ASHEVILLE, NORTH CAROLINA

Classification Specification

Assistant Director, Parks and Recreation
Job Code: 5005
FLSA: Exempt

Purpose of Classification:

The purpose of this classification is to assist in planning, directing, and overseeing the programs, services, staff and resources of the Parks and Recreation Department.

Distinguishing Characteristics:

This is a single level classification.

Essential Functions:

The following duties are normal for this position. The omission of specific statements of the duties does not exclude them from the classification if the work is similar, related, or a logical assignment for this classification. Other duties may be required and assigned.

Directs, oversees, and evaluates assigned staff: plans, directs, and reviews work of individuals and the department; processes employee concerns and problems and counsels as appropriate; recommends discipline, disciplinary actions, or discharge; completes employee performance appraisals and salary increases; participates in interviews and makes hiring recommendations; acts as a liaison between employees and City administrators; and trains staff in operations, policies, and procedures.

Manages department activities through subordinate supervisors and staff: organizes, prioritizes, and assigns work; prioritizes and schedules work activities in order to meet objectives; oversees employee work schedules to ensure adequate coverage and control; ensures that subordinates have the proper resources needed to complete the assigned work; monitors status of work in progress and inspects completed work; consults with assigned staff to assist with complex/problem situations and provide technical expertise; provides progress and activity reports to

Director, Parks and Recreation, Assistant City Managers, City Manager; and updates and maintains department standard operating procedure manuals.

Assists and participates in developing and implementing long- and short-term plans, goals, and objectives for City parks, facilities, and recreation activities: researches, assesses and develops strategies to meet current and future issues and concerns regarding City parks and recreation needs; and implements needed changes, modifications and/or enhancements.

Assists and participates in developing, implementing, and updating policies and procedures for the department: formulates and develops work methods and practices, policies, standard operating procedures, and training programs; monitors implementation of rules and regulations; and updates policies and procedures as required.

Develops, defends, and implements budget for area of assignment: determines budget allocations for staffing, equipment, capital improvement needs, and other expenditures; coordinates with subordinate staff members regarding budgets; prepares, submits, and presents proposed budget for areas of assignment to Director, Parks and Recreation; and approves and monitors expenditures and revenues to ensure compliance with approved budget.

Serves as liaison to Recreation Advisory Board: manages and coordinates board development and operations; develops and prepares meeting agenda and related documentation; and provides information and professional and technical expertise regarding department programs, projects, services, etc.

Performs related duties in support of department operations: negotiates, prepares, administers and/or participate in purchasing contracts, leases, community benefit agreements, shared community resources, and volunteers; performs public relations duties, including providing information and answering questions regarding operations, capital improvement, and strategic and business planning; and tracks and monitors department special projects, activities, programs, etc., as assigned.

Communicates with City administrators and elected officials, supervisor, subordinates, other City employees, contractors, the public, outside agencies and organizations, and other individuals as needed to coordinate work activities, review status of work, exchange information, or resolve problems.

Processes a variety of documentation associated with department/division operations, within designated timeframes and per established procedures: receives, reviews, prepares, completes, processes, forwards or retains as appropriate various forms, reports, correspondence, personnel documents, invoices, bids, applications, staff reports, memos, diagrams, contracts, board reports, and other documentation; compiles data for further processing or for use in preparation of department reports; and maintains computerized and/or hardcopy records.

Operates a personal computer to enter, retrieve, review, or modify data, utilizing word processing, spreadsheet, database, presentation, Internet, e-mail, or other software; and operates general office or other equipment as necessary to complete essential functions.

Additional Functions:

Performs other related duties as required.

Minimum Qualifications:

Bachelor’s Degree in Parks and Recreation, Recreation Management, or a related field required; supplemented by seven years of progressively responsible experience in parks and recreation programming development and implementation, capital project management, or related field, to include lead or supervisory experience; or any

equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job.

Specific License or Certification Required: Must possess and maintain a valid North Carolina driver's license.

Specific Knowledge, Skills, or Abilities: Must be able to demonstrate proficiency in performance of the essential functions and learn, comprehend, and apply all City or departmental policies, practices, and procedures necessary to function effectively in the position.

Performance Aptitudes:

Data Utilization: Requires the ability to coordinate, manage, and/or correlate data. Includes exercising judgment in determining time, place and/or sequence of operations, referencing data analyses to determine necessity for revision of organizational components, and in the formulation of operational strategy.

Human Interaction: Requires the ability to function in a managerial capacity for a division or organizational unit; includes the ability to make decisions on procedural and technical levels.

Equipment, Machinery, Tools, and Materials Utilization: Requires the ability to operate, maneuver and/or control the actions of equipment, machinery, tools, and/or materials used in performing essential functions.

Verbal Aptitude: Requires the ability to utilize a wide variety of reference, descriptive, advisory and/or design data and information.

Mathematical Aptitude: Requires the ability to perform addition, subtraction, multiplication, and division; ability to calculate decimals and percentages; may include ability to perform mathematical operations with fractions; may include ability to compute discount, interest, and ratios; may include ability to calculate surface areas, volumes, weights, and measures.

Functional Reasoning: Requires the ability to apply principles of influence systems, such as motivation, incentive, and leadership, and to exercise independent judgment to apply facts and principles for developing approaches and techniques to resolve problems.

Situational Reasoning: Requires the ability to exercise judgment, decisiveness and creativity in situations involving broader aspects of organizational programs and operations, moderately unstable situations, or the direction, control and planning of an entire program or set of programs.

ADA Compliance:

Physical Ability: Tasks require the ability to exert light physical effort in sedentary to light work, but which may involve some lifting, carrying, pushing and/or pulling of objects and materials of light weight (5-10 pounds). Tasks may involve extended periods of time at a keyboard or workstation.

Sensory Requirements: Some tasks require the ability to perceive and discriminate colors or shades of colors, sounds, depth, texture, and visual cues or signals. Some tasks require the ability to communicate orally.

Environmental Factors: Essential functions are regularly performed without exposure to adverse environmental conditions.

The City of Asheville is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the City will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.