



**AUG 2023**  
**FLSA: EXEMPT**

## **DISTRICT SUPERVISOR**

**ANNUAL SALARY RANGE: \$64,800 - \$74,800**

### **DEFINITION**

Under policy direction, plans, organizes, and provides administrative direction and oversight for all District functions and activities, including administration, human resources, personnel management, parks and recreation operations, and public outreach; provides policy guidance and program evaluation to the Board of Directors; encourages and facilitates provision of services to District customers; fosters cooperative working relationships with intergovernmental and regulatory agencies and various public and private groups; pursues appropriate avenues of funding and budgeting; and performs related work as required.

### **SUPERVISION RECEIVED AND EXERCISED**

Receives policy direction from the Board of Directors. Exercises general direction and supervision over the District staff. Exercises direct authority for hiring, performance management, disciplinary action, and/or termination of District employees, subject to communication with and approval of the Board of Directors.

### **CLASS CHARACTERISTICS**

The District Manager serves as the Chief Executive Officer of the District, accountable to the Board of Directors and responsible for enforcement of all District ordinances, policies, and procedures, the conduct of all financial activities, and the efficient and economical performance of the District's operations.

### **EXAMPLES OF TYPICAL JOB FUNCTIONS** (Illustrative Only)

*The Board reserves the right to add, modify, change, or rescind the work assignments of different positions and to make reasonable accommodations so that qualified employees can perform the essential functions of the job.*

- Plans, organizes, and administers operations of the District, either directly or through subordinate staff; coordinates and evaluates the work of the District in accordance with applicable laws, ordinances, and regulations, and adopted policies and objectives of the Board of Directors.
- Directs and coordinates the development and implementation of goals, objectives, and recreation programs for the Board of Directors and the District; develops administrative policies, procedures, and work standards to ensure that the goals and objectives are met and that programs provide mandated services in an effective, efficient, and economical manner.
- Develops, plans, supervises, implements, and evaluates recreation programs, activities, and/or systems at one or multiple sites; establishes schedules and methods for providing community and recreation services.

- Evaluates community recreation needs and interests; analyzes data and recommends new recreation programs or improvements to meet community needs.
- Oversees the preparation of the annual budget in coordination with the Districts contracted financial institution.
- Provides information regarding the financial condition and needs of the District to the Board of Directors.
- Determines and recommends equipment, materials, and staffing needs for facilities, projects, and programs; prepares detailed cost estimates with appropriate justifications as required; assumes responsibility for administration of budget applicable to area of assignment including monitoring and controlling expenditures.
- Works in various locations within the District implementing, organizing, and running various athletic and enrichment programs.
- Advises the Board of Directors on issues, programs, and financial status; prepares and recommends short- and long-term plans for District service provision, capital improvements, and funding; and directs the development of specific proposals for action regarding current and future District needs.
- Oversees the administration, construction, use, and maintenance of all District infrastructure, facilities, and equipment.
- Represents the District and the Board of Directors in meetings with governmental agencies, community groups, and various business, professional, educational, regulatory, and legislative organizations.
- Plans, develops, and directs the implementation of public information and community outreach programs to market the District's services; acts as spokesperson for the District and as the District liaison with the media.
- Provides for the investigation and resolution of complaints by employees regarding the administration of personnel actions and work environment issues.
- Provides for contract services and ensures proper performance of obligations to the District; has responsibility for enforcement of all District policies and procedures.
- Oversees the selection, pre-employment processing, onboarding, orientation, training, professional development, and work evaluation of District staff; oversees the implementation of effective employee relations and related programs; provides policy guidance and interpretation to staff.
- Oversees the enforcement of standards of conduct by employees, and makes initial decisions regarding disciplinary actions, subject to approval or ratification by the Board of Directors.
- Evaluates employee performance, counsel's employees, and effectively recommends promotions and initial disciplinary action; participates in employee selection including supervising background checks of applicants and new employee orientation for assigned staff.
- Manages and coordinates functions related to human resources management including, recruitment, benefits administration, human resources policies, and related program areas.
- Oversees the maintenance of official District files.
- Ensures that the Board of Directors is kept informed of District functions, activities, and financial status, and of legal, social, and economic issues affecting District activities.
- Monitors changes in laws, regulations, and technology that may affect District operations; implements policy and procedural changes as required.

## **QUALIFICATIONS**

### **Knowledge of:**

- Administrative principles and practices, including goal setting, program development, implementation and evaluation, and supervision of staff, either directly or through subordinate levels of supervision.
- Principles and practices of budget development, administration, and accountability.
- Principles, practices, and procedures of public administration.
- Functions, services, and funding sources of a governmental agency.
- Functions, authority, responsibilities, and limitations of an elected Board of Directors.
- Applicable Federal, State, and local laws, codes, ordinances, and regulations related to public law for governmental entities.
- Legal compliance requirements pursuant to laws and regulations concerning workplace safety, employment practices and enforcement of lawful employment processes.
- Legal requirements for public transparency for a special district governmental entity, including Brown Act and California Public Records Act
- Current social, political, and economic trends affecting the District and its service provision.
- Record keeping principles and procedures.
- Modern office practices, methods, and computer equipment and applications related to the work.
- English usage, grammar, spelling, vocabulary, and punctuation.
- Techniques for effectively representing the District in contacts with governmental agencies, community groups, and various business, professional, educational, regulatory, and legislative organizations.
- Techniques for providing a high level of customer service to public and District staff, in person and over the telephone.

### **Ability to:**

- Plan, administer, coordinate, review, and evaluate the functions, activities, and staff of the District.
- Work cooperatively with, provide staff support to, and implement the policies of the Board of Directors.
- Develop and implement goals, objectives, policies, procedures, work standards, and internal controls.
- Oversee all District financial activities, including administering investments, the development and implementation of the District budget(s), and the control of all expenditures and purchases.
- Interpret, apply, explain, and ensure compliance with complex Federal, State, and local laws, codes, ordinances, and regulations.
- Conduct negotiations and effectively represent the District in meetings with governmental agencies, community groups, and various business, professional, educational, regulatory, and legislative organizations and the media.
- Direct the preparation of and prepare clear and concise reports, correspondence, policies, procedures, and other written materials.
- Analyze problems, identify alternative solutions, project consequences of proposed actions, and implement recommendations in support of goals.
- Use sound independent judgment within general legal, policy, and procedural guidelines.

- Organize and prioritize a variety of projects and multiple tasks in an effective and timely manner; organize own work, set priorities, and meet critical time deadlines.
- Operate modern office equipment, including computer equipment and specialized software applications programs.
- Use English effectively to communicate in person, over the telephone and in writing.
- Use tact, initiative, prudence, and independent judgment within general policy, procedural, and legal guidelines.
- Communicate principles of public sector regulatory environment to employees, Board members, and the community
- Communicate clearly and effectively when counseling employees on policies, procedures, and personnel matters, including performance evaluations and standards of conduct.
- Establish and maintain effective working relationships with those contacted in the course of work.

**Education and Experience:**

*Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:*

Equivalent to graduation from a four-year college or university with major coursework in recreation and parks, business or public administration, public policy, management, or a related field, and seven (7) years of administrative or management experience in a public agency, preferably including recreation and/or parks services.

**Licenses and Certifications:**

- Possession of, or ability to obtain, an appropriate valid driver's license.
- Ability to become lifeguard certified is desired.
- Ability to travel to multiple places within the District.

**PHYSICAL DEMANDS**

Must possess mobility to work in a standard office and/or recreational facility setting and use standard office and/or recreation equipment, including a computer, to operate a motor vehicle, and to visit various District, recreation, and meeting sites; vision to read printed materials and a computer screen; and hearing and speech to communicate in person and over the telephone. Standing and walking between work areas may be required. Finger dexterity is needed to access, enter, and retrieve data using a computer keyboard or calculator and to operate standard office equipment. Positions in this classification frequently bend, stoop, kneel, reach, climb, and walk on uneven surfaces to participate in recreational activities; and push and pull drawers open and closed to retrieve and file information. Employees must possess the ability to lift, carry, push, and pull materials and objects weighing up to 50 pounds.

**ENVIRONMENTAL ELEMENTS**

Employees work in an office environment with moderate noise levels, controlled temperature conditions, and no direct exposure to hazardous physical substances. Employees may interact with upset staff and/or public and private representatives in interpreting and enforcing departmental policies and procedures. Employees also work in various locations including

indoors and outdoors exposing them to elements just as weather and different terrain. This position will work in various places within the District, travel will be required.

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Signature of Employee

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Date

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