

# CHIEF OF PLANNING & GIS

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## EXPERIENCE EAST BAY

Alameda and Contra Costa counties, located on the east side of the San Francisco Bay, comprise the region known as the “East Bay,” which for more than two decades has seen faster growth in its communities than anywhere else in the San Francisco Bay Area. Much of its popularity is due to its desirable location, incredible diversity, ideal climate, and broad economic base plus its range of available housing and business opportunities.

Alameda and Contra Costa counties are a blend of culturally and ethnically diverse communities, offering a rich array of amenities and extensive cultural resources. The Oakland Museum offers lessons in the rich history of California while Berkeley’s Cal Performances and the Oakland East Bay Symphony offer a complete season of live musical performance. The East Bay is also home to the Chabot Space and Science Center and the Livermore and Tri-Valley Wine Country as well as three major professional sports franchises and a breath of esteemed public and private universities, including the University of California, Berkeley.



## THE OPPORTUNITY

*The East Bay Regional Park District is conducting an extensive search for an experienced, highly energetic, and forward-thinking Chief of Planning & GIS. This is an outstanding opportunity for a well-versed planning professional who exemplifies high standards and implements best practices. The Chief of Planning & GIS will be an experienced leader prepared to engage quickly, thoughtfully, and effectively to assess and evaluate the full range of planning processes in the areas of conservation, climate action planning, and land use planning across 33 cities over two counties. The ideal candidate will be approachable, hands-on yet able to see the big picture, an excellent manager of people, projects, and resources, and demonstrate the ability to collaborate while anticipating and resolving issues proactively.*

*All highly qualified planning professionals with an inspiring track record of success working on conservation, preservation, environmental planning, and climate action planning are strongly encouraged to submit for consideration.*

## THE EAST BAY REGIONAL PARK DISTRICT

The East Bay Regional Park District (“Park District” or “EBRPD”) was incorporated in 1934 as a California Special District for the purpose of preservation and conservation of open space. The Park District’s mission is the preservation of a rich heritage of natural and cultural resources and to provide open space, parks, trails, safe and healthful recreation, and environmental education. An environmental ethic guides the Park District in all of its activities. The Park District is a full service governmental agency with police and fire. The largest local park agency in the country, the EBRPD encompasses 1,745 square miles and serves a populace of approximately 2.8 million in Alameda and Contra Costa counties on the eastern side of the Oakland/San Francisco Bay region. Overall, the Park District receives approximately 25 million visits per year.

The Park District is comprised of 120,000+ acres of land in 65 regional parks, recreation areas, wilderness areas, shorelines, preserves, and land bank areas including 29 regional inter-park trails and over 1,250 miles of trails within parklands. The Park District offers the outdoor enthusiast a wide variety of recreational opportunities that include: picnicking, swimming, boating, and fishing on a choice of 11 freshwater swimming areas as well as boating and/or stocked fishing lakes and lagoons; camping at the 235 family campsites or 42 youth camping areas; playing 18 holes on one of the two Park District golf courses; participating in one of the numerous annual special events and festivals; or simply taking in the scenic views of the San Francisco Bay shoreline.



The Park District's 2017 budget totals \$193.8 million for all funds (operating and capital). Approximately 83.8% of the funding is generated from property taxes and assessments levied in Alameda and Contra Costa counties. The Park District currently employs 708 full-time equivalent employees as well as approximately 97 full-time equivalent seasonal employees.

## THE POSITION

The Chief of Planning & GIS is a member of the Park District's Leadership Team, which is comprised of senior managers, and reports directly to the Assistant General Manager of Acquisition, Stewardship and Development Division. This is an exempt position with direct management oversight of the Planning & GIS Department. The Chief of Planning & GIS represents the Park District in regional cooperation and coordination in matters of land use planning and development. This position functions as the Park District's primary steward in open space protection, natural resource conservation, and planning for regional recreation amenities with intergovernmental and regulatory agencies, and various public and private groups. The Chief will be expected to lead complex stakeholder engagement processes pertaining to these matters in support of the Park District's mission and vision.

The Department consists of three primary units (Advance Planning, Current Planning, and GIS Services) comprised of 15 FTEs positions ranging from planners, analysts, and technicians.

### *Advance Planning*

Provides for evaluations of proposed parkland acquisitions, and guidance to 36 local land use jurisdictions regarding the Park District's planning and land use interests. Provides for coordination with intergovernmental and regulatory agencies. Supports the Park District's Climate Smart Initiative to include climate action planning in building resiliency to the effects of climate change, including sea level rise adaptation as well as sustainability efforts to mitigate greenhouse gases emissions from Park District's operation.

### *Current Planning*

Provides for maintaining, updating, and implementing the Park District's Master Plan; provides strategic planning for meaningful stakeholder engagement; prepares Land Use Plans, Conceptual Plans, and other appropriate planning documents for public parklands, trails, and entitlement areas; and ensures CEQA conformance for Park District projects.

### *GIS Services*

Provides for Districtwide mapping, GIS programs, projects, and services, database administration and management, maintenance and upgrades of computer hardware and software, and presentation graphics.



Responsibilities of this position require the Chief of Planning & GIS to:

- Administer and implement the Park District's Master Plan and other policies; facilitate meaningful stakeholder engagement in planning processes and interpretation of land use policies; ensure that District objectives are achieved with respect to acquisition of land for open space, resource protection, and recreation uses as well as for development of regional trails in accord with the District Master Plan and the policies of the Board of Supervisors;
- Confer with developers, a variety of regional agencies, and the general public in the coordination of land use and environmental planning, conservation and open space preservation, zoning, subdivision plans, and related matters; provide information regarding Park District's preservation and conservation of natural and cultural resources; negotiate and resolve complex competing and conflicting issues that are controversial in nature;
- Facilitate, participate on, and make presentations to a variety of boards and commissions; facilitate, lead, and participate in community meetings and professional group meetings; stay abreast of best practices and new trends in stakeholder engagement and land use planning including urban planning, climate action planning, and natural resource conservation and preservation;
- Ensure compliance with California Government Code Planning, Zoning and Development Laws, the California Environmental Quality Act (CEQA), and other applicable state and federal planning and land use laws and regulations;
- Develop, direct, and coordinate the implementation of goals, objectives, policies, procedures, and work standards for the District;
- Manage the development and administration of the Department's annual budget; and
- Evaluate and review staff work to ensure acceptability and conformance with Department standards, including program and project priorities.

In summary, the Chief of Planning & GIS contributes to the overall quality of the Department's services including building resiliency to the effects of climate change by integrating climate in all policies as well as continuously monitoring and evaluating the efficiency and effectiveness of service delivery methods and procedures.



## OPPORTUNITIES & PRIORITIES

The new Chief of Planning & GIS will have ample opportunities to be challenged with a variety of ongoing projects that include the following:

- Contribute to the Park District's Climate Smart Initiative and focus on climate resiliency planning efforts to adapt to sea-level rise, drought, and new wildlife corridors;
- Prepare land use plans for parkland not yet opened to the public; and
- Develop the Park District's new generation of stakeholder engagement to incorporate GIS and social media strategically.

## IDEAL CANDIDATE

The East Bay Regional Park District is seeking a Chief of Planning & GIS with outstanding leadership and planning skills complemented by exceptionally strong people skills. The Chief will embrace a philosophy that pro-actively addresses project needs and at the same time promotes planning decisions based on science. An appreciation for nature, open space, and public parks are all personal qualities that would ultimately lead to long-term success at EBRPD. The ideal candidate is a dynamic leader with strong public service and environmental preservation ethics with broad experience in understanding CEQA.

Top candidates will have a proven record of accomplishments in successful stakeholder engagement on land use planning matters of conservation and preservation or climate action planning. This candidate will be both confident and collaborative and will have well-honed project management skills.

The Park District seeks a dynamic leader that believes in strong organizational development, mentoring staff, and succession planning. The ideal candidate has a comprehensive knowledge of the full range of professional planning principles and practices. The ideal candidate will also be an analytical yet strategic thinker with the ability to understand technical issues and offer objective insight to management staff. Specific requirements are as follows:

**Experience & Education** – At least six years of progressively responsible experience in one of several related fields such as park and land use planning, environmental planning, climate action planning, or natural resources management, of which four years must have been at the middle management level with supervising and project management responsibilities **AND** a Bachelor's degree with major coursework in environmental, land use, or urban planning, community development, climate action planning, natural resources management, public administration, or a related field.

**Substitution** – A Master's degree in environmental, land use, or urban planning, community development, natural resources management, public administration, or a closely related field will be accepted as an equivalent to a maximum of two of the required six years of experience.

**Other Requirements:** Knowledge of theories, principles, and contents of Master Plans, land use, zoning, subdivision, urban planning regulations, natural resource protection and environmental laws. Knowledge of public administration and personnel management, including stakeholder engagement, program development, project management, performance management, and supervision of staff, either directly or through subordinate levels of supervision.

Additionally, the ideal candidate will have a career history that supports the ability to:

- Excel in developing interpersonal relationships including being an excellent communicator, facilitator, and collaborator; achieve consensus and guide policy decisions;
- Be seen as innovative and creative with an entrepreneurial approach to planning and project delivery;
- Offer EBRPD a high level of integrity and honesty; be known as a planning professional recognized for his/her efforts and sought out by others throughout the organization;
- Display an engaging personal style and be a good listener with a results-oriented approach to problem-solving; and
- Coach, inspire, and mentor planning staff to reach and achieve goals, setting an example of the highest level of professionalism.

## COMPENSATION AND BENEFITS

The salary range for this position is \$143,208 to \$182,749 with possible future merit steps up to \$211,557. The Park District also offers an attractive benefits package including CalPERS retirement. The entire list of Park District benefits may be found at: [www.ebparks.org/job/resources](http://www.ebparks.org/job/resources).

## APPLICATION PROCEDURE

Candidates should **apply by Monday, October 9, 2017** for optimal consideration. Interested candidates should apply by sending a compelling cover letter, comprehensive resume, and current salary to [apply@ralphandersen.com](mailto:apply@ralphandersen.com). This is a confidential process and references will not be contacted until mutual interest has been established.

Direct questions to Ms. Heather Renschler at (916) 630-4900. Confidential inquiries welcome.

*The East Bay Regional Park District, as an equal employment opportunity employer, encourages applicants from diverse backgrounds to apply.*

**WWW.EBPARKS.ORG**





## ACQUISITION, STEWARDSHIP & DEVELOPMENT DIVISION

*The Acquisition, Stewardship & Development (ASD) Division acquires new parklands, plans new parks and open space, develops regional park and trail facilities, and protects and enhances the sensitive natural and cultural resources throughout the District's parklands.*



### ASD ADMINISTRATION

The ASD Administration staff provide leadership and support for the functions and activities of the departments within Acquisition, Stewardship & Development. Staff members include the Assistant General Manager (AGM) and clerical staff. The department also supports the selection, development, and retention of well-trained, dedicated productive employees.

### DESIGN & CONSTRUCTION DEPARTMENT

The Design & Construction Department works collaboratively with other District departments, public agencies, and community groups to design and construct District facilities that are accessible, respectful of the environment, and provide recreational opportunities.

### ENVIRONMENTAL PROGRAMS DEPARTMENT

The Environmental Programs Department plans and implements capital projects focused on improving ecosystem function and integrating compatible public access. The Department collaborates with District staff, project partners, and restoration managers to ensure projects are aligned with evolving trends in policy, funding, science, and regulation for implementation of the District's mission.

### LAND ACQUISITION DEPARTMENT

The Land Acquisition Department develops and implements strategies to acquire and preserve significant biologic, geologic, scenic, recreational, and historic properties and resources, and to improve public access to parks and trails in accordance with the District's Master Plan.

### PLANNING & GIS DEPARTMENT

The Planning & GIS Department reviews and provides input on land use decisions of East Bay governments that relate to the District, working with public agencies, the private sector, and key stakeholders to pursue strategies that will ensure the fiscal and geographic health of the District.

The Department provides land use planning, mapping, geographic information system, and graphic support services, to acquire, manage, maintain, and restore District parklands.

### STEWARDSHIP DEPARTMENT

The Stewardship Department balances environmental concerns with outdoor recreational opportunities by planning and monitoring the District's impacts on wildlife. The Department provides resource management services to guide the development and management of District parklands and to ensure the long-term protection of natural and cultural resources.

### TRAILS DEVELOPMENT DEPARTMENT

The Trails Development Department facilitates the planning, acquisition, and development of regional trails contained in the District's Master Plan, as well as narrow natural surface trails within parklands. The Department partners with public agencies, volunteers, and community groups to develop and help maintain the District's trail system.