

City of Ouray, CO Parks and Recreation Director

Salary Range: \$101,260 - \$121,511, plus benefits

Seeking a Parks and Recreation professional with strong recreational management experience, and business administration skills to serve as the next Director.

The City of Ouray, CO is being assisted by KRW Associates, LLC. Applications are to be submitted to: [**apply@krw-associates.com**](mailto:apply@krw-associates.com)

Deadline: Friday, May 3, 2024 (5:00 pm Mountain time)

The City & Surrounding Community

The City of Ouray, Colorado is located in southwest Colorado 40 miles south of Montrose and 70 miles north of Durango. Sitting high in the San Juan Mountains (elevation 7,792), Ouray is commonly referred to as the “Switzerland of America”. The year-round population of Ouray is over 1,000 but has many second homeowners. As the county seat, the City enjoys an excellent working relationship with both Ouray County and the nearby town of Ridgway.

The City has a rich history, starting with Native Americans, and then early Spanish explorers, who frequented the hot springs. Ouray was famous for its vast gold and silver reserves when mining became a major economic driver. The City was incorporated on October 2, 1876. Since that time, it has earned a reputation as a great destination for families and outdoor adventures. With tourism as the predominant economic driver, a vast array of recreational activities are available year-round. Locals and visitors enjoy hiking, rock climbing, ice climbing, off-roading, backcountry skiing, snowmobiling, snowshoeing, ATV rentals, soaking in the many hot springs, and more. While popular in the winter, Ouray is primarily known as a summertime destination. The Fourth of July holiday is especially busy, when over 15,000 people typically visit or pass through Ouray. The Ouray School District No. R-1 is highly rated and offers exceptional educational services. In the 2023 school year, 187 students were enrolled in PK, K-12; the teacher student ratio was 8:1. To learn more, go to: [Welcome to City of Ouray, CO](#) and [Visit Ouray](#).



The Opportunity

This is an excellent professional opportunity for a Parks and Recreation professional with business administration experience to oversee the City of Ouray Parks and Recreation Division, as well as the operations for the Box Cañon Falls Park and Nature Center and the Ouray Hot Springs Pool & Fitness Center. This is also a unique personal opportunity, to live and work in a beautiful vacation destination. The successful candidate will serve an engaged and active community. The Parks and Recreation Director reports to the City Administrator and is a member of the executive team. They will provide supervision over several staff, including the Parks & Facilities Maintenance Manager, Hot Springs Aquatic & Facilities Manager, Box Cañon Park Seasonal Staff, Ski Tow operators, Custodian and volunteers.



The Position

The successful candidate will:

- Perform a variety of professional administrative and managerial duties related to planning, organizing, directing, and coordinating the city-owned pool, fitness center, parks and related facilities.
- Serve as a member of the city executive staff to assist in the development and implementation of city-wide policies.
- Make recommendations related to project and operational priorities.
- Collaborate with local organizations and City committees.
- Work with staff to facilitate long-range planning and identify improvements to facilities and operations.
- Research, draft and evaluate department policies and procedures to implement directives from the City Administration.
- Establish departmental priorities, including maintenance operations related to parks and aquatic facilities.
- Work with leadership to develop various master plans (e.g., park & trails) and monitor compliance with strategic plans.
- Evaluate needs (e.g., staff, equipment, materials, etc.,) and develop departmental operations budget. Monitor financial expenditures, and compliance with approved budget and fiscal guidelines.
- Participate in recruiting and selecting departmental staff, manage training, participate in goal setting, evaluate performance, and make recommendations regarding employee retention, advancement, discipline and/or termination.
- Oversee volunteer coordination and establish positive working relationships with various community organizations and other stakeholders.
- Serve as a liaison to the Parks and Recreation Committee to oversee recreational activities and events. Oversee city-owned recreation equipment inventory, monitor operational standards to ensure compliance with state regulations and insurance requirements.

CITY OF OURAY PARKS

Box Cañon

Cascade Falls Park (waterfall)

Dog Park

Fellin Park (hot springs)

Lee's Ski Hill

Miner's Heritage Park

Rotary Park (ice rink)

Uncompahgre River Walk

Vinegar Hill (sledding hill)

Woman's Club Mini-Park

The Ideal Candidate

The ideal candidate should be an experienced parks and recreation professional with aquatic expertise and strong business administrative skills. They should have demonstrated success in leadership roles in a municipal environment and exhibit strong integrity and highly effective communication skills. The successful candidate will be a problem-solver, a collaborator with a successful record of accomplishment managing staff and multiple projects while also monitoring the budget. The City is interested in candidates who can establish local and regional partnerships, lead by example, and attract, train, and motivate a dedicated team of staff and volunteers.

Qualifications

- A bachelor's degree in recreation management, leisure services, business administration, public administration or a closely related field is required.
- Five (5) years of responsible experience. An equivalent combination of education and experience may be considered.
- Leadership experience in the municipal sector is preferred.
- Must possess a valid Colorado driver's license at time of hiring.

Opportunities & Challenges

This position...

1. Is the Director of 56+ Employees (the largest department in the City of Ouray).
2. Is the Director of the Box Cañon Falls, Facility Maintenance, Parks Maintenance, and the Hot Springs Pool & Fitness Center.
3. Is responsible for general oversight of the Ouray Hot Springs Pool & Fitness Center through the pool management team for a \$2.9 million gross revenue facility.
4. Works directly with two non-profit groups that operate the Ouray Ice Park and Via Ferrata.
5. Oversees the creation and construction of an alternative heat source project for the Ouray Hot Springs Pool, due to the diminished qualities of geothermal water resources.



Compensation & Benefits

Salary Range: \$101,260 - \$121,511 (depending on qualifications)

Summary of Benefits

- \$6,000 stipend for relocation expenses
- Health Insurance (CEBT)
- Dental Insurance (Delta Dental)
- Vision Insurance (VSP)
- Life Insurance (CEBT)
- Long-term Disability Plan (Unum)
- Voluntary Supplemental Plans (Aflac)
- Retirement
 - 401(a) Plan (Colorado Retirement Association)
 - 3% pre-tax employee contribution, matched by the City.
 - 5-year vesting
 - Voluntary 457 Deferred Compensation Plan
- Flexible Spending Account
- Generous and Flexible Vacation Benefits
- Sick Leave Accrual - 8 hours for each month of regular employment
- Holiday Leave - 14 days per year (including 2 personal holidays)
- Additional benefits include a swimming pool pass, fitness center pass and discounted rates for family members at the Hot Springs & Fitness Center.

Ouray is the
Outdoor
Recreation
Capital of
Colorado with
diverse and
exciting
recreational
opportunities
within walking
distance of
every door.



The Ouray Hot Springs Pool and Fitness Center houses five pools; three of which are geothermally heated.



To Apply

Application materials accepted electronically at apply@krw-associates.com
Attach a cover letter, a resume, and contact info. for six (6) professional references.

Deadline: Friday, May 3, 2024 (5:00 PM Mountain)

Questions?

KRW Associates LLC is assisting the City of Ouray, CO with this search.
Questions should be directed to: info@krw-associates.com or by phone to:

KRW Managing Partner, Lorne Kramer | 719-310-8960

KRW Senior Associate, Mark Collins | 307-460-1941

KRW Senior Associate, Gina McGrail | 303-249-9572

The City of Ouray is an equal opportunity employer.