

# CAREER OPPORTUNITY

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APPLY!

CITY OF  
**LONG BEACH**

## **DIRECTOR OF PARKS, RECREATION & MARINE**

**THE CITY OF LONG BEACH, CA**

**Salary:** \$222,201 - \$267,651\* DOE/DOQ

*\*This position will receive a 1% general salary increase effective 9/20/25*

The **City of Long Beach, CA** (City) is seeking an experienced, innovative, and community-focused leader to serve as its next **Director of Parks, Recreation and Marine**. This high-profile position offers the opportunity to oversee one of the most unique departments in the nation, combining traditional parks and recreation services with animal care services and marine and coastal operations. With a proposed Fiscal Year 2026 (FY26) budget of nearly \$88 million and more than 1,300 employees, the Department plays a vital role in enriching the lives of residents and visitors through safe, inclusive, and high-quality programs, services, and facilities. The ideal candidate will bring strong experience in park development, park maintenance, community engagement, and park construction. We are looking for the Director to be a visible and approachable leader who can confidently address challenges, inspire staff, and engage with Long Beach's diverse community. This is a rare opportunity to guide a nationally recognized, award-winning department at a moment of stability, momentum, and transformational investment, including the Elevate '28 Infrastructure Investment Plan in preparation for the 2028 Olympic and Paralympic Games. **If you are a collaborative, strategic, and community-oriented leader ready to make a lasting impact, we invite you to consider this exceptional opportunity to serve as the City's next Director of Parks, Recreation and Marine.**

# THE COMMUNITY

Idyllically located on the Pacific Coast just south of Los Angeles and adjacent to Orange County, Long Beach is a vibrant city of approximately 450K residents. Known for its diverse and inclusive community, Long Beach features a unique blend of urban sophistication, cultural richness, and coastal charm. The City encompasses about 51 square miles, offering an array of parks, beaches, and recreational opportunities. Residents enjoy mild climate year-round perfect for outdoor activities such as biking, running, water sports, and much more. Long Beach is home to world-class attractions including the Aquarium of the Pacific, the historic Queen Mary, and the annual IndyCar Acura Grand Prix of Long Beach. Long Beach will be the largest venue city for the 2028 Olympic and Paralympic Games.

Long Beach also boasts a thriving economy supported by industries such as aerospace, education, health services, manufacturing, tourism and professional services. With two advanced educational institutions, California State University Long Beach and Long Beach City College, and robust K-12 schools, the City is a hub for learning and innovation. Transportation options abound. The Long Beach and Metro transit systems along with the City's own airport provide convenient access throughout the broader Southern California region. Long Beach is recognized as one of the nation's most walkable and bike-friendly cities.



**~450K**  
POPULATION SIZE



**51**  
CITY SQUARE MILES



**166**  
PARKS



**345**  
DAYS OF SUNSHINE

# THE CITY GOVERNMENT

Long Beach operates as a charter city governed by an elected Mayor and nine City Council members elected by district. The City Manager, appointed by the Mayor and City Council, oversees the daily operations of 15 departments and a proposed FY26 annual budget of \$3.7B. The City employs over 6,000 full-time and part-time staff; dedicated to providing exceptional public services with the vast majority being represented by eleven employee associations.



**City Departments**



**Proposed FY26 Budget**



**2030 Strategic Vision**



**Elevate '28 Infrastructure Investment Plan**

The City of Long Beach fosters an environment where every employee is celebrated for their individuality and unique talents they bring to their role. Reflecting the diversity of the community within the workforce is a key priority embraced at every level of the organization—from management to policy creation. City Leadership actively promotes equity and inclusion by partnering with staff and community stakeholders to advance fairness in all initiatives. Transparency remains a cornerstone of these efforts with demographic data, including workforce diversity and pay equity by race and gender, shared publicly to ensure accountability and progress.









# THE PARKS, RECREATION & MARINE DEPARTMENT

The Department of Parks, Recreation and Marine plays a vital role in enriching the lives of Long Beach residents and visitors through an expansive system of 166 parks, 26 community centers, two historic Rancho sites, two major tennis centers, one of the nation's busiest municipal golf systems with five courses, the Long Beach Animal Care Services Bureau, the largest municipally operated marina system in the country, and six miles of beaches. With a proposed Fiscal Year 2026 budget of nearly \$88 million and more than 1,300 employees, including 476 full-time staff, the Department is among the City's largest and most visible service providers. Long Beach is one of the few cities in the nation where parks and recreation services are combined with animal care services and marine and coastal operations, creating a unique organization that manages everything from playgrounds and senior centers to marinas, beaches, and waterways.

The Department is guided by a [Strategic Plan](#) built on community and staff input, focusing on equity, health, sustainability, innovation, and financial resilience. The Department's wide range of services are organized into five Bureaus: (1) [Animal Care Services](#), (2) [Business Operations](#), (3) [Community Recreation Services](#), (4) [Marine](#), and (5) [Maintenance Operations](#).

## EXCITING UPCOMING PROJECTS:

The Department continues to invest in meaningful initiatives such as the expansion of the Park Ambassador Program, which now supports 39 parks citywide and has significantly improved safety and cleanliness. Exciting projects on the horizon include several tied to the Elevate '28 Infrastructure Investment Plan, a historic initiative preparing the City for the 2028 Olympic and Paralympic Games:

-  **El Dorado Park Universal Playground:** Transforming the play area into a universally inclusive and accessible recreational space.
-  **Drake Chavez Connection Project:** Creating a much-needed greenbelt and park space in one of the City's most critically underserved neighborhoods.
-  **New Long Beach Senior Center:** Developing a modern hub for senior programs, health, and social services in the heart of downtown.
-  **Gold Medal Park Refresh:** Upgrading athletic and youth facilities citywide to inspire and prepare the next generation of athletes.
-  **Willow Springs Park Restoration:** Enhancing the City's largest natural open space through wetland restoration, improved water quality, and expanded habitat for native plants and wildlife.
-  **Hamilton Loop Greenbelt:** Creating a new two-mile greenbelt with trails, gardens, and recreation space.

With strong City Council and community support, a leadership role in delivering Elevate '28 projects, and recent successes across capital improvements, recreation programming, animal care, and marine operations, the Department is well-positioned to serve the community today and into the future. In addition, the Department will play a critical role in supporting LA '28 events at the marina and coastal areas, further highlighting its unique position at the intersection of parks, recreation, and marine services.

## TO LEARN MORE ABOUT THE DEPARTMENT VISIT:

 [Department Organizational Chart](#)

 [Department Website](#)

 [Department Proposed FY26 Budget](#)

# THE POSITION & IDEAL CANDIDATE

The Director of Parks, Recreation and Marine (Director) is a key member of the City's executive leadership team, reporting directly to the City Manager. This individual will oversee five direct reports and a diverse portfolio that includes parks, recreation, animal care services, marine operations, and maintenance functions, guiding a department of more than 1,300 employees with a proposed Fiscal Year 2026 budget of nearly \$88 million. The Director will play a visible and active role in the community, working closely with the City Council, residents, and regional partners to ensure Long Beach continues to deliver safe, inclusive, and high-quality services and facilities.

With proven experience in park development, park maintenance, community engagement, and park construction, the ideal candidate will be a dynamic and approachable leader who thrives in a complex, high-profile, and highly visible environment. They will be as comfortable in the community as they are in the executive office, engaging directly with residents, community groups, and partner organizations. The next Director must be decisive and confident when addressing challenges, while also empowering staff and fostering a culture of collaboration and innovation. They will bring strong communication skills, cultural competence, and the ability to engage a diverse community in inclusive and creative ways.

## **Key attributes of the ideal candidate include:**

- **Engaged & Accessible:** Visible in the community, approachable to residents, and committed to responsive communication with City leadership and staff.
- **Decisive & Accountable:** Unafraid to take on tough issues and provide clear, thoughtful responses to the City Council, staff, and the public.
- **Strategic & Hands-On:** Able to delegate effectively while also willing to roll up their sleeves when necessary.
- **Culturally Competent** – skilled at engaging Long Beach's diverse community through inclusive outreach methods.
- **Experienced in Park Development & Capital Projects:** Demonstrated success in park development, park maintenance, park construction, and community engagement.
- **Financially Astute:** Experienced in navigating resource constraints, maximizing revenue opportunities, and preparing for large-scale initiatives such as the Elevate '28 Infrastructure Investment Plan and the 2028 Olympic and Paralympic Games.
- **Humble & Collaborative:** Confident without ego, able to laugh at themselves, and committed to building trust with staff, City leadership, and the community.

This is an extraordinary opportunity to lead a nationally recognized, award-winning department at a moment of stability and momentum. The next Director will inherit a strong foundation, with a supportive City Council, engaged staff, and significant upcoming projects, and will have the chance to leave a lasting impact on Long Beach's parks, programs, and coastal legacy.

## MINIMUM QUALIFICATIONS

### EDUCATION:

Bachelor's degree in recreation, public administration, physical education, or a related field.

### EXPERIENCE:

Seven years of progressively responsible experience in the development of the budget, development and administration of comprehensive parks, recreation and marine programs, community services and animal services or similar programs, with at least five years of experience at the senior management level.

### DESIRED:

Master's degree

### SUBSTITUTIONS:

Education may be substituted for lengthy experience and will be reviewed on a case-by-case basis.



# SALARY & BENEFITS

**Salary:** \$222,201 - \$267,651\* DOE/DOQ

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## PLUS A GENEROUS BENEFITS PACKAGE THAT INCLUDES:

- **Retirement:** California Public Employees' Retirement System (PERS) defined benefit retirement plan, which is coordinated with Social Security. 2.5% @55 for "Classic" members and 2% @62 for new members as defined by PEPR. Subject to employee contribution. Both the City and the employee contributes toward CalPERS retirement contributions. The City also participates in Social Security.
- **Health and Dental Insurance:** City pays a major portion of the premiums.
- **Life Insurance:** Equal to three (3) times annual salary up to a maximum of \$500,000.
- **Short- and Long-Term Disability Insurance**
- **Management Physical:** Annual City-paid physical examination.
- **Vacation:** 12 days per year, increasing with years of service. Prior years of public sector service counted towards vacation accrual tier
- **Executive Leave:** 40 hours per year. City Manager has discretion to grant an additional 40 hours annually
- **Sick Leave:** One day earned per month; unlimited accumulation; conversion upon retirement to cash credit toward health and/or dental insurance premiums.
- **Holidays:** 11 designated holidays per year, plus four personal holidays.
- **Transportation Allowance:** \$650 per month.
- **Deferred Compensation:** 457 Deferred Compensation Plan; 401(a) plan with City contribution of 2% (Classic) or 4% (PEPR); will increase to 5% October 2025)
- **Optional Flexible Spending Account (FSA)**
- **Flexible/Hybrid Work Schedule:** Available (subject to City Manager approval).
- **Paid Parental Leave:** After 6 months of City employment; up to 30 calendar days (160 hours) of PPL, taken in full-day increments, in connection with the birth, adoption, or foster placement of a child, up to the age of 17.
- **Negotiable relocation assistance**

# CITY OF LONG BEACH

## HOW TO APPLY:

For first consideration, apply by  
October 20, 2025, at:

 [www.tristargovsolutions.com/careers](http://www.tristargovsolutions.com/careers)

**SAVE THE DATES:** Interviews have been firmly scheduled to take place **in-person** on **November 13<sup>th</sup> and 14<sup>th</sup>**. Candidates must be available for both interview dates.

**QUESTIONS?** Please contact your recruiter, Sam Sackman, with any questions:

- Email: [sam@tristargovsolutions.com](mailto:sam@tristargovsolutions.com)
- Website: [www.tristargovsolutions.com](http://www.tristargovsolutions.com)
- Phone: 408-605-0790

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