

City of Louisville, CO
**DIRECTOR OF PARKS, RECREATION
& OPEN SPACE**



 **columbia**ltd

Excellence in executive recruiting since 2016



THE COMMUNITY

In the foothills of the Rocky Mountains in full view of Colorado’s iconic Flatirons rock formations, the City of Louisville (pop. 21,226, elev. 5,335, 8.09 sq. mi.) is both a vibrant, full-service city and an ideal, suburban community. The city enjoys a perfect location along U.S. Hwy. 36 in southeastern Boulder County, about nine miles east of Boulder itself, 20 miles from downtown Denver, and 34 miles from the Denver International Airport.

Founded in 1878, Louisville is respectful of its heritage, rooted in agriculture and mining. But the city is also committed to its vibrant present and its future as a livable, diverse, and innovative community. Over 70% of Louisville residents have a bachelor’s degree or higher, and the community ranks consistently high as one of the best places in the country to live and raise a family.

Sadly, on December 30, 2021, Louisville and its neighbor, the Town of Superior, were devastated by the Marshall Fire. As the single most destructive fire in Colorado history, over 1,100 homes and structures were destroyed. With respectful acknowledgement of all of the suffering and loss attending this tragedy, city leaders and the community have bound tightly together to support one another and rebuild. President Biden visited in January, and the city has a direct line to state and federal leaders, including the White House, to facilitate disaster recovery.

Louisville owns and manages either solely or jointly with Boulder County and other jurisdictions approximately 1,900 acres of designated open space, 28 parks, and over 32 miles of trails for walking, biking, or hiking.

Residents enjoy every manner of outdoor recreational opportunity. Boulder Canyon, Rocky Mountain National Park, Red Rocks Park and Amphitheatre, and Colorado’s ski country all beckon.

An authentic Main Street contributes to the small-town feel and high quality of life here, as do Louisville’s excellent restaurants, shops, arts, culture, farmers’ market, live music, races and events, and the impressive Louisville Public Library and recently expanded Louisville

Recreation Center. Residents have easy access to Denver’s world-class urban amenities and major sports venues and Boulder’s legendary hipster atmosphere and eclectic cultural offerings.

Nearby higher educational opportunities include the main campus of the University of Colorado in Boulder, the Colorado School of Mines in Golden, and multiple choices in Denver. Ranked third in the state, the Boulder Valley School District serves Louisville, along with charter and Montessori schools. World-class medical care includes the Avista Adventist Hospital in Louisville, the Boulder Medical Center, and several hospitals in Denver, including Children’s Hospital Colorado and the Anschutz Medical Campus. A robust transit system, the Regional Transportation District (RTD), connects the city to the region.

To learn more about the City of Louisville, please visit <https://www.louisvilleco.gov>.

THE ORGANIZATION

Louisville is a home-rule municipality operating under the council-manager form of government. The seven-member city council consists of the mayor, elected at large, and six councilmembers, two from each of three wards, and all of whom are elected to four-year terms (limit two) on a nonpartisan basis

QUICK FACTS

Population	21,226
Size	8.09 sq mi
Elevation	5,335 feet
2022 City Budget:	\$62.3 M; GF \$21.3 M
FTE:	189
2022 Departmental Budget: ..	\$11.3 M
Department FTE:	47

in November of odd-numbered years. The city council sets policy, enacts ordinances, adopts the biennial budget, and hires the city manager, who oversees day-to-day operations, as well as the city attorney, municipal judge, and prosecuting attorney.

The top issue facing the city is rebuilding, recovery, and community engagement following the Marshall Fire. The mayor, city council, city manager, and all city staff have served Louisville and its citizens tirelessly in this most challenging of times. With resiliency, determination, and a commitment to this deeply meaningful work, Louisville sees the opportunity to rebuild strategically and to demonstrate local government at its very best.

The city's 2022 budget of \$62.3 million (General Fund \$21.3 million) supports 189 FTEs.

THE DIRECTOR AND THE DEPARTMENT

The Parks, Recreation & Open Space (PROS) Department is composed of various divisions and functions: parks, recreation, open space, and a golf course, as well as a sports complex, cemetery, an arborist, and native vegetation management. There are three advisory boards for parks, recreation, and open space. Reporting directly to the city manager, the PROS Director oversees a departmental budget of \$11.3 million (operating and capital), supporting 47FTEs.



The Recreation and Senior Center is one of the focal points for the social, emotional, and physical well-being of the community, a source of pride, and part the community's fabric in which citizens have invested heavily. In 2017, voters approved a \$28.6 million bond issue to fund most of the \$32 million cost that by 2019 doubled the size of the facility. Amenities include gyms, courts, an indoor track, an aquatics area with pools, a hot tub, steam rooms, saunas, a lazy river, and a seasonal spray ground; a turf gym, a dance studio, a spin studio, yoga rooms, and a spectacular mountain view from the cardio and fitness areas. A dedicated Youth Wing includes a state-licensed preschool and youth classrooms, and drop-off child care helps parents maintain work-life balance. Community meeting rooms and excellent resources for seniors complete this magnificent facility.

The 18-hole, 7,000-foot Coal Creek Golf Course has operated as a municipal course since opening in 1990. At 246 acres, the Davidson Mesa Open Space is the city's largest and includes a dog off-leash

area, with beautiful Harper Lake just across McCaslin Blvd. Dedicated sales taxes support the recreation center, parks, and open space.

A bachelor's degree in a relevant field of study (parks and recreation management, physical education, business or public administration, or related) and five years of progressively responsible experience in parks and recreation management, land and open space, and parks planning, including at least three years of supervisory experience, or an equivalent combination of education, training, and experience are required. A masters in recreation administration or related areas, NPRA certifications (CPRE, CPRP), and experience in a local government setting (municipal, county, or recreation district) are all preferred, but not required.

THE IDEAL CANDIDATE

The next PROS Director will be an experienced parks and recreation professional, a strong, proactive leader, and an effective manager. Common sense, grit, and a high level of emotional intelligence will be essential to the next director's success.

WHAT HAPPENS WHEN

Absent unforeseen circumstances, the recruitment will follow the schedule below. Be mindful of the filing deadline and final interview dates, which are unlikely to change.

SCHEDULE

Filing Deadline	March 14, 2022	Recommendation of Candidates.....	April 5, 2022
Preliminary Interviews.....	March 28-31, 2022	Finalist Interview Process.....	April 25, 2022

The city manager is looking for a change agent and a visionary sophisticated thinker to take parks, recreation, and open space to the next level. The next director will be asked to conduct a comprehensive evaluation of the department and all its divisions.



She or he will look with fresh eyes at operations, capital improvement planning, asset management, organizational structure, programs, staffing, and the use of technology. The ideal candidate is modern, forward-thinking, cutting-edge, and innovative.

The next PROS Director is technically capable in the core subject areas of parks, recreation, and open space, but also with the financial acumen to develop and manage budgets and to use objective metrics to support the business case(s) presented to city council. She or he is fiscally disciplined, able to strike the appropriate balance between revenue generation, cost recovery, access to recreation programs, and health equity.

The successful candidate has expert outward- and inward-facing communication and presentation skills and the ability to communicate to broad audiences, including presentations to the city council, briefings to the city manager, and regular engagement with volunteer groups and citizens.

The ideal candidate will be able to serve a complex community effectively. Passionate and proud, Louisville residents cherish the sizable contribution parks, recreation, and open space make to the overall quality of life every day. The next director must be politically astute and nimble with experience managing controversial issues brought by an informed, engaged citizenry – prairie dogs and the use of pesticides are just two recent, and recurring, issues.

The ideal candidate is an effective departmental manager with command presence, a unifier, and a team-builder, someone committed to staff development, who is able to delegate effectively and to maximize the potential of all persons under her or his authority, holding them accountable without micromanaging. She or he will cultivate a culture of collaboration within and outside of the department, especially with the public works department. The successful candidate will also do their part to be a highly effective member of the leadership team.

Finally, the next PROS Director has courage, discipline, and is a reliable, adaptable leader with strong situational awareness. She or he is friendly, open, honest, and approachable, with a sense of humor and a positive presence. The ideal candidate intends to come to Louisville to have an impact and leave a legacy.

TOTAL COMPENSATION

The annual salary range for this position is \$128,000 to \$180,000, and appointment will be made depending upon the qualifications of the selected candidate. In addition, the following benefits are provided: medical (DHMO, HDHP with HSA or Triple Option POS Plan) and dental (Delta) insurances, vision care (VSP), basic life and AD&D insurances, and long- and short-term disability coverage. Health-related benefits also include wellness and employee assistance programs, flexible spending accounts (medical and dependent), and a recreation center membership. MissionSquare Retirement (formerly ICMA-RC) administers the city's deferred compensation programs: a mandatory 401(a) plan and a voluntary 457(b) plan and a Roth IRA option. This position enjoys vacation and sick leave, plus 10 paid holidays, a paid leave bank, and a family medical leave bank, as well as computer loans, a tuition reimbursement program, and other benefits. Relocation assistance subject to negotiation.

APPLY

To be considered for this excellent professional opportunity, please email only your cover letter and resume to apply@columbialtd.com, naming your files Last.First.CL and Last.First.Resume. Receipt of your submittal will be acknowledged within two business days. All applicants will be updated on their status following the Recommendation of Candidates.

If you have any questions regarding the recruitment process, or this opportunity, please feel free to call Andrew Gorgey directly at (970) 987-1238. For more information, visit the Columbia Ltd website: <https://columbialtd.com>.