



catawba county
north carolina

PARKS DIRECTOR

CATAWBA COUNTY is recruiting a strategic, self-motivated **Parks Director** to lead the Catawba County Park System, ensuring alignment of all park system policies, operations and development with the Board of Commissioners' strategic vision and the County's performance outcomes. The Catawba County Park System is comprised of nearly 1,500 total acres of preserved natural habitat across four parks featuring 48 miles of trails and a variety of amenities maintained for passive recreation.

We invite you to join our team in Catawba County, a place with a long tradition of transforming possibility into prosperity. Our community's creative, industrious spirit has consistently driven us to innovate and collaborate toward Making. Living. Better. Today, this looks like revitalized Mill Districts through renovating abandoned mills into thriving corporate and retail spaces; major community development projects designed to enhance walkability, livability, connectivity and aesthetic appeal; computers in the hands of all of our students; and the expansion of access to our incredible natural recreation spaces through the addition of hundreds of acres to our local park systems.

And that's just the beginning of our story.



MAKING.



LIVING.



BETTER.



OUR COMMUNITY

Situated in the foothills of the Appalachian Mountains and bordered by the Catawba River, Catawba County offers the hospitality of a mid-sized community with reach that extends across a fast-growing region. With a population of more than 160,000, Catawba County is the largest jurisdiction in a four-county Metropolitan Statistical Area totaling more than 400,000 residents.

Located with easy access to Interstate 40, Hwy 16, and 321 bisecting the county, we are an easy drive to major cities, the mountains, and the coast. Thanks to this ideal location, we provide a unique opportunity to live and work in a connected, inclusive and knowable community with convenient access to urban amenities and North Carolina's beautiful outdoors.



Catawba County is an ideal home for those who have a sense of adventure and a heart for hard work: for people with a passion for making something of themselves, their community, and the future.

We are actively crafting a living and a life rich in both tradition and promise. Our work ethic is the essence of our community: if it can be made, we'll make it. If we can improve it, it'll get better. And if we can do it together, it'll be the best it can possibly be.

We appreciate where we've been and look forward to where we're headed, and we approach life with warm hospitality, humility, strong loyalty to family and community, and a fierce commitment to making a difference for the people who live and work here.

Catawba County builds futures. With three K-12 public school districts, numerous private and charter schools, an active homeschool community and significant pre-K programming, children get a great start here. That great start continues at top-ranked Catawba Valley Community College, renowned for its innovative workforce development programs. Catawba County is also home to Lenoir-Rhyne University and Appalachian State University's Hickory Campus, which offer access to undergraduate, graduate and doctoral programs.



With a low tax rate, increasing building permit activity, and business investment and expansion, our local economy is booming. We are a comprehensive medical hub, with two medical centers and an extensive system of healthcare options, and we're also a regional shopping and culinary destination.

Catawba County truly offers something for everyone. With an exceptional amount of arts, culture, recreation and entertainment experiences for people of all ages, there's no shortage of things to do here.



OUR ORGANIZATION

Catawba County's form of governance combines the civic leadership of an elected Board of Commissioners with the managerial experience of an appointed County Manager, Mary Furtado, who serves as the county's Chief Executive Officer.

Our annual budget is approximately \$300M and covers a wide range of services, from Elections to Public Health. Additionally, we are proactively working to fill jobs and strengthen our local economy through collaborative, Board-led strategic action in critical growth areas, including economic development, education, community planning and development, health and safety, nature and culture.

We are a forward looking, conservative and fiscally prudent community with a pro-business and smart growth philosophy underpinning our ordinances and policies. Our property tax rate of \$0.3985 per \$100 in assessed value is lowest in our region and is 8th lowest of all North Carolina counties.

Our team is comprised of approximately 1,200 full-time employees. We are professionals dedicated to serving our community in ways that reflect the values we hold. We embody our roots as doers by continually striving to do the best job possible for our residents and our community every single day.

Our approach to this work is guided by our shared commitment to four core values:

DOING WHAT'S RIGHT.

integrity, respect, transparency, professionalism

DOING WHAT MATTERS MOST.

service to others, initiative, empowerment, prioritization, authenticity

DOING IT TOGETHER.

teamwork, inclusion, stewardship, empathy, patience

DOING IT WELL.

innovation, accountability, operational excellence, continuous improvement

Don't just take our word for it.

We're **#MakingLivingBetter** in Catawba County, and others are taking notice:

- “#1 Most Beautiful and Affordable Places to live in the U.S.”
- “#1 Up and Coming Real Estate Market in the Carolinas”
- “#3 Best Places to Live in North Carolina”
- “Top 10 Best Places to Live Near the Mountains”
- “25th Best Place to Live in the U.S.”
- “Top 10 Places to Retire”

Check out more here: <http://www.catawbaedc.org/rankings-and-accolades>.



catawba county
MAKING. LIVING. BETTER.

makinglivingbetter.com





PARKS DIRECTOR

DESCRIPTION: The Parks Director works collaboratively with County Management to carry out the Catawba County Park System goals, objectives, and policies established by the Board of Commissioners. This position serves as the lead architect of park system strategies, plans, procedures, policies and related performance measures ensuring the implementation of system-based and accountable operating principles and practices across all park facilities; the chief team-builder, communicator and coach for park system staff, facilitating the development of a high performance team system-wide; and the primary cultivator of collaborative relationships to strengthen the park system's presence and relevance in support of the Board of Commissioners' strategic plan.

RESPONSIBILITIES:

- Develops and directs all park system plans, procedures and policies, ensuring the successful day-to-day and long-term operation and performance of the County's passive park system in alignment with the system's mission and outcomes
- Directs the appropriate management, maintenance, and restoration of the park system's natural habitat
- Develops and manages the annual department budget and purchasing plans with an eye toward maximizing resources, including vendor utilization and grant management
- Crafts a high-performing team through staff development, teambuilding and performance management
- Leads community engagement and collaboration by managing the park system's programming, outreach, volunteer and community service plans; facilitating the Parks Advisory Committee; cultivating relevant partnerships; and ensuring appropriate community use of park facilities
- Promotes the park system's role as a key component of Catawba County's quality of life through involvement in park system marketing and communications plans
- Oversees development and implementation of the 10-year Parks Master Plan

QUALIFICATIONS:

- Bachelor's degree in Park and Recreation Management, Natural Resources Management/Forestry or other related degree and 5 years of experience in parks management/development as a director, assistant director, or other advanced leadership role
- Master's degree in Park and Recreation Management, Natural Resources, or Public Administration preferred

ADDITIONAL REQUIREMENTS:

- **Ability to think analytically to prioritize work**, make data driven decisions, meet established deadlines, delegate duties and attend to details as appropriate;
- **Demonstrated ability to lead and motivate** by example with excellent interpersonal and consensus-building skills, inspiring staff to high performance ;
- **Capacity to work collaboratively and maintain effective relationships** with Board of Commissioners, County Management, other county departments, advisory boards and committees, partner municipalities and organizations, state and federal regulatory agencies and institutions, vendors, consultants, and the general public;
- **Impeccable judgment** in analyzing situations and making decisions involving a variety of fiscal and business areas, and the ability to carry out that judgment with considerable professional and managerial discretion;
- **Independent and self-directed initiative and drive**, with the capacity to learn new things and the appetite to take on new challenges over time;
- **Exceptional organizational and time management skills**; accompanied by a strong capability to **prioritize and manage multiple projects** and assignments simultaneously;
- **Competence in organizing, supervising, and evaluating** the work of diverse teams and individuals;
- **Knowledge of principles and practices of passive park and natural habitat management**;
- **Exceptional customer service orientation**; including strong traits of diplomacy, tact, patience, and empathy;
- **Excellent communication**, both written and oral, including strong command of grammar and the essential ability to communicate complex information in a manner that facilitates decision-making;
- **Adaptability in a dynamic and fast-paced environment** with changing job requirements and duties as they occur;
- **Strong creative, systems-level, and critical thinking skills**;
- Valid driver's license with a safe driving record

SALARY RANGE: \$83,607-\$137,000

APPLICATION PROCESS: Open until filled.

Apply online at <https://www.catawbacountync.gov/county-services/human-resources/employment-opportunities/>