



CITY OF AURORA, COLORADO



Deputy Director Parks and Open Space Operations

It's An Exciting Time To Work For The City Of Aurora!



THE CITY

Situated on prairie grasslands, rolling hills and the Black Forest's northern tip, Aurora offers something for every lifestyle, from convenient urban living to master-planned communities. Aurora is a close-knit community with excellent services and amenities. With Buckley Air Force Base, the Anschutz Medical Campus, Fitzsimons Innovation Community, and other major employment centers, the city has thriving aerospace, defense, bioscience, health care, and distribution industries. Aurora is also a global community. People from around the world live, work and have businesses throughout Aurora, creating a culturally rich environment and one of the city's greatest assets.

Long known as the Gateway to the Rockies, this All-America City lies on the eastern edge of the Denver-Aurora metropolitan area. The city boasts spectacular views of the Front Range spanning from Pikes Peak to Longs Peak. And, if you need to travel locally or abroad, Aurora's proximity to three major highways, light and commuter rail lines, and Denver International Airport makes it accessible and a short commute to the world.

More than 386,000 residents and 10,000 businesses choose to call Aurora home, making it the third largest city in Colorado and the 51st largest in the United States. The city covers 160 square miles and is located within three counties, Arapahoe, Adams, and Douglas, with 74 square miles of land inside city limits still undeveloped. Aurora's diversity as a majority-minority city, where no one ethnic group is the majority population, is reflected in its many ethnic and independent restaurants and thriving arts scene.

Aurora provides access to quality education, with five school districts and nine campuses of higher learning meeting the instructional needs of residents and those beyond the city limits. Aurora is the only place in Colorado where students can get a Doctor of Medicine degree.

Aurora's climate is mild and dry, offering residents and visitors ample opportunity to get outside, stay fit, and enjoy all that Colorado living has to offer. Aurora has five golf courses, two reservoirs, more than 97 parks, and over 4,000 acres of open space and trails. Situated at the foot of the Rocky Mountains, Aurora is a gateway to all Colorado has to offer.

WHY WORK FOR AURORA?

- ◆ Make a difference in the lives of real people every day
- ◆ Enjoy the benefits of serving a large and diverse community
- ◆ Competitive total compensation package
- ◆ Retirement pension plan
- ◆ Generous paid time off program (vacation, sick, and personal leaves)
- ◆ Flex schedules for qualifying employees
- ◆ On-site fitness center and overall employee well-being programs
- ◆ Tuition assistance and educational programs to assist with career advancement

For further information, please visit the city's website at www.auroragov.org

GOVERNANCE

The City of Aurora is a full-service city governed by a council/manager form of government, which combines the political leadership of elected officials with the managerial expertise of an appointed local government manager. The Aurora City Council is comprised of the mayor and 10 city council members. Of those 10 members, six members represent one of the six wards that section the city. The remaining four members are elected at-large, like the mayor, to represent the city. The city of Aurora has



30 boards, commissions, committees, and authorities composed of citizen volunteers appointed by the Aurora City Council. The City Manager is appointed by and reports to the mayor and City Council.

It is an exciting time to work for the City of Aurora, we're growing and looking for dedicated and collaborative individuals to join our team of talented and valued employees. Excellent organizations have a set of core values that are used to implement their mission and vision. The City of Aurora demonstrates our excellence by modeling the CORE 4 Values of Integrity, **Respect**, **Professionalism** and **Customer Service**.

THE CORE 4

Integrity ♦ Respect ♦ Professionalism ♦ Customer Service

"Aurora is built on a set of four core values that are used to carry out our mission and vision. As ambassadors, each and every [employee] respects these principles as the cornerstone of our city. We hold ourselves accountable to them, and we use them to guide the decisions we make."

To learn more go to: www.AuroraGov.org

POSITION OVERVIEW

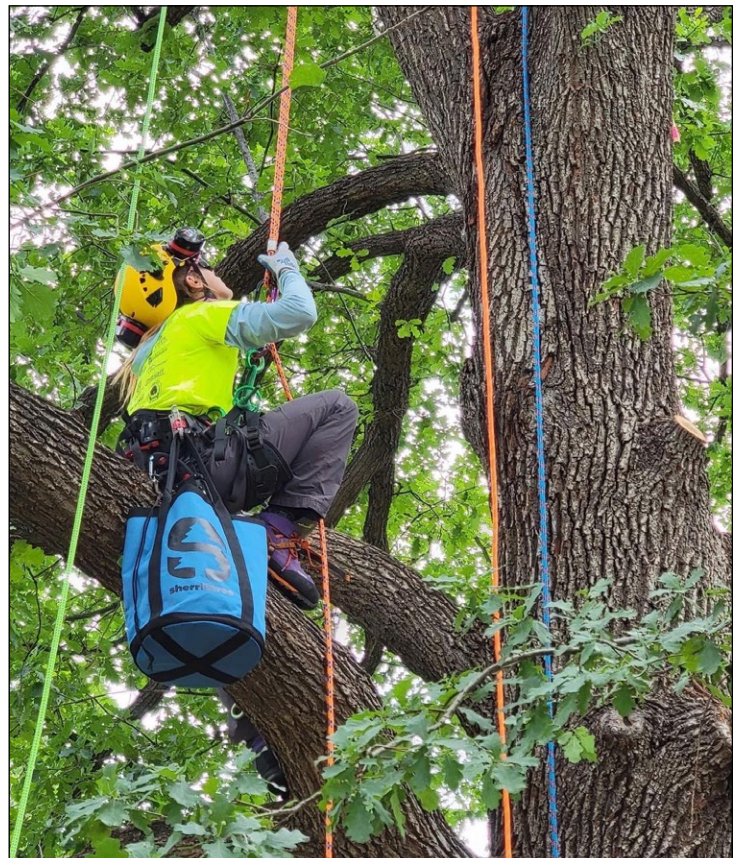
The Deputy Director of Parks and Open Space Operations assists in providing vision and leadership to support two maintenance and operations divisions. This role is responsible for planning, supervising, and administering the activities of the City of Aurora's Parks Operations and Maintenance Division (including Forestry operations) and the Open Space and Natural Resources Division. The City's parks and open space system encompasses over 8,000 acres of natural areas, over 119 miles of off-street, multi-use trails, 99 developed parks, 52,000 trees, 180 athletic fields, 3 nature centers, and 2 reservoirs. Reporting to the Director of Parks, Recreation, and Open Space, the Deputy Director supervises 2 direct reports: the Manager of Parks Operations & Maintenance, the Manager of Open Space & Natural Resources, and approximately 142 full-time employees and 80 plus seasonal employees.

The new Deputy Director will have the opportunity to focus on several initiatives including developing effective working relationships with staff and engaging in conversations to enhance morale and encourage staff development, evaluating service levels and assets to ensure the division is appropriately staffed and service levels are based on real resources, implementing the \$5 million grant received for planting trees, driving policy development and implementation for the division, and assisting with presentations to City Council as needed.

The Deputy Director also supports the Department Director including acting as Director in their absence, representing the Director at meetings, serving as a policy advisor to the Department Director, and representing the department at the citizen led Open Space Advisory Board.

CHARACTERISTICS OF THE IDEAL CANDIDATE

The ideal candidate will be a strategic, solutions-oriented, business-minded, and diplomatic business partner able to build the trust and support of staff and the community. Experience operating parks operations and maintenance, or large open space and natural resources organizations is critical. Strong leadership, diplomacy, financial acumen, and strong interpersonal skills will serve the successful candidate well. The Deputy Director must engage with city council members, the public, and other department personnel to ensure thoughtful and effective community engagement, collaboration, and implementation of best practices to support successful asset management, naturalist services delivery, thriving urban forest and natural resources, and park and open space rule enforcement. Competitive candidates will be approachable, effective communicators with the ability to connect with people in a positive manner.



The **Deputy Director** shall have these additional core competencies:

- ◆ **Leadership and Team Development** – Excellent leadership skills with the ability to foster a positive work environment, inspire and motivate a diverse team, promote professional development opportunities, and encourage teamwork, collaboration, and continuous improvement.
- ◆ **Park, Forestry, Open Space and/or Natural Resources Operational Knowledge** – Demonstrated knowledge of park and open space maintenance operations, urban forest management, and/or open space and water resource management are essential including an understanding of industry best practices, trends, and emerging technologies. Knowledge of urban ranger patrols and public financial structure is preferred.
- ◆ **Political Acumen** – The ability to create consensus through good interpersonal skills and a strong understanding of political issues is essential, as is the ability to maintain high ethical standards while working subtly and effectively with the organizational structure.
- ◆ **Community Engagement** – Proven track record in community engagement, including seeking input, addressing concerns, and building strong partnerships with diverse stakeholders. Experience in developing and implementing community-focused programs and events that promote inclusivity, diversity, and active participation.
- ◆ **Problem-solving and Strategic Thinking** – Strong analytical and problem-solving skills to identify challenges, develop innovative solutions, and make informed decisions.
- ◆ **Cultural Competency and Equity Awareness** – Demonstrated cultural competency and awareness of equity issues with the ability to develop management strategies that resonate with diverse populations, promote inclusivity, and address equity considerations in management and engagement efforts.

MINIMUM QUALIFICATIONS

- ◆ Bachelor's degree in a related field.
- ◆ At least eight (8) years of demonstrated leadership and management experience and work in an active, highly engaged community.
- ◆ Experience with Park and Open Space operations in the areas of strategic planning, performance-based management objectives, safety and security, programming and partnership development, sustainability efforts involving economic, social, and environment policy development and implementation.

PREFERRED QUALIFICATIONS

- ◆ Master's degree in public administration, business administration, or a similar field.
- ◆ Experience with public sector operations.

An equivalent combination of education, training, and experience that demonstrates the required knowledge, skills, and abilities may be considered.

COMPENSATION AND BENEFITS

The salary range for this position is up to **\$145,290** annually.

Starting salary to be commensurate on the qualifications and experience of the successful candidate. The City also offers an attractive benefit package. To learn more, go to: <https://jobs.auroragov.org/benefits>

APPLICATION PROCESS AND RECRUITMENT SCHEDULE

To be considered for this exceptional career opportunity, submit your resume, cover letter, and a list of six work-related references (who will not be contacted without prior notice) by **Monday, November 20, 2023**. Please submit your materials to: <https://www.cpshr.us/recruitment/2251>.

For additional information about this position please contact:



GLORIA TIMMONS
CPS HR Consulting
916-471-3461
gtimmons@cpshr.us
Website: www.cpshr.us

Resumes will be reviewed by the consultant and sent to the city for further consideration. Candidates deemed to have the most relevant qualifications will be invited to interview with the city. Media checks, and a comprehensive reference and background check will be performed on final candidates.