



Director of Parks and Recreation – City of Dubuque, IA

The City of Dubuque (population 59,000) is seeking an experienced, forward-thinking, and community-centered leader to serve as its next Parks and Recreation Director. This is an exciting opportunity for an innovative and strategic professional to lead a vibrant park and recreation department with a long-standing tradition of providing high-quality recreational opportunities, facilities, and open spaces to the residents of Dubuque, Iowa.

As a member of the City's leadership team, the Director plays a key role in implementing the City Council's goals, supporting the Dubuque 2039 Vision of a sustainable, resilient, and equitable community where all are welcome. The ideal candidate will bring a high level of emotional intelligence, commitment to continuous improvement, and a strong foundation in inclusive leadership and community engagement.

Dubuque's park system is a source of civic pride and a foundation of the community's quality of life. The Parks and Recreation Department manages over 1,060 acres of parkland and more than 40 parks and recreational sites. These include playgrounds, athletic fields, scenic trails, pavilions, gardens, and natural areas. Signature assets such as Eagle Point Park, a 164-acre historic blufftop park, and the Bee Branch Creek Greenway offer unique spaces for both passive and active recreation. The City also operates Flora and Sutton swimming pools, the Bunker Hill Golf Course, Miller Riverview Campground, and the ImOn Ice Arena. Dubuque's recreation programs span the needs of all ages and interests, from youth sports leagues and afterschool programs to adult fitness classes, inclusive Miracle League programming, and senior services. Community events, arts programs, and seasonal activities round out a robust calendar of offerings.

Key Responsibilities:

- Direct all operations of the Parks and Recreation Department including programming, budgeting, planning, staffing, facilities management, and capital improvement projects.
- Serve as a strategic partner in city-wide initiatives promoting health, equity, sustainability, and livability.
- Lead and develop a high-performing departmental leadership team and staff.
- Cultivate partnerships with local, regional, and national organizations.
- Oversee major initiatives including the Parks Master Plan, facility renovations, and community engagement programs.

Candidate Requirements:

- Bachelor's degree in Parks and Recreation Administration or related field. Master's degree is preferred.
- Ten (10) years of relevant experience, with at least five (5) in a senior management or supervisory role within the parks and recreation field.
- Certified Parks and Recreation Professional (CPRP) or Certified Parks and Recreation Executive (CPRE), or the ability to obtain either within 18 months.
- Employees shall establish their principal place of residence within fifty (50) miles of the corporate limits of the city of Dubuque as soon as practicable after the appointment but within two years of appointment.

Salary Range and Benefits:

The salary range is \$126,680 to \$165,586 annually, depending on qualifications. The benefits include the following: Full-time IPERS retirement plan, medical and dental coverage, paid vacation and sick leave, tuition reimbursement, and wellness incentives.

How to apply:

Apply online at www.GovHRjobs.com with resume, cover letter, and contact information for five (5) professional references. The position will be open until it is filled, and interviews will begin immediately for qualified candidates. Questions regarding recruitment may be directed to Joe DeLuce, MGT Senior Consultant, Phone (217) 714-2333.

The City of Dubuque is an Equal Opportunity Employer. We celebrate diversity and are committed to creating an inclusive environment for all employees. Women, minorities, veterans, and persons with disabilities are encouraged to apply.