



Executive Director - Crystal Lake Park District, IL

Crystal Lake Park District

Contact Name: GOVHR Department

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Closing Date: 2026-05-01

Salary: \$179,000–\$229,000

Description:

The Crystal Lake Park District (CLPD) Board of Commissioners is seeking an experienced, visionary, and community-oriented professional to serve as its next Executive Director. Located in McHenry County, the **Crystal Lake Park District, IL (pop. 50,700)** serves a vibrant and growing community northwest of Chicago, offering a diverse portfolio of parks, facilities, recreation programs, and special events that enhance residents' quality of life.

The Executive Director serves as the chief executive officer of the Park District and is responsible for the overall administration, planning, and operation of all District functions. Reporting directly to the Board of Commissioners, the Executive Director provides strategic leadership, implements Board policy, and ensures delivery of high-quality parks, facilities, and recreation services in a fiscally responsible and transparent manner.

The next Executive Director will provide executive leadership and strategic direction for all Park District operations, programs, facilities, and services; advise and work collaboratively with the Board of Commissioners in policy development, goal setting, and long-range planning; oversee financial management, including budgeting, capital planning, fiscal controls, and long-term sustainability; lead, mentor, and evaluate senior management staff; foster a positive, inclusive, and performance-driven organizational culture; represent the Park District professionally with residents, community organizations, governmental partners, and regional agencies; ensure compliance with applicable federal, state, and local laws, regulations, and professional standards; and promote community engagement, innovation, and responsiveness to evolving recreational needs; **and provide data-driven support for recommendations and decision-making.**

Qualifications

- Bachelor's degree in parks and recreation administration, public administration, business administration, or a related field; a master's degree is preferred.
- Minimum of 10 years of experience in public parks and recreation, municipal government, or a nonprofit organization.
- Significant senior-level leadership experience in a park district, municipal agency, or comparable public or nonprofit organization

- Demonstrated expertise in budgeting, capital development, personnel management, and strategic planning
- Strong communication, interpersonal, and public engagement skills
- Knowledge of Illinois park district law, governance practices, and labor relations is highly desirable
- Certified Park and Recreation Professional (CPRP) or Certified Park and Recreation Executive (CPRE) certification is preferred

Salary Range and Benefits

The Crystal Lake Park District offers a competitive salary commensurate with qualifications and experience, along with a comprehensive benefits package. The Executive Director salary range is \$179,000–\$229,000.

How to Apply

Highly qualified candidates should apply at www.GovHRjobs.com online by Friday, May 1, 2026. Please submit a resume, cover letter, and contact information for five professional references.

For questions or additional information, contact Joe De Luce, MGT Senior Consultant, at 217-714-2333, or Margaret Resnick, MGT Approved Independent Executive Recruiter, at 847-971-1655.

The Crystal Lake Park District is an equal opportunity employer and is committed to fostering a diverse and inclusive workplace.