



RECREATION SERVICES MANAGER

\$81,972.80 - \$104,124.80 YEARLY SALARY FINAL

FILING DATE MONDAY, **FEBRUARY 21, 2021**

The Pleasant Valley Recreation and Park District (District) is located in and around the City of Camarillo, approximately 10 miles inland from the Pacific Ocean. Camarillo is a thriving community with a population of about 66,000 that takes pride in its quality of life. The District is seeking an enthusiastic,



collaborative and forward thinking professional to serve as the next Recreation Services Manager who succeeds in a fast-paced, highly demanding, yet rewarding work environment. Responsibilities include all functions and operations related to the District's diverse recreation program, including planning; development and implementation of programs; originating, carrying out, reviewing and interpreting, and coordinating District policies.



A key element of the District's culture is based on open communication. As a key member of the District's management staff, the Recreation Manager will work closely with the

District's General Manager, District Board members, peer department heads, recreation staff and members of the community.

The successful candidate is analytical, innovative and creative, adept at prioritizing projects and tasks, and provides clear day-to-day direction for operations while managing Recreation projects. Exceptional candidates will also possess the business and professional acumen to pursue delivery of a top class recreation department through partnerships, both internally and with outside agencies and community groups. This position requires a deep commitment to the success of the Recreation and Park District, and a passion for providing exceptional public service while providing responsive, helpful and informative assistance to the District's staff and members of the

community. Becoming the next Recreation Manager is a unique opportunity to lead an established, resourceful and dedicated department in an innovative and thriving community.

The Recreation Manager is the senior management level class responsible for all functions and operations related to recreation program planning, development and implementation. The Recreation Manager is responsible for originating, carrying out,



reviewing, interpreting and coordinating policies. The incumbent plans, supervises and evaluates the work of teams responsible for supporting the District's recreational program operations. This classification is distinguished from the next higher classification of General Manager in that the latter has overall responsibility for administering the District's operations.

Departmental operations are coordinated with the activities of other District departments and are developed within the framework of District policies, finances and the District's Strategic Plan. The Recreation Manager has primary responsibility for



dealing with difficult matters involving departmental programs, including interpretation of related laws, codes, ordinances, and regulations, and for ensuring compliance with local, state, and federal law. The position requires a demonstrated ability to work closely with other departments as well as outside agencies and

working successfully with staff, management, citizens, planning groups, neighborhood associations, development corporations, Board level committees and other organizations and individuals to provide comprehensive recreation services for the residence. Receives administrative direction from the General Manager.



APPLICATION AND SELECTION PROCESS

Application forms may be obtained at the District Office at 1605 E. Burnley St., Camarillo, CA 93010 (805) 482-1996 or at www.pvrpd.org

Application: This is an Exempt At-Will position. Based on the information provided in the application documents, those applicants who best fit the needs of the District will be considered for this career opportunity. Not all applicants meeting the minimum qualifications are guaranteed advancement through any subsequent phase of the examination as only the most qualified applicants will be invited to an interview. Applicants who fail to complete the application and supplemental questions and provide a cover letter, and resume, by the Final Filing Date will be subject to rejection. Applications and supplemental questionnaires will be reviewed, and only the most qualified applicants will be invited to an interview. **A District application is required.** Resumes will not be accepted in lieu of a completed application.

Appraisal Interview: A job related appraisal interview will be conducted to evaluate and compare participating candidate's knowledge, skills, and abilities in relation to those factors which job analysis has determined to be essential for successful performance of the job. **INTERVIEWS ARE TENTATIVELY SCHEDULED FOR THE WEEK OF FEBRUARY 28TH.** After the Appraisal Interview, the top candidates may be invited to interview with the General Manager.

NOTE: The District does not reimburse applicants for travel, lodging, or other expenses resulting from their participation in the selection process.

MAIL / FAX / DROP OFF ALL REQUIRED FORMS - APPLICATION, RESUME & SUPPLEMENTAL FORM TO:

Pleasant Valley Recreation & Park District
Kathryn Drewry
1605 E. Burnley Street
Camarillo, CA 93010

Phone: 805-482-1996 x 113
Fax: 805-383-0316
Email: kdrewry@pvrpd.org

THE SUCCESSFUL CANDIDATE MUST PASS A DEPARTMENT OF JUSTICE LIVE FINGERPRINT SCAN, BACKGROUND AND REFERENCE CHECK, SCREENINGS FOR ALCOHOL, DRUG, TUBERCULOSIS AND PHYSICAL PRIOR TO START OF EMPLOYMENT.

All supplemental forms and certifications **MUST** be submitted with the completed PVRPD Employment Application.

BENEFITS

- Annual Merit Increases
- CalPERS 2% @ 62 (Unless qualified as a Classic Employee)
- District contribution to Health, Dental and Vision
- Vacation, Sick, Management Leave, and 12 paid Holidays
- District paid Life Insurance, Short/Long Term Disability, and AD&D policy



Pleasant Valley Recreation and Park District, Camarillo, California

EMPLOYMENT OPPORTUNITY
RECREATION MANAGER

Biweekly Salary - \$3,152.41.00 - \$4,005.11; Yearly Salary - \$81,972.80 - \$104,124.80 **Final Filing Date: Monday, February 21, 2021 at 5:00 pm**

SUMMARY: Supervise the delivery of all recreation programs, services, and activities for the District. Responsibilities entail accountability based on measurable cost-effective results for the substance, efficiency, productivity, and quality of activities performed by the Recreation Department and assigned management, supervisory and support staff. Responsible for department contract administration. Provide written and oral reports to the General Manager and the Board of Directors.

ESSENTIAL DUTIES AND RESPONSIBILITIES: Includes the following, with a focus of Quality Customer Service being primary for all positions. Performs additional duties as assigned.

- Establish and maintain an open and effective system of communication throughout the organization.
- Supervises the administrative functions of the recreation department.
- Oversee department management staff with development of department's preliminary budgets, monitor and administer the final department budgets; recommend program fees and expenditures; monitor and track expenditures.
- Oversee and review department activities, projects, and programs, evaluate work products, methods, and procedures, conduct special projects including capital improvement planning and the development of new recreational facilities.
- Oversee and recommend the implementation of department goals and objectives; establish schedules and methods for providing general recreation, aquatics, senior citizen programs; and sports; implement policies and procedures.
- Plan and direct publicity for recreation programs and special events; represent the department on various boards and committees; oversee scheduling of a variety of District operated facilities; oversee/coordinate the operation of the recreation department with assigned recreation support staff.
- Oversee and monitor work of recreation staff, and individual program instructors; provide information and guidance on budgetary limits and resources.
- Advocate and work closely with citizens and other service providers in a cooperative community response to program needs including but not limited to non-profit organizations, civic groups, and other governmental agencies.
- Oversee/prepare calendar of events, including newsletters, public relations announcements, and other similar communications.
- Evaluate programs and facilities to ensure optimum utilization and service to community. Adapt recreation programs to meet the needs of the District's clientele of all ages and abilities.
- Develop and implement short and long-term Recreation strategies and goals to keep pace with community demands and needs.
- Supervise the use of District recreational facilities and various associated programs.
- Oversee programs and special events, and coordinate with other departments, local agencies, and groups.
- Develop and implement market driven initiatives, which will enhance service delivery.
- Respond to inquiries and suggestions regarding programs and facilities.
- Attend board meetings; prepare and present staff reports and other necessary correspondence.
- Meet with civic organizations and individuals to promote programs and obtain input regarding service delivery and community needs.
- Maintain communications and effective working relationships with co-workers, supervisors, other governmental agencies, elected and appointed officials, community groups and the public-at-large.
- Attend and participate in professional group meetings; stay abreast of new trends and innovations in the field of recreation.
- Hire new employees, train or assign training, address employee complaints, and resolve personnel issues, plan and assign employee responsibilities and schedules.

- May require some Holiday, evening, and/or weekend work assignments.

QUALIFICATIONS: To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Thorough to comprehensive knowledge of: common office practices; current recreation trends; principles of supervision, employee motivation, training and performance evaluation.
- Working knowledge of: social and advocacy programs, services, and activities within the recreation field; laws and regulations governing recreation programs.
- Ability to read, analyze and interpret periodicals related to area of expertise, technical procedures, or government regulations. Ability to write reports, correspondence, procedure manuals or articles. Ability to effectively communicate, present information in oral and written form, and respond to questions from managers and the general public; interpret and explain pertinent District policies and procedures.
- Ability to: assist in the development and monitoring of an assigned program budget; develop and recommend policies and procedures related to assigned operations; coordinate, organize, implement, and publicize recreation and leisure time activities and specialized events.
- Knowledge and experience with materials, methods, practices, and equipment in relation to recreation programs.
- Knowledge and principles of supervision, employee motivation, training and performance evaluation.

EDUCATION and/or EXPERIENCE: Bachelor's Degree in recreation, physical education, leisure studies, sociology, gerontology, communications, health care profession, or related field with minimum of four (4) years of progressive experience in recreation, including a minimum five (5) years of comprehensive recreation programming experience at a level equivalent to recreation supervisor, including four (4) years of supervisory and administrative responsibility, or equivalent combination of education and experience. Working knowledge of related social and advocacy programs, services, and activities within the recreation field. May require specialized knowledge within department assigned, including laws/regulations governing recreation programs. Certification as Parks and Recreation Professional is desirable.

CERTIFICATES, LICENSES, REGISTRATIONS: Position requires average amount of driving, therefore, must have daily access to a vehicle, and possess a valid Driver's License with a clean California Department Motor Vehicle record, and maintain appropriate insurance on vehicle used in the course of business duties. Position may involve driving to events as a representative of the District. CPR and First Aid Certification required no later than six (6) months after employment.

PHYSICAL DEMANDS: The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is frequently required to stand; sit; twist, and use hands to finger, handle, or feel. The employee is frequently required to walk; reach with hands and arms; climb or balance; stoop, kneel, crouch, or crawl; and talk or hear. The employee must frequently lift and/or move up to 10 pounds, frequently lift and/or move up to 25 pounds and occasionally lift and/or move up to 75 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and ability to adjust focus.

WORK ENVIRONMENT: The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is occasionally exposed to risk of electrical shock. The noise level in the work environment is usually loud

BENEFITS: Annual Merit increases based on performance, membership in the California Public Employees Retirement System (CalPERS) 2% @ 62 (unless qualify as a Classic Employee) with an employee contribution required, employees also contribute towards Social Security, Health, Dental, and Vision coverage. Vacation, Sick Leave, 80 hours of Management Leave, and 12 Holidays are provided. Employer paid Life Insurance Policy, Short/Long Term Disability, and AD&D policy. A voluntary Deferred Compensation 457 Plan is available to employees for additional tax deferred retirement savings.

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PLEASANT VALLEY RECREATION AND PARK DISTRICT, CAMARILLO, CA
RECREATION MANAGER - SUPPLEMENTAL QUESTIONNAIRE TO PVRPD APPLICATION -
Supplemental forms that are incomplete or missing information may disqualify the application.

1. Do you have at least two (2) years of supervisory experience? If yes, describe your experience that meets the minimum qualification, and include the number of years of supervisory experience, the scope of your responsibilities, how you handle difficult employees, and what you do on a regular basis to help your employees reach their highest potential.
2. Do you have direct experience with HR-related activities? If yes, describe your experience including activities such as managing/designing recruitment/selection processes, ensuring workplace safety, conducting personnel investigations, and/or administering training programs.
3. Do you have experience guiding your staff or others through an organizational change (could be a policy change, an organizational restructuring, shifting priorities, etc.)? If yes, please provide a specific example including the reason for the change, the number of people impacted, and steps you took to implement the change.
4. Describe the difference between Leadership and Management and provide specific incidences where you exhibited both qualities.
5. Describe your experience in programming, marketing, and collaborating within a community.
6. As a Recreation Manager you will need experience in contract management, negotiations, supervising and managing programs and projects. Please tell us about your experience and include whether you had to present any of your projects or programs to a governing entity.