

CINCINNATI, OHIO

CINCINNATI CITY PARKS DIRECTOR (CEO)

The City of Cincinnati Board of Park Commissioners is in search of an experienced leader to fulfill the role of Director. This executive leadership position will report to the Board of Park Commissioners and be responsible for the oversight and execution of all activities and operations of the Park Board. The Director serves as the CEO within the highly revered, nationally recognized Park system, with a diverse $27 Million budget portfolio. This executive profile provides background information on the City of Cincinnati, its Park system and the Director position, outlining the important qualifications, attributes, values and experience the Director should possess.

All inquiries relating to the recruitment and selection process for the Parks Director should be directed to the Human Resources Department via the email doris.adotey@cincinnati-oh.gov. Formal applications close March 1, 2022 and should be submitted electronically to:

https://www.governmentjobs.com/careers/cincinnati/jobs/3400267/parks-director?page=3&pagetype=jobOpportunitiesJobs

Please Note: Identities of candidates for this position are subject to public disclosure and release in accordance with the Ohio Open Records Act.

#cincyparks

www.cincinnatiparks.com ◆ (513) 357-2604

CINCINNATI PARKS

CINCINNATI BACKGROUND

The City of Cincinnati, Ohio (estimated population 301,301), a beautiful city with a world class Parks system, is in Hamilton County and is located at the confluence of the Licking and Ohio Rivers. With its beautiful bluffs, rolling hills and historic, vibrant downtown, Cincinnati offers an excellent quality of life for its residents, businesses and visitors. A City of 52 distinct and unique neighborhoods, each with a Community Council, Cincinnati residents are engaged with one another and their community. Home to numerous corporate headquarters including Proctor and Gamble, Fifth Third Bank and the Kroger Company, Cincinnati has an engaged corporate community committed to the City's economic development efforts and the development of parks.

Notably, the City's corporate community and City leaders came together in 2003 to form the 3CDC, the Cincinnati Center City Development Corporation, which has led the revitalization of the City's urban core. This and other public private partnerships have led the effort in the $48 million renovation of Fountain Square, the $47 million renovation of Washington Park, the $25 million renovation of Ziegler Park, a brand new $250 million MLS Soccer Stadium, the purchase and renovation of 131 historic buildings including the recently completed $135 million renovation of the 140-year-old historic Music Hall and a brand new $30 million indoor/outdoor concert venue at the Cincinnati John G. and Phyllis Smale Riverfront Park, just to name a few accomplishments. The construction of condominiums and apartments and the addition of restaurants, craft breweries, shopping and other amenities has made the downtown and the Over the Rhine neighborhood an attraction for residents and visitors.

CINCINNATI PARKS

Named one of the top ten park systems in the country by The Trust for Public Land, Cincinnati Parks is a leader in public/private partnerships resulting in the renovation and construction of highly impressive public spaces contributing significantly to the City's economic development.

Cincinnati Parks is a historic and award-winning park system comprised of over 5,000 acres, over 100 park sites and numerous gardens, scenic overlooks, decorative fountains and water features, nature preserves, miles of hiking trails, performance venues, rental facilities and public art. The park system is also responsible for the city's urban forestry program and nature education program.

Highlights of the Cincinnati Parks system include Smale Riverfront Park along the downtown riverfront, the Krohn Conservatory, Eden Park home to the Cincinnati Art Museum and Playhouse in the Park, 1,500-acre Mt. Airy Forest, 68 neighborhood parks, 33 nature preserves, and numerous other innovative and interactive amenities enjoyed by millions of visitors each year.

The Cincinnati Parks is led by a five-member Board of Park Commissioners who are each appointed by the Mayor with confirmation of the City Council. The Board of Park Commissioners is responsible for the appointment of the Parks Staff and the control and management of the parks and parkways of the City. The Cincinnati Recreation Commission is a separate entity responsible for the city's recreation, programs, services and facilities.



The mission of Cincinnati Parks is to conserve, manage, sustain, and enhance parks' natural, cultural resources and public green spaces - for the enjoyment, enlightenment, and enrichment of the Cincinnati community.

The Parks system has 250 full and part-time employees and a $27 million all funds budget. The key operational divisions include Operations & Facilities, Natural Resources, Planning and Design, Financial Services, Human Resources, and Communications, Engagement and Volunteers.



NATIONAL RECOGNITION In 2021, Cincinnati Parks was named the 8th best park system in the country by The Trust for Public Land; WalletHub recognized the City of Cincinnati as the fourth best City in the Country for Parks and Recreation; In 2018, Time.com named Washington Park the best park in the state of Ohio.

PARKS FOUNDATION Cincinnati Parks is fortunate to have an active, engaged Parks Foundation, a separate 501(c)(3) corporation with its own 40-member Board, Executive Director, and development staff. Established in 1995, the mission of the Cincinnati Parks Foundation is to "build broad-based private/public partnerships supporting the conservation and enhancement of our City's parks and greenspaces." Since its creation, the Parks Foundation has raised $100MM for a wide variety of projects and programs on behalf of the Cincinnati Parks system. The Board of Directors is a mix of corporate and community leaders all dedicated to fundraising for the conservation, activation, and enhancement of Cincinnati's parks.

CINCINNATI PARKS QUICK FACTS
Acres of Park Land: 5,000 or 10% of Cincinnati's land area

Regional Parks: 5

Neighborhood Parks: 71

River Parks: 7

Nature Preserves: 32

Nature Centers: 6

Playgrounds: 87

Performing Venues: 9

Hiking Trails: 65 miles

Dog Parks: 3

Street Trees: 85,000

Park Trees: 250,000

In addition, the Parks system has two disc golf courses, five interactive fountains/spray grounds, two arboretums, numerous horticultural displays, a sensory garden, and a one of a kind carousel.



SMALE PARK This $100 million riverfront park is in the final stages of completion. The crown jewel of the park system, the Park was opened in 2012. $50 million of the funding came from state, city and federal sources and $42 million was private funding. Smale Park reconnects the downtown to the river and links existing riverfront parks to the east. The Park was built as a series of terraces accommodating seasonal flooding along the river's edge, which includes areas lifted out of the floodplain. The park is home to its newest addition the Andrew J. Brady indoor/outdoor music center, the Anderson Pavilion, which hosts weddings, parties and other events, a beautiful working Carousel, a section of the Ohio River Trail (a shared bike/hike trail along the Ohio River), numerous fountains and plazas as well as the Black Brigade Monument, which is a memorial to the hundreds of African American volunteers who in 1862, erected barricades in Northern Kentucky to protect the City during the Civil War.

EDEN PARK Home to the Cincinnati Art Museum, the Cincinnati Playhouse in the Park and the Krohn Conservatory. Eden Park includes a Magnolia Garden, Mirror Lake, Bettman Fountain, Tom Jones Commons and Twin Lakes, which features a footbridge, walking paths, an impressive view of the Ohio River and Kentucky, several sculptures and playgrounds. Krohn Conservatory is a nationally recognized showcase of more than 3,500 plant species from around the world. Permanent features are the rainforest waterfall and exotic plants on display in the Palm House, Tropical, Desert and Orchid Houses. The Conservatory also has an annual Butterfly Show where thousands of butterflies are free to fly throughout the showroom and a holiday show attracting tens of thousands of visitors.

MOUNT AIRY FOREST Cincinnati's largest park with 1,459 acres includes miles of hiking trails and bridle trails for horseback riders. Mt. Airy has Ohio's only wheelchair accessible public treehouse known as "Everybody's Treehouse," an enclosed dog park and a disc golf course. Mt. Airy Arboretum's specialty gardens, gazebos and picturesque lake are a favorite wedding site. The 30 acres features a magnificent collection of trees, shrubs and flowers, displayed alongside the beauty of nature. There are 23 picnic areas within the park, complete with tables, charcoal grills and swing sets. Through a successful collaboration with the Cincinnati Off Road Alliance (CORA), Mt. Airy Forest now boasts several miles of Cincinnati Parks first multi-use trail, popular with mountain bikers, and a beginner biking skills course is in development.

Read about numerous other impressive features of the Cincinnati Parks system at: www.cincinnatiparks.com





OPPORTUNITIES

The Parks Director can expect to work closely with the Board of Park Commissioners, the leadership team, Parks Foundation, Mayor, City Manager, City departments and other stakeholders on opportunities included but not limited to:

Cincinnati Parks has a strong working relationship with the Cincinnati corporate community and is integrated into the economic development efforts of the City. It is critical to the continued success of the Parks system that the Director maintains and further develops these highly important relationships and enhances the department's working relationship with elected officials, City departments and staff.

The next Director must be a strong advocate with the City for funding for the Department, presenting analytical information justifying the Department's budgetary priorities as well as seeking out additional sources of revenues (including commercial partnerships) to finance the department's activities and programs. The next Director will be expected to take a fresh look at the department's operations, programs and short and long range plans with an eye toward thoughtful and appropriate change.

Candidates must be passionate about the preservation, protection, maintenance, and improvement of parkland systems that will support current and future generations; candidates must know when to focus on the important details of maintaining a complex system and when to take a higher-level perspective.

PARKS DIRECTOR

The Parks Director is selected by and reports to the Board of Park Commissioners. The Director must be an experienced executive with a passion for parks, demonstrated civic leadership, community engagement, and exceeding resident expectations as well as a commitment to the preservation, maintenance and continuous improvement of the parks system.

Assumes full management responsibility for all department services and activities; recommends and administers policies and procedures.

Directs and manages the development and implementation of departmental goals, objectives, policies, and priorities for each assigned service and/or operational area; oversees the development and implementation of policies and plans related to departmental services and operations.

Plans, directs, and coordinates, through subordinate level management staff, the department's work plan; assigns projects and programmatic areas of responsibility; reviews and evaluates work methods and procedures; meets with key staff to identify and resolve problems.

Represents the department to other departments, elected officials, and outside agencies; coordinates assigned activities with those of other departments and outside agencies and organizations.





SALARY The anticipated starting salary is $120,000 - $170,000 annually. Salary and compensation are negotiable, depending on qualifications, experience, and record of professional achievement plus an attractive benefits and retirement package.

EDUCATION AND EXPERIENCE

The following factors of education, experience, leadership, management style, and personal traits have been identified as ideal attributes for the Parks Director to possess in order to function effectively and achieve a high level of success.

Each applicant must have eight years of management experience and demonstrated civic leadership in parks management and/or other fields that compare to the complexity of the requirements of this role.

A proven record of supervisory experience, achievement, and strong demonstrations of teamwork that motivates and builds high morale within a work program is required.

Strong interpersonal, communication, and organizational skills.

The applicant must have four years of administrative and supervisory experience plus the equivalent to a Bachelor's Degree from an accredited college or university. A Master's Degree is preferred.

Demonstrate strong leadership skills with a proven record of innovative thinking, achievement and strong demonstrations of teamwork that motivates and builds high morale within a work program.

Provide prompt, thorough, and fully responsive implementation and follow through on policy decisions and direction.

Have experience in evaluating operations, with a desire to maintain and enhance a highly responsive, productive, high-morale staff and workforce.

Must have experience in or the willingness to develop an understanding of city laws, ordinances, and processes and how to effectively navigate and comply with them.

The applicant must be a highly adaptable leader, who can openly accept and work effectively in a climate of interaction, calling for timely and impartial responsiveness in a demanding environment. Experience working effectively in large municipal organizations is highly valued.

Completely comfortable interacting with the media, with the ability to convey the Cincinnati Parks system's message in an understandable and coherent manner.





LEADERSHIP STYLE/TRAITS

Has a passion for parks and service to the community conducting all parks business with integrity and transparency.

Possess an open, friendly style, dealing with all stakeholders in a professional, fair, straightforward, and responsive manner.

Possess the ability and willingness to tap into emerging trends and where appropriate utilize entrepreneurial and innovative methods to bring them to Cincinnati Parks.

Leads and motivates by example, encouraging high standards of performance, productivity, and ethical conduct from all personnel.

Has a management style that includes delegation of responsibility and authority while holding staff accountable for the achievement of goals, objectives growth, development and risk taking.

Is approachable, energetic, and able to establish early and lasting credibility with partner organizations and groups.

Is an individual with a sincere and caring attitude toward the Cincinnati community and its citizens, promoting a customer service oriented approach by all employees.

Promotes and maintains the highest integrity throughout all personnel.

Exercises a high degree of initiative, judgment, discretion, and decision-making to achieve objectives.

Demonstrates and encourages innovation.

