity, Access, Excellence and Sustainability.

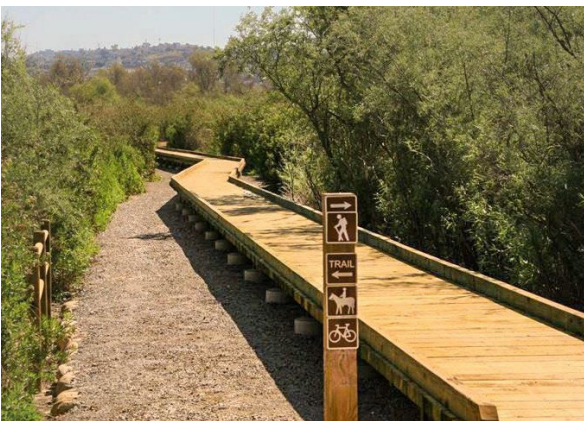
The ideal candidates will possess a professional history that includes the following knowledge, skills, and abilities:

- Possesses management level experience within a large public sector parks and recreation department
- Proven management level experience enhancing and embracing an organizational culture that promotes a high degree of customer-service
- Ability to practice a customer service-oriented management philosophy which transcends all levels of an organization
- Ability to manage people by building and supporting mutually beneficial relationships with other organizations, associations, and community contacts
- Ability to demonstrate organizational and political awareness of sensitive issues and understanding of multiple Stakeholder needs to develop consensus on projects and programs, including working with boards and commissions, community planning or sponsor groups, industry groups, community organizations, agency officials, and the public
- Skill in strategic thinking and anticipation of future consequences and trends while applying knowledge appropriately
- Ability to mentor, develop, and advocate for staff
- Demonstrates strong teamwork and collaboration skills and the ability to help others learn interpersonal skills
- Ability to convey information and ideas verbally and in writing in a transparent and articulate manner
- Ability to relate to a wide range of styles and personalities of staff and various stakeholders
- Ability to promote a culture that embraces creativity, knowledge sharing, collaboration, and a strong sense of belonging



Parks & Recreation

Enhancing quality of life in San Diego County through exceptional parks, recreation, and natural resource preservation.



Accessible high-quality parks and diverse recreational opportunities improve the lives of residents and visitors in San Diego County. The Department of Parks and Recreation (DPR) builds better health for individuals and families, enhances safety in communities, and preserves the environment so that people can enjoy clean air, clean water, rich bio-diversity, and access to open space. The County continues to expand its award-winning park system, which features 158 facilities including local and regional parks, camping parks, historic park sites, fishing lakes, ecological preserves and botanic gardens. DPR operates and manages more than 58,000 acres of parkland and more than 380 miles of multi-use trails for pedestrians, equestrians and bicyclist that foster an appreciation of nature and history.

Park facilities are open year-round/seven days a week. DPR is the first county parks department in California to receive accreditation from the National Recreation and Park Association for achieving high standards of operational excellence.

For more information, please visit the [Department of Parks and Recreation website](#).





Minimum Qualifications

Applicants must possess the following:

Five years of experience that demonstrates the ability to perform the essential functions of the classification. Experience must include three years of management level experience and at least one year of supervision; **AND** a bachelor's degree from an accredited U.S. college or university or foreign equivalency certification. **OR**, a combination of experience and/or education as stated above.

Note: A master's degree or doctoral degree from an accredited U.S. college or university, or certified foreign studies equivalency, may substitute for up to one (1) year of the required experience.

Salary & Benefits

Salary

The anticipated hiring range is \$162,000 to \$165,000 annually.

Salary placement for this position is dependent upon the qualifications of the successful candidate. Salary reviews are performance-based and goal oriented.

Benefits

- Fifteen days of paid vacation, thirteen days of paid sick leave, ten days of paid executive time off, thirteen paid holidays, and three days of Emergency Child and Older Adult Care Leave
- Medical, dental, and vision insurance plans
- Disability Insurance, Life Insurance, and Accidental Death/Dismemberment Insurance
- Flexible Management Benefit Package – a monthly credit may be used to select benefits from a group of options
- Defined benefit retirement program
- Reciprocity with other governmental retirement systems may be granted; for further information, visit the website for the [San Diego County Employees Retirement Association](#)
- Deferred Compensation Program 457 and 401(a) plans
- May be eligible for relocation allowance up to \$20,000





Work Where You Recreate!

From our world-class beaches to almost year-round sunny weather, the County of San Diego offers our communities much more than sun and waves. Downtown you can watch a Padres game at Petco Park or enjoy one of the fine-dining restaurants in the Gaslamp Quarter.

Heading east you will eventually find mountains, that may be covered in snow depending on the time of year. Head south and you will start to truly see the diversity in both geography and cultures. And head west, you will run into over 70+ miles of pristine coastline.

San Diego County Facts:

- 3,359,630 (2023 Est. Population)
- 4,526 Square Miles
- 70 Miles of Coastline
- 18 Incorporated Cities

San Diego Weather Averages:

- Average Temperature: 72°F
- High Temperature: 73°F
- Low Temperature: 58°F
- Average Rainfall: 10.4 Inches



The County of San Diego and its employees embrace the vision of: a just, sustainable, and resilient future for all. Our values include: integrity, equity, access, belonging, excellence, and sustainability. Each of which are infused throughout our operations. While also embracing a mission of strengthening our communities with innovative, inclusive, and data driven services [through a skilled and supported workforce. Click here for more information on our Strategic Plan \(sandiegocounty.gov\) as well as our commitment to serve everyone, to build a Framework for the Future that will create a County that works for all.](#)



The County of San Diego is committed to valuing diversity and practicing inclusion because our diverse workforce is our greatest asset, and our customers are our number one priority.



How To Apply

Application Process And Recruitment Schedule

1. Complete the online application at www.sandiegocounty.gov/hr select Current Job Postings, Job Number 25223702U.
2. Attach your résumé, cover letter, and a copy of your college degree, final transcripts, or foreign studies equivalency certificate (if education was obtained outside of the U.S.).

Key Dates:

- Resume Review: Week of March 19, 2025
- Interviews: Week of April 2, 2025
- Expected Start Dates: Month of May

Special Notes

The Department of Human Resources removes personally identifiable information from all recruitments. This practice, called Blind Applicant Screening, hides a candidate's personal information that could influence or bias a hiring decision. Personal information includes name, phone number, address, gender, age and race. This process helps contribute to a fair and equitable selection process leading to a more diverse and inclusive workforce.

The most highly qualified candidates, based on the evaluation results, will be referred for an interview. Be sure to include your experience in meeting the minimum requirements in both the Work Experience section and the Supplemental Questionnaire section of the Application.

Resumes will not be accepted in lieu of the application Work History and/or supplemental questionnaire.

Contact Information

You may direct questions regarding the application and selection process to Bryan Faircloth, Executive Recruiter, Department of Human Resources at Bryan.Faircloth@sdcounty.ca.gov.

Questions regarding the position or department may be directed to Lydia Lopez, Group Human Resources Director, Land Use and Environment Group at Lydia.Lopez@sdcounty.ca.gov.

