



director of parks and recreation

**BLOOMINGTON.**  
tomorrow. together. ●



## DIRECTOR OF PARKS AND RECREATION

### THE OPPORTUNITY

The City of Bloomington is looking to hire an inclusive and visionary leader to serve as its next Director of Parks and Recreation. The successful candidate will bring technical skills and knowledge in the areas of parks and facility management. They will also be a collaborative and forward-thinking individual who leads strategic planning, capital investment, community engagement, and operational excellence to ensure the city's park system promotes health, environmental sustainability, economic vitality, and equitable access to recreation opportunities.

The Director reports to the Deputy City Manager for External Services and leads a multidisciplinary department responsible for park planning and development, recreation programming, facility operations, natural resource management, and community partnerships. The Director of Parks and Recreation cultivates a department culture that values collaboration, employee empowerment, leadership development, and innovation to advance the City's mission.

This position is responsible for actively communicating with the Parks, Arts and Recreation Commission, City Council, City management, City department leadership, Parks and Recreation managers and support staff, and seeks out partnerships with local school districts, athletic associations, businesses, service organizations, and other community groups to ensure broad-based community recreation and engagement opportunities. The Director participates as an active member of the City's Executive Leadership Team and maintains strong, productive and cooperative relationships with other City departments.

## THE CITY OF BLOOMINGTON

Located just south of the Twin Cities of Minneapolis and St. Paul, Bloomington is a thriving community of 91,000 residents and the fourth largest city in the state. Home to Mall of America and adjacent to the Minneapolis-St. Paul International Airport, Bloomington is an employment and hospitality hub and an economic driver for the region. Bloomington has great freeway access and is served by light rail transit and the region's most connected transit station.

The city has many well-known national and international corporations within its boundaries. Headquarters that fall within Bloomington include

HealthPartners, Thermo King, Donaldson Company, Seagate Technology, Toro Company, Skywater Technology, Dayforce (formerly known as Ceridian HCM Corporation), International Dairy Queen and Ziegler CAT, Inc. Additional large companies with a presence include Express Scripts, Polar Semiconductors, Hewlett Packard Enterprise and SICK Inc.



## ABOUT BLOOMINGTON'S PARKS SYSTEM

More than one third of Bloomington's 9,000 acres is green space and is City-managed. The extensive park system in Bloomington supports a comprehensive array of parks, arts, recreation, leisure and cultural programs to a diverse population with differing recreational needs. Bloomington Parks and Recreation offers hundreds of athletic fields and courts, youth programs and camps, adult sports leagues and senior programming. Amenities in its 97 parks include dedicated bike skills features, a challenge course and a fully accessible playground. The City is home to Bush Lake public beach, Bloomington Family Aquatic Center public pool, the Normandale Lake Bandshell outdoor performance venue, the 18-hole Dwan Golf Course, one of the busiest and most popular in Minnesota, year-round educational classes, performances and exhibits at Bloomington Center for the Arts, and an extensive system of off-road trails and bike lanes.

A \$155 million local option sales tax investment has paved the way for the newly modernized three-rink Bloomington Ice Garden, a more than 100,000-square-foot community health and wellness center that is under construction and expected to open at the end of 2027, and the Nine Mile Creek corridor renewal set to begin in spring 2026. Bloomington boasts this and much more in its engaging, inclusive and diverse parks and recreation system.



## CITY GOVERNMENT

The City of Bloomington delivers the full scope of municipal services with a full-time staff of more than 680 employees. City Hall is located in Bloomington Civic Plaza, a unique combination of municipal facilities and arts center. The Bloomington Center for the Arts, managed by Parks and Recreation staff, contains a 366-seat performing arts theater, a black box theater, dance studio, two art galleries and clay, glass and additional arts education studios.

Bloomington is a home rule charter city, governed by a seven-member City Council and operates under a city manager form of government. There are two deputy city managers - one who oversees internal services and one who oversees external services.

The City has a robust community engagement philosophy that strives to include the voice of people impacted by decisions when those policies and actions are being considered. Additionally, the City Council values its advisory boards and commissions appointed to assist the Council in developing policies, programs and services that meet the needs of the community.

### ***BLOOMINGTON'S MISSION...***

...is to cultivate an enduring and remarkable community where people want to be. This mission statement was drafted by community members for the community and adopted by the City Council. Its foundation is in these core values:

### ***BLOOMINGTON BELIEVES...***

- The community thrives when its members share responsibility for its well-being.
- Transformation will come through collective courage and the willingness to take risks.
- When diversity is embraced, the community is strengthened.
- Everyone benefits when there is equitable access to opportunity.
- Safety and security are critical components of a resilient and healthy community.

### ***IMPORTANTLY, BLOOMINGTON WILL NOT...***

- Allow past practices to interfere with the consideration of new ideas.
- Add any program, project, policy or service that is not consistent with its core values and aligned to our mission.

**BLOOMINGTON. TOMORROW. TOGETHER.**

The City’s strategic plan *Bloomington. Tomorrow. Together.* has three priority objectives:

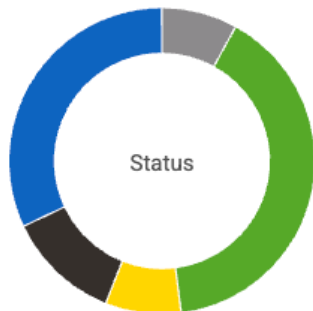
- A Connected, Welcoming Community
- A Healthy Community
- A Community with Equitable Economic Growth

The City maintains a dashboard so the City Council and community can track progress to achieve its mission and to provide accountability to its stakeholders. To learn more about the dashboard go to [blm.mn/BTT](http://blm.mn/BTT).

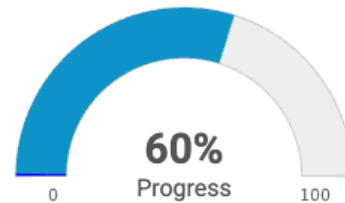


**BLOOMINGTON.**  
tomorrow.together. ●

**OVERALL SUMMARY**



Status	%
Status Pending	8
On Track	40
Minor Disruption	8
Discontinued	12
Completed	32



Status is based on timelines, while Progress is based on total actions taken. Status and Progress will fluctuate quarterly as staff encounter new obstacles and add new work.

## THE IDEAL CANDIDATE

Specifically, the City is looking for a Director of Parks and Recreation with the following abilities and experience:

- A team builder who understands the how and why of the programs they are directing.
- A supportive, trusting, transparent leader who is open to new ideas.
- An excellent communicator and reader of people.
- A person of empathy who is a good listener, shows compassion and creates an inclusive environment that values everyone.
- An approachable leader who creates strong relationships with staff, council and the public while advocating for parks and recreation.
- A commitment to continue to make Bloomington a great place to work.
- A culturally aware and competent leader who embraces diversity.

## THE POSITION

The Director of Parks and Recreation must be an experienced municipal leader with proficiency in the following areas:

### STRATEGIC LEADERSHIP

- Assist the department in establishing a vision that fits with the City's mission and values.
- Develop and implement the long-term strategic vision for Bloomington's parks, trails, and recreation system.
- Lead department planning aligned with comprehensive plan; climate and sustainability initiatives; community health and wellness goals.
- Establish measurable performance metrics and service benchmarks.

### PARK SYSTEM PLANNING AND CAPITAL DEVELOPMENT

- Oversee planning and management of the city's park system, including parks and open space, trails and greenways, and recreation and cultural facilities.
- Direct development and execution of the Capital Improvement Program for park infrastructure.
- Integrate climate resilience, universal design and ecological stewardship into park development.



**COMMUNITY ENGAGEMENT AND EQUITY**

- Ensure park services are accessible, inclusive and culturally responsive.
- Lead robust community engagement processes in planning and decision-making.
- Expand recreation access for underserved populations, youth, seniors and people with disabilities.

**ENVIRONMENTAL STEWARDSHIP**

- Advance sustainable park management practices, including urban forestry, habitat restoration, climate adaptation and sustainable maintenance practices.
- Promote parks as critical infrastructure for climate resilience and stormwater management.

**RECREATION AND CULTURAL PROGRAMMING**

- Provide oversight for diverse programs, including sports, aquatics, arts and cultural programming, outdoor recreation and community events.
- Foster innovation in recreation delivery, including technology-enabled programming and partnerships.

**FINANCIAL AND ENTERPRISE MANAGEMENT**

- Manage departmental operating and capital budgets.
- Oversee enterprise facilities (golf courses, recreation centers, etc.) with strong financial performance.
- Pursue external funding through grants, sponsorships, partnerships and philanthropic initiatives.

**WORKFORCE LEADERSHIP**

- Lead a department workforce that includes professional, maintenance and seasonal staff.
- Foster a culture of collaboration, innovation, safety and continuous improvement.
- Develop leadership pipelines and workforce development initiatives.

**PARTNERSHIPS AND REGIONAL COLLABORATION**

- Collaborate with school districts, nonprofits, regional park systems, arts organizations and health and wellness partners.
- Strengthen Bloomington’s role within the regional parks and recreation network.

**GOVERNANCE AND PUBLIC COMMUNICATION**

- Advise the Deputy City Managers, City Manager, City Council and advisory commissions.
- Prepare policy recommendations, presentations and strategic reports.
- Serve as the public face of the city’s parks and recreation system.



## QUALIFICATIONS

### MINIMUM QUALIFICATIONS

- Bachelor's degree in parks and recreation, business administration, public administration, health, physical education or a closely related field.
- At least six years of progressively responsible parks and recreation experience.
- At least six years of supervisory experience.
- At least one year of experience being persuasive and influential with a governing board, body or leadership team and soliciting community engagement.
- At least one year of direct experience in the business development side of recreational programming.
- At least one year of experience developing and running a multi-purpose community center.

### DESIRABLE QUALIFICATIONS

- Master's degree in parks and recreation, business administration, public administration, health, physical education or a closely related field.
- Thorough knowledge of the principles and practices of parks facilities planning, park development, redevelopment and construction, including the preparation and implementation of capital improvement plans and budgets, retention of appropriate professional consultants, bidding and construction management.
- Knowledge of the principles of urban planning as they apply to recreation facilities and programs planning, including nationally accepted planning standards for municipal parks and recreation facility needs, application of demographic data, human service needs, transportation, nature conservancy, issues of youth at risk, crime prevention, etc.

### SUPERVISION OF OTHERS

- This position supervises five direct reports, including two deputy directors.





## SALARY AND BENEFITS

The anticipated salary range for the Director of Parks and Recreation position is \$164,051 – \$177,437 annually with a full salary range in 2026 of \$164,051 – \$224,515 annually, depending on qualifications. The City offers a generous benefits plan including:

**Retirement:** The City participates in the Public Employees Retirement Association (PERA), which offers a defined benefit retirement plan. The plan features three-year vesting, and a formula of 1.7% per year of service based on the highest five years, with a retirement age of 65. The employee contribution is 6.5%. The City also offers deferred compensation as an additional retirement vehicle.

**Insurance:** Generous medical, dental, vision and life insurance benefits for employees and dependents.

**Leave:** A generous annual leave program, with negotiated accruals and starting balances.

## APPLICATION AND SELECTION PROCESS

Interested candidates are encouraged to apply no later than **Monday, April 27, 2026**. To apply, [www.BloomingtonMN.gov/hr](http://www.BloomingtonMN.gov/hr).

Candidates may attach their resume/cover letter to their application when applying through the link. For questions, please email: [HumanResources@BloomingtonMN.gov](mailto:HumanResources@BloomingtonMN.gov).

*The City of Bloomington is an Equal Opportunity Employer and is committed to creating a diverse workforce that reflects the community it serves.*