

# South Jordan City

## Job Description

**Title:** Associate Director of Parks  
**Org:** 100200  
**Pay Grade:** 25

**Effective Date:** 12/5/19  
**FLSA:** Exempt/Executive  
**Workers Comp:** Municipal

### GENERAL PURPOSE

Perform a variety of managerial, administrative and operational duties related to parks. Support and advise Parks Manager in day-to-day operations.

### SUPERVISOR

Director of Administrative Services

### POSITION(S) SUPERVISED

Parks Manager

### ESSENTIAL JOB FUNCTIONS

Meet performance standards established with the employee's manager.

Maintain a regular and dependable level of attendance as agreed upon with supervisor.

Provide management, direction and coordination of the personnel assigned to the department by selecting, supervising, training, mentoring and evaluating staff. This position will identify and respond to community, city and public services' issues, concerns, and needs and will establish and maintain cooperative working relationships with other departments, City Officials, outside agencies, and the public. Create and implement business plans, where applicable.

Supervise assigned personnel including hiring, performance management, coaching, and initiating corrective action.

Facilitate and lead by example to promote department/City service values, with an emphasis on teamwork, strong work ethic, individual professionalism, and safety. Provide administrative and professional leadership and direction for divisions; recommend and implement goals, objectives, and practices for providing effective and efficient services; deliver training and evaluate employee performance to assure desired work quality, efficiency, and effectiveness.

Assist with the annual budget planning process and monitor fiscal controls to assure conformity with established financial constraints. Perform ad-hoc cost benefit analysis for various department operations and services.

Prepare and present, as requested, parks related reports for the Mayor/City Council and city administration.

Oversee department CIP and maintenance planning and project management, especially as it relates to the planning, design, development, and implementation of parks and recreation facilities. Determine the renewal and renovation needs of existing facilities.

Determine and project future park needs as it relates to the city's projected growth and parks and recreational needs.

Ensure the goals and objectives of the current Parks & Recreation Master Plan are implemented and accomplished as determined in by the Mayor, City Council, and city administration.

Determine work procedures and expedite workflow; study procedures to find innovative and creative ways to improve efficiencies and effectiveness of operations.

Work with the Recreation division to schedule all recreation events and activities. Develop field recovery procedures and implement according to the needs of the fields. Develop and institute parks facility policies and procedures.

Manage and maintain Parks program budgets.

Ensure timely communication with senior management, department staff, other divisions, and employees at large.

Provide vision and strategic planning for supervised divisions to increase efficiency and customer service.

Handle citizen complaints in a courteous and professional manner.

Train employees to ensure that accurate information is disseminated to the public.

Analyze problems, identify alternative solutions, project consequences of proposed actions, and implement recommendations in support of goals; research, analyze, and evaluate new administrative services works delivery methods, procedures, and techniques

Provide financial and data analysis as needed.

Establish and maintain cooperative working relationships with other departments, City officials, outside agencies, and the general public.

When requested, act as Director of Administrative Services in the Director's absence.

Perform other duties as assigned.

#### MINIMUM QUALIFICATIONS

1. Educations and Experience:

A. Bachelor's Degree from an accredited college or university with major course work in business, recreation, horticulture or related field;

AND

B. Four (4) years of management related experience; two (2) of which are in a supervisory capacity.

2. Special Qualifications:

Valid Utah Class D Driver License

3. Knowledge, Skills, and Abilities:

Knowledge of methods, techniques and procedures in the delivery of programs, common recreational and social needs of various age groups, principles and procedures for implementing and directing community services or recreation activities, principles and practices of program budget monitoring, and principles and practices of assigning and reviewing the work of others.

Knowledge of administrative and operational characteristics, services, and activities of parks and recreation programs; organizational and managerial practices as applied to the analysis and evaluation of programs, policies, and operational needs; principles and practices of program development and administration, strategic planning, public administration, municipal accounting, budgeting principles and practices, and statistical methodology; principles of economics, financial analysis, and cost-benefit analysis, research methodology, reporting techniques and report preparation principles; principles and practices of project management with special emphasis on capital project planning and control; and principals and practices of supervision, leadership, training, and performance evaluation; knowledge and familiarity with social media used by municipal entities.

Skill in working with diverse groups, individuals, youth and children, in interpersonal conflict/dispute resolution methods, and organization and implementation of programs and activities in a professional manner.

Ability to operate a personal computer and Microsoft products.

Ability to develop and coordinate a community service or recreation program suited to the needs of the community, plan, organize, coordinate and implement senior programs and events, establish and maintain effective working relationships with those contacted in the course of work.

Ability to analyze, interpret and explain section policies and procedures, communicate effectively orally and in writing, train and evaluate contract and temporary personnel, prepare detailed reports and other written material.

Knowledge of pertinent Federal, State and Local laws, codes and regulations.

4. Working Conditions:

Incumbent of the position performs in a typical office setting with appropriate climate controls. Tasks require a variety of physical activities such as walking, standing, stooping, sitting, reaching, talking, hearing and seeing. Ability to work irregular hours (M-F, Weekends). Common eye, hand, finger dexterity required for most essential functions. Mental application utilizes memory for details, verbal instructions, emotional stability and critical thinking. Periodic local travel may be required.

*The above statements are intended to describe the general nature and level of work being performed by person(s) assigned to this job. They are not intended to and do not infer or create any employment, compensation, or contract rights to any person(s). This job description reflects management's assignment of essential functions; it does not prescribe or restrict the tasks that may be assigned. This updated job description supersedes all prior descriptions for the same position.*

*Human Resources Use Only*

<b>Job Class:</b>	<b>Municipal Exempt</b>	<b>EEO-4 Class:</b>	<b>Official/Adm</b>
<b>Location:</b>	<b>Administrative Services Admin</b>	<b>EEOP Class:</b>	<b>Official/Adm</b>
<b>Group/BU:</b>	<b>General Pay Plan</b>	<b>Tech-Net Match:</b>	<b>1250</b>