

The City Of
Marina
California



We Are Now Accepting
Applications For The Role

RECREATION DIRECTOR



THE CITY

The City of Marina is located on the beautiful central coast in Monterey Bay and is the fastest growing city in the Monterey Bay region. Marina's 22,781 residents enjoy access to the region's major sights and attractions, as well as some of the most affordable housing on the coast, along with a wide variety of ethnic dining opportunities, and shopping options. Ideally suited for recreational and cultural opportunities as well as admirers of the outdoors, Marina residents and visitors enjoy miles of coastline, scenic trails, Marina State Beach, Marina Dunes Natural Preserves, and the Fort Ord National Monument, with all the sights and attractions of Monterey Bay, Carmel by the Sea, and the Big Sur coast. The area boasts an abundance of activities such as golf, biking, kayaking, hang-gliding, paragliding, and whale watching. The city-owned Marina Equestrian Center is a 14-acre public horse park that offers lessons, volunteer opportunities, and trail rides. In addition to being safe and friendly, Marina is home to a diverse and engaged community that is proud of its history and is an ideal place to live and work.

Marina will be celebrating its 50th anniversary this year. The community developed in connection with Fort Ord. In 1994, Ft. Ord was closed as part of the Base Realignment And Closure Program (BRAC) and approximately five square miles of former base land was annexed to the City, doubling the geographic area of Marina to almost 10 square miles. California State University, Monterey Bay was established on the south edge of the City. Its student population exceeds 7,000, many of whom reside in Marina. Over 2,200 new housing units are planned or under construction. The City is making significant investments in parks, recreational opportunities, downtown vitalization, and infrastructure to improve its quality of life. New major retailers, including Trader Joe's, hotels, medical clinics, offices, and restaurants have recently opened. The city's solid financial growth has given Marina the ability and means to invest in the community today and in the future.



THE DEPARTMENT

The City of Marina Recreation & Cultural Services Department's mission is to acquire, develop, operate, and maintain a park and recreation system which enriches the quality of life for residents and visitors alike, and to preserve it for future generations. A dedicated staff takes great pride in offering programs that enable people of all ages, abilities, and income levels to participate in excellent recreational opportunities. With a budget of \$1.7 million, the Department oversees the youth, teen and senior centers that provide community members with specialized enrichment & sports programs and interactive educational activities. The department includes 7 full-time staff members, supported by part-time and seasonal employees, as well as community volunteers. The Department also manages facility rentals, sports league agreements, and hosts community events throughout the year. Community events include a Multi-Cultural Festival, a 4th of July block party, Howl-O-Ween Dog Parade, a Winterfest and tree lighting and various other city-wide community events.

The new Director will join the City at a very exciting time. A \$45M Aquatic & Sports Center is currently in design and is anticipated to open in Spring 2027. The state-of-the-art facility will include a 3-court gymnasium, walking track, over 6,000 sq. ft. of cardio/strength training, multiple studios and community rooms, a competition pool and family friendly leisure pool. The activation of this new City gem will increase the department's operating budget by approximately \$3M including the addition of 7 full-time staff and a significant number of part-time staff.

Adjacent to the new Marina Aquatics & Sports Complex will be a 13-acre park which will include multiple sports courts, fitness courts, pavilions, and a 38,000 square foot all inclusive playground. The playground design was inspired by input from over 1500 children and will be built by volunteers from the community. ↓

THE DEPARTMENT (Cont.)

Additionally, the City is also in the process of making major improvements to Glorya Jean Tate Park. Improvements include the addition of multiple court sports, exercise equipment, playground equipment, and gathering spaces. Glorya Jean Tate Park also includes a wildly popular pump track that attracts visitors from the entire state of California. The newly renovated park is expected to open in early 2026.

The department is an integral part of the community and is dedicated to delivering excellence in programming and community engagement. The programs offer diverse opportunities for physical activity, social interaction, and personal enrichment. The Recreation and Cultural Services Department enhances residents' quality of life by promoting physical and mental well-being, fostering social connections, and contributing to the overall economic health of the City.

IDEAL CANDIDATE

The ideal candidate is a dynamic, self-starting professional with a proven track record in successfully managing and delivering diverse community projects and recreational initiatives. This individual thrives in an innovative environment, bringing creativity and drive to expand and enhance department programming that reflects the unique character and needs of Marina's vibrant, multicultural community. Experience with creating or leading a Parks and Recreation Master Plan is a significant plus, as the City is focused on long-term strategic growth and aligning services with future community needs. With strong organizational skills and the ability to independently initiate and execute ideas, this candidate will be proactive in identifying opportunities to grow services, improve community engagement, and secure resources through grants, partnerships, and innovative solutions.

Equally important, the ideal candidate possesses a collaborative spirit focused on engagement and naturally builds strong relationships across departments, with community members, local organizations, and regional stakeholders. They bring energy, positivity, and approachability to the role, fostering an inclusive and fun environment for both staff and the public. With a passion for recreation, culture, and community well-being, this leader will champion Marina's values while inspiring their team to deliver impactful, inclusive programs that promote quality of life and a strong sense of community pride.

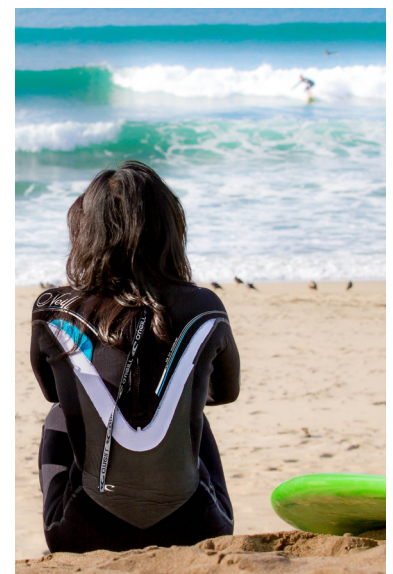


THE POSITION

The City of Marina is seeking a creative professional who is inspired by the opportunity to shape the expanding future for the Recreation & Cultural Services Department. Reporting to the City Manager, the new Director will be an action-oriented leader who is passionate about public service and the community; someone with the ability to quickly gain working knowledge of the City and departmental operations and is excited to join the organization at a time when a new infrastructure and community spaces are taking shape.

With excellent after school programs and youth summer camps already in place, the new Director and their team will work to expand year-round special events and comprehensive and inclusive recreational programming that addresses the needs of the community. Experience with community engagement, assessing community needs, accessibility, and designing and implementing responsive programs and activities is strongly preferred.

This visionary and confident leader will have excellent communication skills and will be comfortable making presentations to the Council, Recreation & Cultural Services Commission, the community, and key stakeholders. A hands-on leader and problem solver, the Director will have a visible presence in the community and will proactively build positive relationships with stakeholder groups and agencies including service-based organizations, including Monterey Peninsula Unified School District, CSU Monterey Bay.



BENEFITS

Salary Range - \$150,000 - \$220,000

The City's benefits program includes:

PERS Retirement – Classic Members: 2% @ 55 with 7% employee contribution; New Members: 2% @ 62 with 6.75% employee contribution. The City does not participate in Social Security.

Medical Insurance – The City offers a choice of health plans for employees and eligible dependents. The City's and employee's shares of the premium are dependent upon the plan selected, with the City paying equivalent to 70% of the lowest offered plan's monthly premium.

Dental Insurance – Employee pays: \$30/month for employee only; \$56/month for employee + one; \$70/month for employee + 2.

Vision Insurance – City-paid coverage up to \$20 per month for employee and eligible dependents.

Health Allowance – \$575/month for Cafeteria Plan.

Long-Term Disability – City-paid.

Life Insurance – City pays \$100,000 policy for employee. Additional optional coverage available.

Dependent Care and Medical Flexible Spending Accounts – Available for employee participation with pre-tax contributions.

Holidays – 9 holidays and a winter closure (Dec. 24 – Jan. 1).

Personal Leave/Vacation – Years 1-5 : 10 days; Years 6-15 : 15 days; Years 16+ : 20 days. Credit for prior years of local government service may be considered. Personal Leave cash out option available. Sick Days: 12 days per year.

Administrative Leave – Generous administrative leave program with annual cash out option.

Education Incentive – City pays tuition up to \$2,000 annually for education programs subject to job-related relevancy and prior approval of the City Manager.

QUALIFICATIONS

Education/Training: Bachelor's degree in recreation, public administration, leisure services or a related field. Master's degree in related field is preferred.

Experience: Ten (10) years progressively responsible management experience involving community service programs in one (1) or more of the assigned areas, and five (5) years supervisory experience. Experience serving diverse communities and/or underserved populations is desirable.

Any combination of equivalent experience and education that would likely provide the required knowledge, skills and abilities will be considered.



APPLICATION PROCESS

CLOSING DATE | October 17, 2025

To apply for this exciting career opportunity, please send a compelling cover letter and your detailed resume electronically to: apply@bobhallandassociates.com.

Please contact **Joe Gorton at (707) 628-6846** should you have any questions regarding this position or the recruitment process.

Application materials will be screened in relation to the criteria described in this brochure. Candidates deemed to be the most highly qualified will be invited to participate in the selection process. The selection process will include phone interviews with the most qualified candidates, panel interviews, and final interviews with the City Manager. Appointment is subject to completion of a thorough background and reference checks, and pre-employment medical exam.

Recruiting Services Provided By



APPLY TODAY AND BE A PART OF AN AMAZING TEAM!