

City of Rockville, Maryland

RECRUITMENT

Director, Recreation and Parks



Posting Date: February 3, 2026
First Review of Resumes: March 6, 2026





About the City of Rockville

The City of Rockville operates under a Council-Manager form of government. The Mayor and Council serve as the legislative body and are responsible for developing policy and establishing the vision for the city. The city manager, appointed by the Mayor and Council, makes recommendations to the Mayor and Council, and is responsible for day-to-day management of city operations. The Mayor and Council also appoints and directs the work of the City Attorney and City Clerk/Director of Council Operations.

The City of Rockville has ten (10) operating departments which include: Communications and Community Engagement, Community Planning and Development Services, Finance, Housing and Community Development,

Human Resources, Information Technology, Police, Procurement, Public Works, and Recreation and Parks.

The city operates with a well-defined set of financial policies, including a requirement for a minimum General Fund balance of 20 percent and maintains an AAA bond rating. The city also has a well-developed Capital Improvement Plan (CIP) which annually funds programs for a range of projects in the areas including recreation and parks, transportation, utilities, stormwater management, and general government improvements.

The city has 667.0 full time equivalents positions. The city's FY2026 adopted operating and capital budget totals \$175.5 million.

About the Community

Rockville, population 67,000, is Maryland's fourth largest city, comprising 13.5 square miles. It is located 15 miles northwest of the nation's capital along the I-270 corridor. Rockville has been rated among the best places to live in America. The city serves as the County seat of Montgomery County and is regarded as one of America's leading small cities for work, for play and for life. It is the vibrant, diverse, business-friendly home to some of the most prominent biomedical and technology companies and is adjacent to the nation's capital, Washington, D.C.

Gorgeous parks, within a 10-minute walk of every residence, and active recreation centers contribute to the quality of life prized by Rockville residents promoting participation by people of all ages in diverse, interesting, and high quality recreational and leisure opportunities. Rockville takes great pride in its more than 1,000 acres of parkland within 67 parks. The city owns or maintains

an award-winning senior center, swim and fitness center, mansion, performing arts theatre, nature center, three community centers and provides the community with thousands of recreation programs and services as well as special and community events for all ages and abilities. Rockville residents are actively engaged in the community and have high expectations of recreation and parks services.

Rockville is a city that remembers and reveres its roots, and is committed to resident-centric public service, the environment and connectivity to its neighborhoods and residents. Rockville is a place one can truly and proudly call "my hometown." It is a place that looks and feels like home, where people and government work to maintain the intimacy and warmth that "hometown" connotes. A place where, despite our differences, neighbors know and care about each other and the community they share.



About the Department

The Department's mission is to nurture community connections.

The Department of Recreation and Parks promotes participation for all Rockville residents in diverse, interesting, and high quality recreational and leisure opportunities in safe, modern, and well-maintained parks and facilities. The department nurtures community connections and makes lifelong memories by providing high quality recreational and educational programming and facilities for Rockville residents and non-residents of all ages. The department administers the city's diverse array of recreation opportunities, including youth and adult sports, health and wellness activities, special events, teen programs, afterschool programs, specialty classes, and summer camps, among many other offerings. It also delivers programs, services, and provides recreation fund scholarship resources, for eligible youth and families, reduced price facility memberships, and youth development initiatives.

The department has responsibility for the stewardship, maintenance, and management of all city facilities, trees, and over 1,000 acres of parkland, landscaping in rights-of-way, and open spaces and manages all city community and specialty centers.

The City of Rockville Recreation and Parks department has a Strategic Plan, which was adopted in 2020, to guide planning for the city's recreation and parks.

The department has received recognition by the International Festivals and Events Association; National Recreation and Parks Association; National Youth Sports Coaches Association; Maryland Recreation and Parks Association; International Society of Arboriculture; Arbor Day Foundation; and Professional Grounds Management Society.



About the Position

The City of Rockville, Maryland is recruiting a progressive Recreation and Parks leader. The Director of Recreation and Parks is responsible for providing

leadership, programming, and policy direction on all aspects of the city's recreation and parks activities.

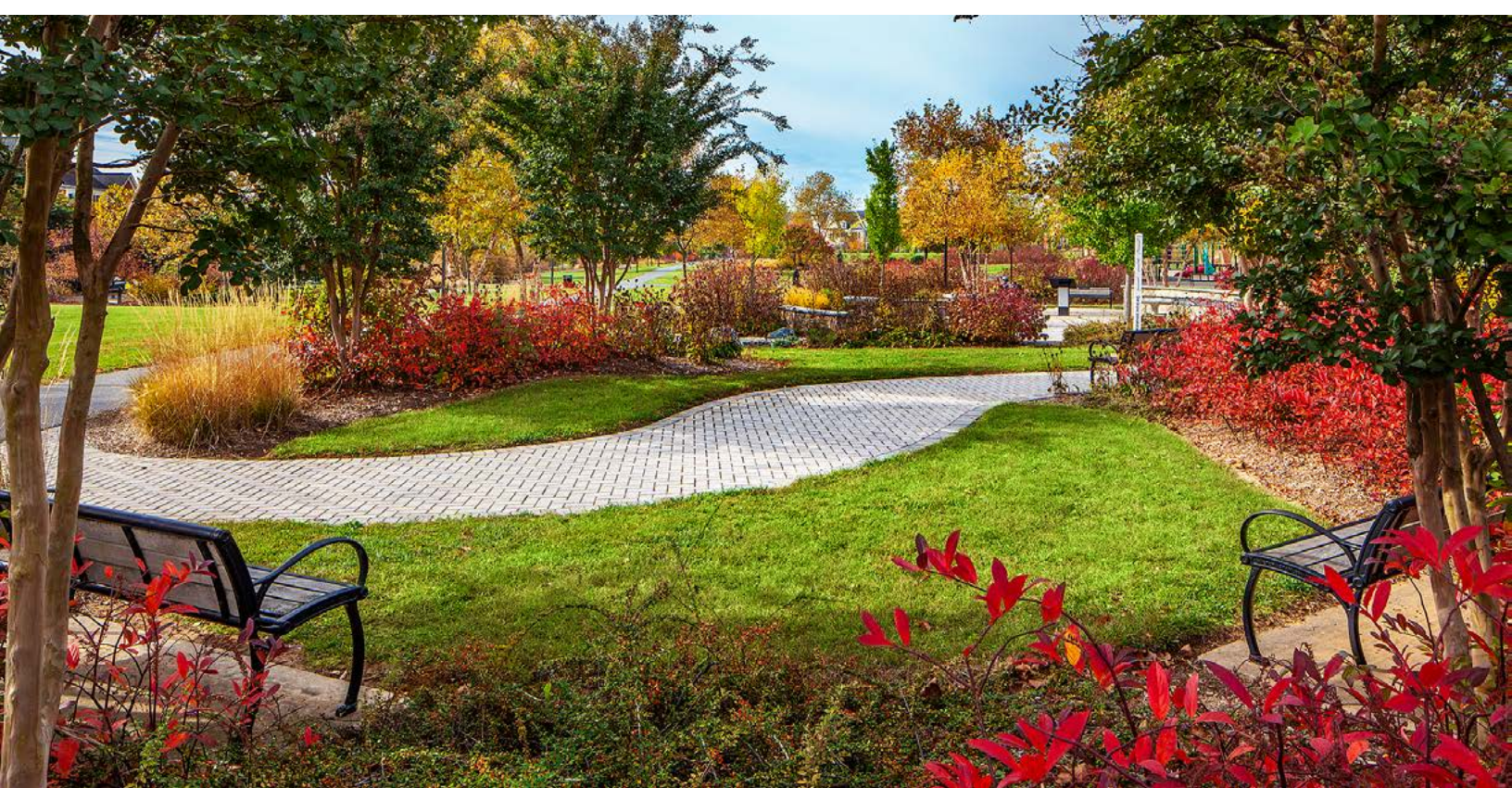
The Director of Recreation and Parks oversees all aspects of management and operations focused on:

- Youth and Adults Sports
- Swim and Fitness Center
- Special Events
- Senior Center
- Recreation Programs
- Recreation Centers
- Parks and Open Space
- Glenview Mansion
- F. Scott Fitzgerald Theatre
- Croydon Creek Nature Center
- City Tree Care
- City Facilities Maintenance
- Camps and Childcare

This position reports to the Deputy City Manager and is a member of the City's senior leadership team. The department has a staff of 133.1 full-time staff and 90 temporary FTEs representing hundreds of seasonal hires and an FY2026 operating budget of \$33.02 million.

Core Responsibilities

- Lead strategically, work collaboratively, and be responsive to the community.
- Demonstrate leadership through strategic direction setting for department programs and services; development of effective partnerships that advance the work of the department; and support employees through coaching and mentoring.
- Full responsibility for department oversight of all programs and services, including budget development and management; contracts and grants management; and personnel actions.
- Update and implement the strategic plan to identify and address short-term and long-term goals for parks, recreation and facility management.
- Oversee the administration of recreation and parks programs and activities, ensuring equitable access, compliance, fiscal accountability and programmatic integrity.
- Advise the City Manager and other City leadership on all aspects of recreation and parks programs and activities and their implications on the city and its residents.
- Establish and foster professional working relationships with private, county and state agency officials to plan, fund and coordinate programs and services for City residents.



Knowledge and Skills

Knowledge

- Knowledge of the principles of recreation program design and implementation.
- Knowledge of the principles of park development and maintenance
- Knowledge of the principles of facility operations and maintenance.
- Knowledge of the principles of effective leadership of a diverse workforce.
- Knowledge of budgeting, cost estimating, and fiscal management principles and procedures.

Customer Experience

- Values the importance of community engagement.
- Understands the tenets of effective community engagement.
- Includes the customers' voice in decision-making.

Operational Excellence

- Vision for short-range and long-term planning.
- Effective and decisive operational management skills.
- Creates a collaborative work environment.
- Maintains high standards for operational and fiscal accountability.

Leadership

- Passion for developing staff through coaching and mentoring.
- High level of integrity and ethical standards.
- Effective, clear and consistent communication.
- Creates an environment of trust and value driven leadership.

Relationship Building

- Develops and nurtures professional relationships with key stakeholders.
- Creates a work environment that promotes innovation, collaboration, inclusiveness and openness.

Diversity, Equity and Inclusion

- Understands and applies the values of diversity, equity and inclusion in policy and program development and program implementation.

Education and Experience

Education: A bachelor's degree in Recreation Management, Recreation and Parks Management, Sport Management, Leisure Studies, or related field.

A master's degree in Recreation Management, Recreation and Parks Management, Sport Management, Leisure Studies, Public Administration, Business Administration, or Social Sciences is preferred.

Experience: Seven (07) years of experience working in senior level recreation and parks management with at least three years' supervisory experience.

Must possess or be able to obtain a driver's license valid in the State of Maryland.



Compensation and Benefits

The hiring salary range for this position is \$200,000-\$220,000. The city offers a competitive benefits package which includes health, dental, and vision insurance, group life and long-term disability insurance, Flexible Spending Accounts, paid vacation and sick leave, and participation in the Rockville Employees Retirement System.

Application and Selection Process

Interested individuals should submit a resume and cover letter to <https://www.governmentjobs.com/careers/rockville/jobs/5105688/director-of-recreation-and-parks?>

This position is open until filled. The first review of resumes will begin on March 6, 2026.

Questions Please contact Susan Seling, Director of Human Resources, at sseling@rockvillemd.gov or 240.314.8472 with any questions.

The City of Rockville is an Equal Opportunity Employer and values diversity at all levels of its workforce (EOE).