



# DIRECTOR OF PARKS AND RECREATION

City of **Sugar Land, Texas**

Recruitment Services Provided By





## The Opportunity

Award-winning Sugar Land, Texas seeks a dynamic and inspirational Director who can “next level” its Parks and Recreation Department.





# About Sugar Land

In the heart of Sugar Land, a city pulsating with vibrancy and growth, governance takes on a trail-blazing form. Here, the City of Sugar Land operates under a visionary council-manager framework, spearheading a revolution in municipal leadership.

But what truly sets Sugar Land apart is its unwavering commitment to innovation and strategic foresight. The recently adopted budget is not merely a financial document; it is a manifesto of intention, meticulously crafted to harmonize with the city's eight strategic outcomes, as envisioned by the esteemed City Council:

- Finance: strong and viable
- Community: safe and secure
- Economy: thriving and vibrant
- Culture: dynamic and fun
- People: welcoming and engaged
- Infrastructure: strong and resilient
- Transportation: connected and convenient
- Government: respected and influential

In Sugar Land, governance isn't just about managing; it's about trailblazing. It's about harnessing the collective energy of a diverse workforce, mobilizing resources with precision, and navigating the complex terrain of urban administration with unparalleled vision. As the city strides confidently into the future, it does so not as a follower but as a pioneer—a trailblazer setting the standard for municipalities far and wide.

Amidst this dynamic landscape, 20 City Departments stand as pillars of progress, each a crucial conduit of community service and development. Among these, the Parks and Recreation Department stands out as a beacon of leisure, wellness, and communal vitality. Whether that's the way parks provide gathering spaces to spend time with those you care most about; entertainment and activities that bring joy and excitement to your life; programming that celebrates you on your best days and provides you community on your worst; and neighborhood facilities that are critical to a house feeling like a home.

# SUGAR LAND BY THE NUMBERS

Estimated Population: 111,026\*

49th Largest City in Texas\*

Form of Government: Council / Manager

Bond Ratings: AAA

Standard & Poor's & Fitch



## BUDGET



Property Tax Base: ..... **\$20.4 billion**

FY24 Parks & Recreation Budget\*\*\*: ..... **\$6.24 million**

2023-2024 Property Tax Rate: ..... **35 cents**

## PEOPLE

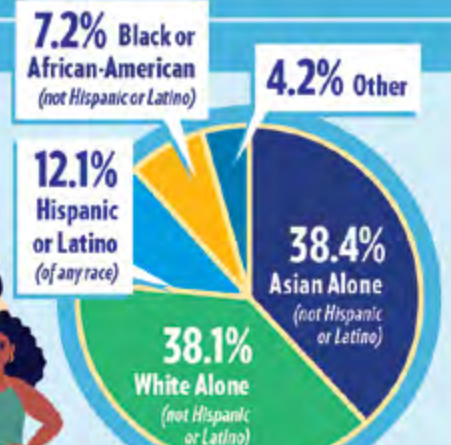
City Employees: 917

Professional Firefighters: 126

Sworn Police Officers: 178



City Breakdown by Race\*



## LAND USE

Land Area in City Limits (Full-Purpose):  
**42.86** Square Miles  
or  
**27,428.21** acres

Land Area in Extraterritorial Jurisdiction (2022):  
**12.97** Square Miles  
or  
**8,299.73** acres

Total Dwelling Units:\*\*  
**40,305**  
Average Residential Value:\*\*  
**\$463,722**

Developmental Land-Use Mix

Residential: **77%**  
Commercial: **16%**  
Industrial: **7%**



\*Census 2020 Data

\*\*City of Sugar Land 2022 Land Use Inventory

\*\*\*City of Sugar Land Annual Budget & Program of Services (Fiscal Year 2023-2024)





## The Department

In the dynamic tapestry of Sugar Land's community, the Parks and Recreation Department emerges as a trailblazer, delivering unparalleled experiences and enriching the lives of its residents. With a commitment to excellence ingrained in its very essence, this department stands as a beacon of innovation and service.

Spanning a vast landscape of 2,455 acres, adorned with 27 meticulously crafted parks and over 35 miles of winding trails, Sugar Land's outdoor sanctuaries offer a haven for exploration and recreation. Complemented by five vibrant community centers, two state-of-the-art recreation centers, and a sparkling municipal swimming pool, the department's facilities serve as focal points of communal engagement and wellness.

Structured for success, the department operates through two dynamic divisions: Recreation and Events, and Development and Maintenance. Each division, under the adept guidance of an Assistant Director, orchestrates a symphony of activities and initiatives aimed at fostering community cohesion and vitality.

Empowered by a recently approved FY 2024 budget of \$6.2 million and supported by a dedicated team of 38 Full-Time Equivalent (FTE) employees, the Parks and Recreation Department is primed to elevate its offerings to unprecedented heights. With a spirit of innovation at its core and a steadfast dedication to serving the community, this department paves the way for a brighter, more vibrant future in Sugar Land.





## The Department

In the realm of parks and recreation, Sugar Land isn't just raising the bar; it's forging new frontiers, setting a standard of excellence that reverberates far beyond its borders. As residents and visitors alike partake in the richness of its offerings, they bear witness to the transformative power of a department committed to pushing boundaries and enriching lives. Adopted by the Council in 2018, the master plan included the following vision:

"By the year 2028, the City of Sugar Land's park and recreation system will be known as the premier resource in the region. It will be comprised of high quality active and passive parks, trails, historical and cultural sites, and open spaces. Development of park and recreation related destination activity centers will enhance and diversify the types of facilities and amenities available for residents and visitors of all ages. This supports overall City economic development efforts while creating opportunities for pursuing physical fitness, healthy lifestyles, and social connectedness. Sugar Land envisions achieving this by creating a connected system of larger, more diversified community and regional serving amenities which will be maintained to a consistently high quality and will set the bar for recreational resources in the region."

More information on Sugar Land's parks, programming and master plan can be found [here](#). It is important to note that the department is midway through the completion of its Parks, Recreation and Open Space Master Plan Update.



# Challenges and Opportunities

The next Director of Parks and Recreation for Sugar Land should be prepared to excel addressing known challenges and opportunities:

- The next Director will need to push the boundaries and think outside of the traditional local government box when it comes to parks and recreation programming, infrastructure, and the utilization of unexpected spaces for public gatherings large and small; in partnering with the private sector to incubate and provide entertainment, amenities and events; and in the relationship parks and recreation has with everything from tourism to redevelopment.
- Significantly increasing the programming and utilization of parks and facilities will be a challenge for the next Director. Programming will be tailored to Sugar Land's very diverse community and support hospitality and sports tourism. More extensive partnerships are needed with schools, youth sports leagues, and commercial partnerships.
- A top-to-bottom review of the department's budget and activities is needed to align its operations with its new vision.
- Sugar Land is seeking bolder and reimagined amenities at its parks and the addition of a fully adaptive/accessible park.
- The above-mentioned opportunities will also create a unique opportunity to rally the department's staff, seek input and ideas, and create a shared vision for the future.







**EMPLOYEE VALUES**

- B** BOLD
- L** LOYAL
- A** ADAPTABLE
- Z** ZEALOUS
- E** EMPOWERED

**VISION**

**SCAN ME**

**MISSION**

**PRIORITIES**

**Leadership Team Values**

- Collaboration
- Accountability
- Integrity
- Courage

# Ideal Candidate

The ideal candidate for the position of Director of Parks and Recreation will embody a unique blend of traits and experiences, each essential for steering this vital department toward continued success and innovation. Among the qualities and qualifications sought after are:

- A strong and passionate leader is sought, not only for the employees of the Parks and Recreation Department, but also on the City's leadership team, and in the community.
- The leader should be oriented toward teamwork and able to build and support strong and effective teams by providing mentorship and investing in the development of departmental leadership.
- The next Director should be willing to take calculated risks in order to innovate and achieve success, and not be afraid to fail. The Director shall also instill and empower the staff in the department to do the same.
- The City seeks a candidate who is forward thinking, risk taking and a coach to staff that will lead a concerted effort to create an innovative and inspirational vision for Sugar Land's parks and recreation programming.
- Sugar Land offers an ideal environment for self-motivated individuals with an infectious, can-do attitude.

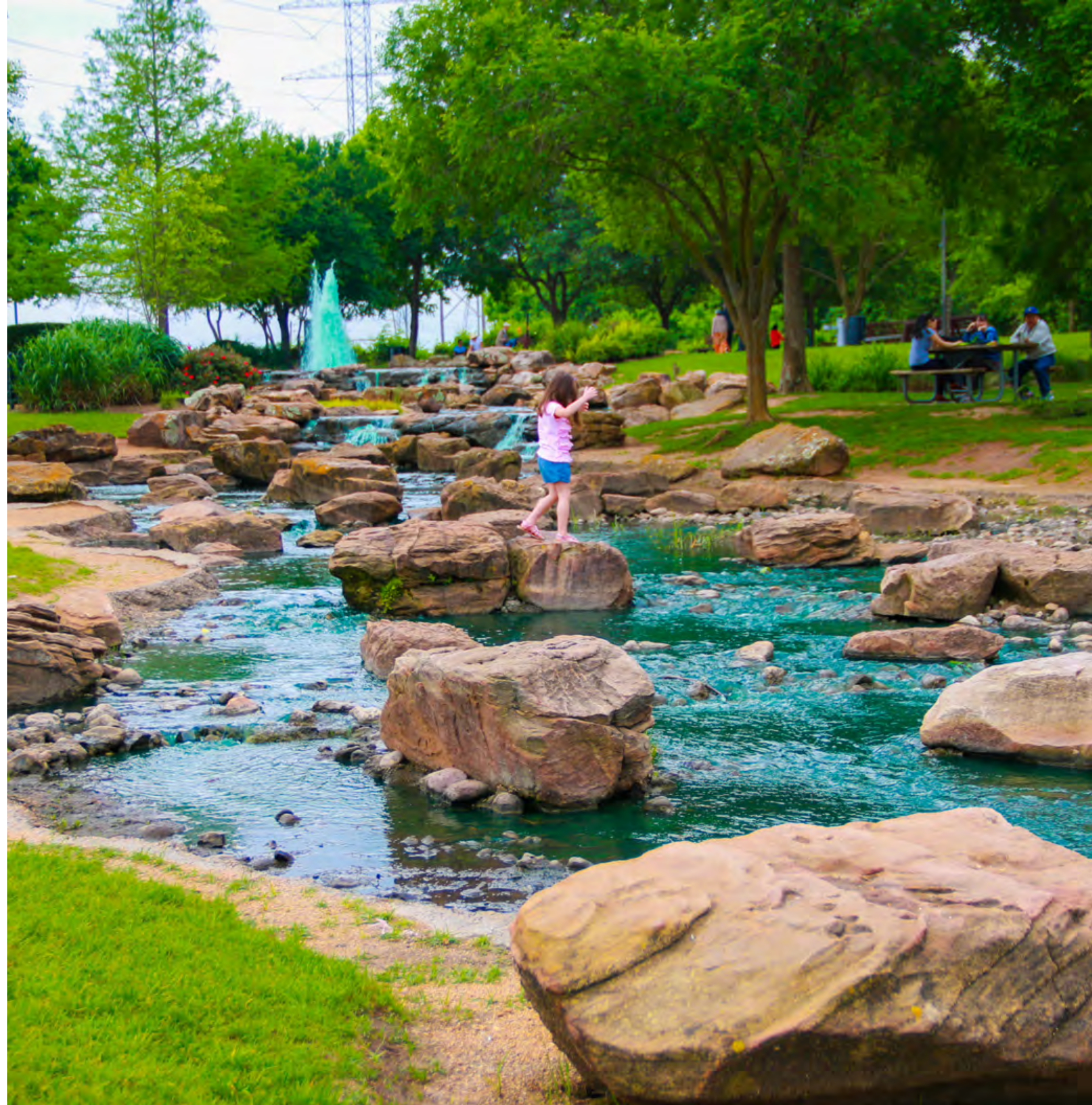


# Qualifications

The preferred way to obtain the minimum knowledge, skills, and abilities to perform the essential duties and responsibilities of this position are listed below. The City reserves the right to allow substitutions in the event that a candidate or incumbent exceeds requirements in one area but may be deficient in another.

**Education:** A Bachelor's degree in Parks or Recreation Management, Public Administration, Business Administration, or a related field from an accredited school or university. A Master's degree is highly desirable.

**Experience:** Seven years of experience in parks, recreation, or other public administrative work, with a minimum of four years of supervisory and management experience in such areas. Municipal experience is preferred.





# Salary and Benefits

The anticipated starting salary for the Parks and Recreation Director is between **\$120,390 and \$180,627**, depending on qualifications. Sugar Land also offers great benefits and perks available on your first day of employment, including: City-subsidized health benefits; life and disability insurance; a variety of voluntary benefits; 6 weeks of paid parental leave for new/growing families; a robust pension plan with TMRS to set you up for a fulfilling retirement; flexible schedules and work from home opportunities; a down-to-earth casual environment and dress code; and a positive team-oriented culture stemming from a long-term commitment to innovation and inclusion. You can even bring your dog and/or cat to work if they have a solid understanding of office decorum.







# Application & Selection Process

To be considered for this position, interested candidates must submit a cover letter and résumé no later than **Monday, April 22, 2024**, at:

[www.mosaicpublic.com/careers](http://www.mosaicpublic.com/careers)

References will not be contacted until mutual interest has been established.

## CONFIDENTIAL INQUIRIES ARE WELCOMED TO:

Greg Nelson | [greg@mosaicpublic.com](mailto:greg@mosaicpublic.com) | (916) 550-4100  
Bryan Noblett | [bryan@mosaicpublic.com](mailto:bryan@mosaicpublic.com) | (916) 550-4100

*This recruitment incorporates existing rules and regulations that govern public sector recruitments in the State of Texas. In accordance with public disclosure/open record laws, information submitted for consideration may be made available to the public upon request by interested parties.*

*The City of Sugar Land is an Equal Opportunity Employer.*

Recruitment Services Provided By



[www.mosaicpublic.com](http://www.mosaicpublic.com)