



**Parks &
Open Space**

BOULDER COUNTY, COLORADO

Parks & Open Space Director

This is a tremendous opportunity for a strategic leader who values conserving natural, cultural, and agricultural resources, biodiversity, and passive recreational uses that reflect sound resource management and community values.



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THE COUNTY

Boulder County is a forward-thinking community with over 2,000 employees serving the needs of more than 300,000 residents. From the peaks of the Rocky Mountains to the thriving agricultural lands and urban centers on the plains, Boulder County's 740 square miles include some of the most diverse, natural landscapes and smart-growth development along the Front Range. Our County's leaders and employees have long held a commitment to being stewards of our land, environment, and community. From visionary open space, land use, and sustainability policies to award-winning wellness and public service programs, our county government helps foster a vibrant, healthy, and active community. As individuals and an organization, we value and respect diversity, striving for a high quality of life for all employees and residents. Our policies and practices reflect our dedication to providing the very best in public service. Even as we celebrate Boulder County's achievements in preserving land through our open space program, we must also acknowledge that those lands were the territories of the Ute, Cheyenne, and Arapaho peoples.



THE DEPARTMENT

Boulder County has preserved more than 105,000 acres of land as open space, through fee acquisitions and conservation easements, including agricultural lands in the plains, and foothills and mountain landscapes. This land and the open space owned by government partners in Boulder County function together as rural buffers between communities, wildlife habitat, productive agricultural lands, and lands for passive recreation including non-motorized trails, fishing and picnic areas. Boulder County's open space is a signature feature of Boulder County and adds greatly to the quality of life for residents and the experiences of our visitors.

The Parks & Open Space Director will provide strategic leadership and management for the sound stewardship of the County's public lands, natural resources, and amenities. Areas of emphasis will include balancing new acquisitions and maintenance of existing lands, protecting natural systems and biodiversity, sustaining Boulder County's agricultural lands, providing appropriate public access and passive recreation, and maintaining Parks & Open Space land as public use of the system dramatically increases. The Parks & Open Space Director will also be responsible for initiatives to address climate change, advance racial equity within the department and with respect to the people who enjoy our parks and open space, and expand culturally responsive and inclusive programs. The Director reports to the County Administrator and serves at the pleasure of the Board of County Commissioners. The Director leads the Parks & Open Space Management Team to advance the mission of conserving natural, cultural, and agricultural resources and providing passive public recreation and other open space uses that reflect sound resource management and community values.

Boulder County Strategic Priorities

Affordable Living ♦ Climate Action ♦ Equity & Justice ♦ Land & Water Stewardship
Organizational & Financial Stewardship

For more information on our 2019-2023 Strategic Priorities, visit: boco.org/StrategicPriorities

Key areas of responsibility include:

Operations

- » Through a team of senior managers:
 - Directs the day to day operations of approximately 160 FTEs and 50 seasonal employees in 9 divisions who are experts in their fields of acquiring and protecting land and water resources, supporting recreational use, protecting biodiversity, managing for sustainable agriculture, managing lands in the wildland urban interface for both fire preparedness and healthy forests, and improving soil health and carbon sequestration including:
 - ◇ preservation of lands through acquisition of fee and conservation easements, with 1,370 properties in the County's current portfolio
 - ◇ maintenance of an active agricultural program, with 72 tenants operating through 129 leases
 - ◇ design, construction, maintenance, and public safety of more than 120 miles of trails, 32 trailheads, 22 restrooms, and 15 shelters, for public use with nearly 2 million visits annually
 - ◇ preservation of more than 1,800 cultural resource sites, more than 350 historic buildings and structures, and three small museums
 - ◇ offering more than 500 education and outreach programs
 - ◇ habitat protection and restoration for more than 1500 native plants and 750 native wildlife species
 - ◇ protection of a water resources portfolio valued at more than \$200M for agriculture, recreation, and environmental benefits
 - ◇ continuation of a volunteer program with more than 3000 active volunteers stewarding open space lands
 - ◇ planning, design, and construction for natural and built environment
 - Responsible for related services including, in cooperation with Colorado State University, the CSU Extension education and research programs; the Boulder County Fairgrounds, which hosts the county fair and numerous community events, shows, and exhibitions; and the Boulder County Youth Corps, which provides employment opportunities for county youth
 - Supports innovation and use of best management practices in the stewardship of public lands, including safety standards and organizational processes

Strategic Leadership

- » Develops and articulates a clear, compelling, shared vision and strategy for Parks & Open Space
- » Recommends new or revised policies and initiatives to enhance the acquisition, maintenance and management of Parks & Open Space properties and balance the varied needs of resource protection, agriculture, and public access for recreation

- » Responsible for meeting the Board of County Commissioners' Land and Water Stewardship Strategic Priorities, with other Department Directors and Elected Officials
- » Implements and aligns the Department's Strategic Plan, Cultural Responsiveness and Inclusion Strategic Plan, Vision 2025, and Culture of Collaboration Plan
- » Serves as primary spokesperson for the Department
- » Develops and fosters strategic relationships with community partners, cities and towns, and water and conservation districts, to advance conservation and support recreation and community health through enjoyment of open space.
- » Engages internal and external stakeholders to achieve the Department's mission through visionary, adaptive leadership

Administration and Finance

- » Overall responsibility for development and execution of an annual operating and capital budget of approximately \$59 million
- » Ensures allocation of resources to continue acquisition of critical open space parcels with capacity planning for management, maintenance and infrastructure for current portfolio
- » Overall direction for administrative and business services including, GIS and other technologies; planning, design, and project management activities; informing and engaging the public and other stakeholders

Management and Internal Leadership

- » Provides inspirational leadership and management for a highly qualified staff, assuring a culture that promotes excellence, continuous quality improvement, shared leadership, and a high degree of collaboration
- » Supports a knowledgeable, effective and trustworthy team of scientific and subject matter experts creating opportunities for growth and development across the organization
- » Encourages team development crossing disciplines to build cohesion
- » Establishes a culture that emphasizes the best in public service and employee retention
- » Advocates for the Department with the Board of County Commissioners and the Parks & Open Space Advisory Committee
- » Evaluates the performance of direct reports, counsels employees concerning performance, and takes personnel actions in the areas of hiring, discipline and termination
- » Works collaboratively with other Boulder County Department Directors and Elected Officials to develop policies, implement County priorities, and resolve conflicts
- » With County Elected Officials and Department Directors, manages comprehensive disaster response and recovery operations for economic and environmental disasters



CHARACTERISTICS OF THE IDEAL CANDIDATE

The ideal candidate for this role shall be a proven leader with a commitment to environmental stewardship and experience managing a large, complex department with diverse programs. Strong candidates will possess a strategic perspective, superior personnel management skills, and experience with land acquisition and preservation, protection of biodiversity, managing sustainable agriculture, and passive recreational uses of open space lands. Candidates should be politically adept, committed to racial justice, adaptive leaders, and able to effect change through collaboration with staff, County officials and an engaged community.

Additional characteristics being sought include:

- » Demonstrated personnel management skills that include the ability to delegate, motivate, encourage, support and coach staff to optimum performance, including recruitment and development of racially diverse teams.
- » Background in resource management or management of public lands
- » Commitment to the mission of the open space program and understanding of its history
- » Community engagement experience and success working with a variety of stakeholders
- » Ability to delegate and lead a team that includes professional staff with passionate experts and strong opinions
- » Dynamic and progressive leader with high emotional intelligence and collaborative leadership experience and success
- » Management abilities including making hard decisions, holding self and others accountable
- » Transparent leader who is consistent, dependable and leads with integrity
- » Leader who is committed to the staff and enjoys interaction with staff at all levels.
- » Passion and enthusiasm for Parks & Open Space work and the environment
- » Excellent communication skills, including public speaking, writing, listening, persuasion, and facilitation

MINIMUM QUALIFICATIONS

Graduation from an accredited college or university with a bachelor's degree in resource management, environmental science, public administration or a closely related field, (a master's degree is preferred) AND 7 years of progressively responsible executive management or leadership experience, including personnel and fiscal management, with a minimum of 5 years of supervisory experience, with a large, multi-function organization in resource management, public lands, parks, open space, land conservation, public sector management, nonprofit or related organizations.

Boulder County is a family-friendly workplace dedicated to fostering a diverse, inclusive, and respectful environment for all employees. We prohibit unlawful discrimination against applicants and employees on the basis of race, color, religion, gender, gender identity, national origin, age, disability, socio-economic status, sexual orientation, genetic information, or any other status protected by applicable federal, state, or local law.

COMPENSATION AND BENEFITS

The hiring range for this position is **\$130,000 - \$170,000**. Actual salary will be dependent on the qualifications and experience of the successful candidate. Under FLSA guidelines, this position is **exempt**. The Director is an at will employee who serves at the pleasure of the Board of County Commissioners and at the Direction of the County Administrator. As well as offering competitive pay and a caring work environment, Boulder County offers employees an array of benefits including:

- » A family friendly workplace, with generous paid vacation, medical leave and holidays, paid caregiver leave, a breast-feeding friendly work environment, and an Infants-at-Work policy; a nationally recognized wellness program; robust learning programs and reimbursement, free and discounted transit and bike sharing memberships; benefit plan options include health, vision, dental and optional supplemental insurances for cancer care and hospital stays; generous retirement plans, including mandatory participation in **both** Social Security and Colorado PERA Pension and voluntary options of a Colorado PERAPlus 401(k) and PERAPlus 457 Plan both with traditional pre-tax or Roth options, Life and Disability insurance

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, May 31, 2021**. Resumes should reflect years and months of employment, beginning/ending dates as well as the size of staff and budgets you have managed.

Please submit your materials to: <https://www.cpsr.us/recruitment/1756>.

For additional information about this position please contact:



Kylie Wilson
CPS HR Consulting
916.471.3325
E-mail: kwilson@cpsr.us

Gloria Timmons
CPS HR Consulting
916.471.3461
E-mail: gtimmons@cpsr.us

Candidates deemed to have the most relevant backgrounds will be invited to participate in a preliminary screening interview with the consultant. Those individuals determined to be best suited will be invited to participate further in a formal assessment process.

