



## **Assistant Superintendent of Recreation - Minneapolis Park and Recreation Board, MN**

Minneapolis Park and Recreation Board

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**Closing Date:** 2025-04-24

**Salary:** \$156,929.18 to \$185,354.43 depending on qualifications

### **Description:**

**The Minneapolis Park and Recreation Board (MPRB)** is seeking an experienced, community-focused park and recreation professional who can combine vision, strategy, effective planning, and follow-through to serve as the next Assistant Superintendent of Recreation. This is a rare opportunity to lead the recreation division of one of the nation's most highly regarded park and recreation agencies. With an outstanding reputation for excellence, MPRB provides top-tier recreational opportunities and breathtaking open spaces with a world-class network of parks that serve as the heart of the Minneapolis community (population 429,954).

Founded in 1883, the MPRB is an independently governed park system featuring 7,059 acres of parkland and water, including 185 park properties, 55 miles of parkways, 102 miles of biking and walking paths, 22 lakes, 12 formal gardens, seven golf courses, and 49 recreation centers. With more than 30 million visits annually, Minneapolis parks serve visitors from near and far with the park systems natural beauty, historical significance, and exceptional amenities. Since 2013, MPRB has consistently ranked among the top five urban park systems in the U.S. by the Trust for Public Land. Additionally, MPRB is CAPRA-accredited, a distinction held by fewer than 200 park agencies nationwide, demonstrating commitment to operational excellence.

Nine elected commissioners appoint the Superintendent, who appoints and works directly with a Deputy Superintendent and three Assistant Superintendents. The new Assistant Superintendent of Recreation will be responsible for the overall oversight and management of the MPRB Recreation Services Division with more than 350 employees and a \$36 million division budget. They will work directly with two Department Directors to manage current activities and long-range planning of the division to ensure that services performed and provided by the Recreation Division staff are compatible with the Park Board's mission. These include but are not limited to recreation centers, golf courses, aquatic facilities, ice arenas, athletic facilities, and winter recreation sites; recreation, education, and interpretive programming; Spark'd Studios programming; before- and after-school childcare; youth development activities; Therapeutic and Inclusion services; Citywide program development; and youth and adult sports.

The ideal candidate will be a dynamic leader who will oversee recreation services, providing strategic leadership, management, and innovation for all division activities. This role is responsible for developing and implementing policies, procedures, and goals that align with the MPRB's Comprehensive Master Plan while fostering collaboration across divisions, government agencies, and community partners to enhance resident services. The ideal candidate will demonstrate strong political acumen, consensus-building skills, and a commitment to diversity, equity, and inclusion by developing programs that reflect and serve Minneapolis' diverse communities.

This position requires an independent and positive-thinking leader who can motivate and manage a dedicated workforce across multiple locations, ensuring accountability and high performance. Key responsibilities include budget management, labor relations, contract oversight, and data-driven decision-making to improve recreation programs and services. Additionally, the role involves serving as staff representative to the Park Board Commissioners and various committees, advocating for policies and initiatives that enhance recreational offerings for the diverse communities served by the MPRB.

### **Key Responsibilities:**

- Being present and actively involved in the facilities, programs, and parks.
- Engage with community members, stakeholders, and partner organizations to strengthen public participation.
- Participate in the Superintendent's Executive Leadership Team and be the voice for recreation staff and participants of the various programs and services.
- Provide strong financial management and budgeting skills to maintain fiscal responsibility.
- Provide exceptional communication, leadership, and strategic planning abilities.
- Work with an elected governing board and leadership team and engage the community in decision-making.
- Provide visionary leadership and set a strategic direction for the MPRB's recreation division's future.
- Oversee financial planning, budgeting, and resource management to ensure long-term sustainability.
- Manage daily operations of facilities and recreational programs using data and analytics to successfully meet the evolving needs of the community.
- Develop and implement processes, standards and procedures within the Recreation Division to ensure all facilities and programs meet expectations.
- Foster a positive and collaborative work culture, empowering staff to excel and innovate.
- Continue the encouragement of staff to be creative and innovative without the fear of failure.
- Encourage staff to celebrate successes and value the joy and fun of providing programs and services to the residents.

### **Candidate Requirements:**

- Bachelor's degree from an accredited college or university with a major in Parks and Recreation, Recreation Administration, Public Administration, or closely related field. (Master's Degree Preferred)
- Progressively responsible experience in leadership, management and administration in an urban setting or large suburban environment: Ten (10) years
- Increasingly responsible experience in recreation programming and service delivery, including youth, adults, seniors, and families: at least eight (8) years
- Increasingly responsible experience in varied recreation facility operation and management: at least eight (8) years
- Experience supervising others: at least eight (8) years

- Experience supervising unionized employees: at least five (5) years

**Salary Range and Benefits:** The salary range is \$156,929.18 to \$185,354.43 depending on qualifications. The MPRB provides an excellent benefits package, please click on the following link to review the benefits: [benefits page](#)

**How to apply:**

Apply online at [www.GovHRjobs.com](http://www.GovHRjobs.com) with resume, cover letter, and contact information for five (5) professional references by 5:00 pm (CST), Thursday, April 24, 2025. Questions regarding recruitment may be directed to Joe DeLuce, MGT Senior Consultant, (847) 380-3240 X 155 or Chuck Balling, MGT Approved Independent Executive Recruiter, (847) 380-3240 X 130.

The Minneapolis Park and Recreation Board is an Equal Opportunity Employer and strongly encourages diverse candidates to apply.