

Director of Parks and Recreation

\$209,859 - \$255,086 Annually

COLA Increases

3% - 7/1/2025

3% - 7/1/2026

**Innovation
Collaboration
Equity
Sustainability**

APPLY BY 3/24/25

City of Brentwood

150 City Park Way

Brentwood, CA 94513

www.brentwoodca.gov

The Organization

The City of Brentwood is one of the Bay Area's most dynamic communities. Located just 55 miles east of San Francisco, Brentwood is a place for both families and retirees to enjoy the views of the majestic Mt. Diablo, the bounty of fresh fruits and produce from the rich agricultural area promoting the City as the "U-Pick Capital of the World", and recreational opportunities of the Delta rivers. Brentwood's population has grown to approximately 65,000 residents and has transformed from a historically agricultural community to one of California's fastest growing cities. Brentwood is a General Law City governed by the Council-Manager plan.

The Department

The Parks and Recreation Department provides key services to residents seeking to live a healthy, active, and fulfilling life. With nearly 250 developed acres of active parks and trails amongst over 100 award winning parks and facilities, 19.2 miles of beautiful local and regional trails, and 63 miles of on street bike lanes, Brentwood has prioritized services that are equitable, sustainable, and inclusive for all. Two divisions with approximately 30 full time employees, and during peak seasons, 200 part time employees.

The Position

The City of Brentwood is seeking a dynamic and innovative individual to serve as the next Director of Parks and Recreation. This executive leadership position offers an exciting opportunity to shape the future of the employees managing the City's parks, facilities, and recreation services, ensuring they contribute to the highest quality of life for all residents. The Director will play a critical role in building a cohesive team, empowering employees to maintain facility and programming services that recently were recognized with an over 90% satisfaction rating through a community survey.

The Benefits

The City of Brentwood offers robust benefit options including:

Medical: City contribution up to \$2,459.51/month

Dental: City-paid w/optional enhanced plan

Vision: City-paid

Pension: 2% at 60 Classic Members

Deferred Compensation: Up to \$1,320 annually

Management Incentive Pay: 132 hours annually – paid out monthly

Flexible Work Schedule: Alternate Work Schedule and Telework Options available

Visit the City website for a full list of benefits.

Key Responsibilities

- **Leadership and Vision:** Develop and implement strategic goals and initiatives to ensure the City's parks, recreation services, and facilities serve the diverse needs of residents, fostering community engagement and wellbeing.
- **Team Development:** Manage, mentor, and motivate a dedicated team of parks and recreation professionals, fostering a positive, collaborative work environment.
- **Program Development:** Oversee the design, delivery, and evaluation of recreational programs and services that promote physical, mental, and social health for residents of all ages.
- **Resource Sustainability and Maintenance:** Manage the department budget, and lead efforts to maintain and enhance park facilities, landscapes, and infrastructure, ensuring their long-term sustainability and quality.
- **Equity and Accessibility:** Ensure all parks, facilities, and programs are accessible to every resident, with a strong focus on equity and inclusion. Develop policies and initiatives to provide equal access for underserved and underrepresented communities.
- **Community Engagement:** Work closely with community partners, including residents, local organizations, and government officials, to identify needs and develop solutions that strengthen the City's parks and recreational offerings.

Qualifications

A Bachelor's degree from an accredited college or university with major course work in public administration, parks and recreation administration, or a closely related field. A Masters in Public Administration, Parks and Recreation Administration or other directly related field is desirable. Eight years of broad and extensive program experience in municipal recreation, leisure, senior services, and/or parks development and maintenance activities including three years of management and administrative responsibility. Possession of an appropriate driver's license.

How To Apply

Please submit your cover letter and resume by 5 p.m. on March 24, 2025, directly to Sukari Beshears, Director of Human Resources/Risk Manager at sbeshears@brentwoodca.gov. Candidates are encouraged to provide thorough, yet concise, information about related work experience. Candidates deemed to have the most relevant qualifications by the City will be invited to the panel interviews tentatively scheduled for the week of April 14, 2025. The top candidates will move forward to the final interviews with the City Manager tentatively scheduled for the week of April 28, 2025.

The City of Brentwood is an Equal Opportunity Employer