

County of Santa Barbara

CAREER OPPORTUNITY

DEPUTY DIRECTOR—PARKS

COMMUNITY SERVICES DEPARTMENT
COUNTY OF SANTA BARBARA

Salary: \$104,616–\$167,166 Annually DOE/DOQ
Salary includes supplemental compensation



The County of Santa Barbara is seeking a Deputy Director of Parks, in the Community Services Department. This position will oversee our Parks Division and assist with department administration and operations. We are looking for an inclusive and collaborative business leader, who is a creative thinker and relationship builder. If you have this and experience working in a public sector agency, overseeing multi-million dollar budgets and complex funding streams, enjoy exceeding expectations and you have a passion for serving others, then this is a great career opportunity for you!



THE DEPARTMENT

Committed to protecting and enhancing County parks, open spaces, affordable housing, the arts and access to a variety of public services.

The Community Services Department administers a variety of services and resources that enhance the quality of life for all who live, work and play in Santa Barbara County. In partnership with community-based organizations, the Community Services Department leverages Federal, State and local dollars connecting people to opportunities related to recreation, housing, life-long learning, arts and culture. Community Services comprises Parks, Housing and Community Development, Arts Commission, library funding and activities, energy incentive program and beaches for the County of Santa Barbara. In addition, the Department oversees various public open space lands, trails and park amenities.

In the past year we have had many achievements; [CLICK HERE](#) to read more about them, our future objectives, and our department budget. Below are a few highlighted future department objectives:

- ▶ Complete Cachuma Lake objectives: water and wastewater treatment plants, new vacation rental cabins, etc.
- ▶ Provide affordable accommodations for Jalama Beach
- ▶ Increase coordinated energy efficiency assistance to low and moderate income residents
- ▶ Engage over 100 County cultural nonprofits in the American for the Arts “Arts and Economic Prosperity V” study
- ▶ Renew existing 14 County Continuum of Care projects for a total of \$1.48 million in grant funding
- ▶ Complete construction of new restroom and boardwalk at Arroyo Burro Beach

THE POSITION

This position oversees the Parks Division including: regional parks, neighborhood parks, camp facilities, trails and open spaces, grants procurement and administration, capital projects, County building landscape maintenance, and a newly formed Special Events unit. In addition, this position may assist the Director of Community Services with the Department's day-to-day operations and management of administration and support services, operational policies and strategic plans. This is an at-will position that reports to the Director of Community Services, briefs elected officials, serves as the County's representative on the Park Commission, and works closely with other department executives, elected officials and the County Administrative Office. The Deputy Director will oversee approximately 69 regular and 104 extra help employees and over 50 park volunteers. The Deputy Director also assists with the oversight of an operational budget of \$13 million for Parks and a capital budget of \$3 million, as well as complex programs, contracts, grant and funding streams. The Deputy Director is responsible for the oversight of capital development and deferred maintenance projects, and will develop a communications plan that improves outreach to the community and markets parks programs and facilities.



THE DIVISION— PARKS & OPEN SPACES

Direct reports to the Deputy Director include: North Operations Manager, South Operations Manager, Maintenance Supervisor, Park Superintendent, Park Naturalist, and Park Planner III. The division is proud to offer the full range of activities with our day use parks, beaches, pools, group areas, trails, on and off leash dog parks, open spaces, campgrounds and our largest facility, Cachuma Lake Recreation Area. The County of Santa Barbara park system has 24 day use parks, 2 camping parks, 45 open spaces and 12 beach areas for a grand total of 8,595 acres.

Santa Barbara County government is a service-oriented organization with a \$979 million budget. The County has 22 departments, and a workforce of approximately 4,300 employees. The region offers a paradise-like setting for tourists, vacationers and more than 440,000 residents, and is one of the most beautiful areas in California. The County of Santa Barbara hugs the southern California coastline, and is 100 miles northwest of Los Angeles, adjacent to San Luis Obispo and Ventura counties.



THE DEPUTY DIRECTOR OF COMMUNITY SERVICES WILL...

Communications / Relationship Development / Community Presentations

- ▶ Work well with the community, County elected officials and other department executives.
- ▶ Design a communications plan that will engage a diverse community.
- ▶ Use technology to promote services to customers via our website and social media outlets.
- ▶ Develop creative partnerships with businesses and other community organizations.
- ▶ Present in public regularly and will be a strong public speaker and presenter.
- ▶ Prepare clear, concise, and comprehensive reports and correspondences.

Leadership / Interpersonal

- ▶ Focus externally to be an effective relationship builder and form creative partnerships.
- ▶ Find the opportunities to be proactive.
- ▶ Be a team player, inclusive and collaborative.
- ▶ Enhance customer services, design creative programs, and market services to the community.
- ▶ Engage, motivate and inspire staff.
- ▶ Hire, train, lead and evaluate employees.

Business Acumen/ Budgets / Administration

- ▶ Oversee the work of staff that develop and administer local, state and federal grants.
- ▶ Adept at identifying new funding opportunities and creative partnerships.
- ▶ Assist in the formulation and implementation of programs, policy and goals.
- ▶ Assist with the development and administration of the Department's \$25 MM (\$13 million for Parks) budget.
- ▶ Prepare grants and solicit public and private financial support for Department programs
- ▶ Oversee the newly formed special events unit.

Administration / Programs

- ▶ Provide administrative support to the Director, County Administration and Board of Supervisors.
- ▶ Steer work objectives, strategic planning and community outreach.
- ▶ Analyze and evaluate management reports and programs.

EMPLOYMENT STANDARDS

To be considered for this position, you will have the core competencies, background and experience listed below:

- ▶ **Experience and/or education** directly related to the level of leadership and the scope of organizational authority/responsibility as listed in this announcement and:
 1. A bachelor's degree in parks and recreation, public administration, natural resource management, business management, or a closely related field, and
 2. Possession of a valid California Class C Driver's License upon appointment, and
 3. People management and public department operations experience, and
 4. Budget administration, or
 5. A combination of training, education, and experience that is equivalent and provides the required knowledge and abilities.
- ▶ **Intensity:** Achieves results, takes initiative and gets the job done. Key Concepts: Risk-taker; results-oriented; and initiative driver.
- ▶ **Ethical Behavior:** Upholds public trust, and does what is right regardless of temptations.
- ▶ **Influence:** Affects successful outcomes for the community through the use of masterful leadership, collaboration, and a keen understanding of the community.
- ▶ **Commitment:** Successfully builds relationships with and promotes involvement of diverse groups; considers the needs of diverse clients.
- ▶ **Interpersonal Skills:** Possesses and uses versatile communication styles and approaches; builds rapport throughout the community; develops human potential.
- ▶ **Resiliency:** Is adaptable, takes direct action, leads by example and exhibits tenacity. This leader is ready, flexible, self-reliant, and has a reputation for finding opportunities in difficult situations.
- ▶ **Craftsmanship:** Rejects the "good enough for government work" attitude. Takes ownership of work done and results accomplished, takes pride in delivering quality services to customers, defines a vision, and works to bring vision into reality.

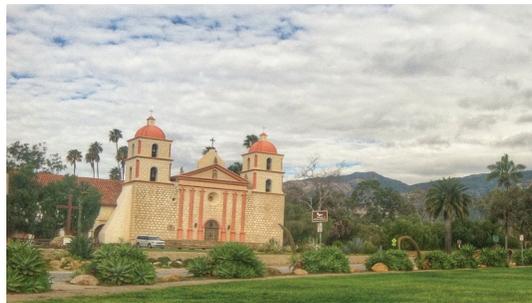


BENEFITS

Compensation and Benefits: The salary range for this position is **\$104,616 – \$167,166** annually (including supplemental compensation). Starting salary will be commensurate with experience and qualifications. Santa Barbara County provides an excellent benefits package including: supplemental compensation of \$8,385 per year consisting of a benefit cash allowance of \$6,149 (received as cash or applied to enhanced benefits) and a car allowance of \$2,236 per year (received as cash).

BENEFITS: The County of Santa Barbara offers a benefits package including retirement, [SEE DETAILS HERE.](#)

- ▶ Choice of dental and medical plans (with optional vision care). County contributes \$8,592 annually toward employee's premiums;
- ▶ Defined Benefit Retirement Plan administered by the Santa Barbara County Employees Retirement System;
- ▶ Flexible spending plan, County paid Long Term Disability Insurance and Term Life Insurance (\$30,000);
- ▶ Voluntary participation in a 457 Deferred Compensation Plan;
- ▶ Sick leave of 12 days per year with 80 hours advanced upon hire, unlimited accumulation;
- ▶ Holidays totaling 11 days per year;
- ▶ Vacation leave up to 25 days per year based on years of County employment, 40 hours advanced upon hire with credit for previous public agency service toward accrual rate;
- ▶ Eligible for Administrative Leave of up to 80 hours per year (non-accrual);
- ▶ Alternative Transportation Benefit (TDM) of .62 vacation hours biweekly;
- ▶ Concierge services to assist with relocation and housing needs.



— HOW TO APPLY —

*For first consideration apply by **August 31, 2016!***

Selection Process: Resumes will be reviewed to identify those candidates best qualified for this position, phone screens will be conducted and interviews will be conducted on **September 22 & 23** (mark your calendar).

Relocation: The County may provide reimbursement for reasonable relocation expenses, and, at the discretion of the CEO, can provide flexible relocation assistance, housing and student loan offsets, cash incentives, and/or vacation and sick leave pre-accruals in the interest of attracting the best talent to the organization.

Send your resume and cover letter to:
wendi@wbrowncreative.com

Questions?

Contact your recruiter Wendi Brown at:
541.858.0376 Direct
866.929.WBCP Toll Free

The County of Santa Barbara respects and values a diverse workforce and strongly promotes strategies and activities to recruit, develop and retain qualified men and women of varied backgrounds, lifestyles, experiences and races.