

South Jordan City

Job Description

Title: Recreation Program Supervisor
Org: 230270
Pay Grade: GH18

Effective Date: 10/26/25
FLSA: Non-Exempt
Workers Comp: Municipal

GENERAL PURPOSE

Responsible for the overall planning, marketing, implementation, supervision and evaluation of year-round community recreation and leisure programs. Community programs may include areas such as recreation, sport, fitness, art, culture/history, community education, leisure, special events, camps, and tournaments. Oversee the daily operation of recreation programs, including all activities and relationships between patrons, employees, and the community.

SUPERVISOR

Recreation Program Manager

POSITION(S) SUPERVISED

Recreation Program Coordinator
Recreation Aide
Recreation Site Supervisor
Recreation Intern as assigned
Volunteers as assigned

ESSENTIAL JOB FUNCTIONS

Meet performance standards established with the employee's manager.

Job attendance is required, except for authorized leave. Occasional, 20% or less, of the essential job duties may be performed regularly from a remote location upon authorization.

Supervise the work of subordinate personnel engaged in recreation programming and safety procedures.

Coordinate with volunteers and residents on a variety of projects or initiatives as assigned. Responsible for obtaining volunteers for city events and programs

Plan, market, implement, and evaluate recreation and community programs. Implement programs within approved budget guidelines and assure cost recovery targets are achieved.

Manage recreation and community program registration, participation, and completion using available software and online programs.

Maintain minimum participation attendance as agreed upon with supervisor.

Oversee contract instructors' program administration.

Attend to participant needs and concerns assuring professional programming.

Conduct performance evaluations of division employees in accordance with the human resources policies and procedures of the city. Assist in hiring, training, employee development, performance evaluations and recommending disciplinary action of personnel.

Plan, organize, and oversee recreation programming, including: offering suggestions and implementing recreation programs, evaluating the need and effectiveness of current programs, supervise assigned staff and implement training and alignment with department objectives, ensure proper staffing levels as determined by programming needs.

Monitor all recreation program budgets; track expenses and revenues generated by the programs: track daily, weekly, monthly, and yearly participation figures; suggest corrective measures as needed; make recommendations for capital improvements and equipment.

Secure alternative revenue sources as deemed necessary for programs (i.e. donations, sponsors, partners, grants, etc.)

Implement and supervise operating procedures as instructed by supervisor and direct the work of all full-time, part-time and seasonal staff of recreation programs.

Supervise daily operations of recreation programs.

Work cooperatively with contractual organizations in planning and implementing programs. Maintain knowledge and compliance of contractual obligations with organizations and instructors.

Ensure accurate recording of hourly labor and timely accurate payroll processing.

Record employee work hours, approve and submit time cards, and prepare reports needed to apprise management of facility status and accomplishments.

Comply with all purchasing policies and procedures.

Ensure the care and maintenance of all physical assets and facilities. Schedule the use of facilities and park space; review and inspect programs and operations for safety hazards and other potential problems.

Supervise the development of recreation program operating procedures and development of emergency and safety procedures.

Investigate and resolve complaints or inquiries from employees, patrons, participants and spectators concerning the operations of recreational programs; deal appropriately with confrontational situations.

Coordinate and communicate effectively with internal city employees and individuals in external city and county agencies and organizations.

Perform other duties as assigned.

MINIMUM QUALIFICATIONS

1. Education and Experience:

A. Bachelor Degree from a regionally accredited college or university with major course work in parks and recreation, management or related field.

AND

B. Three (3) years of progressively responsible experience in related position;

2. Special Qualifications:

Valid Utah Class D Driver License

Supervisor experience preferred

CPR/First Aid Certification

3. Knowledge, Skills and Abilities:

Knowledge of methods, techniques and procedures in the delivery of the community service program, common recreational and social needs of various age groups, principles and procedures for implementing and directing community services or recreation activities, principles and practices of program budget monitoring, and principles and practices of assigning and reviewing the work of others. Knowledge and experience in sports such as softball, basketball, baseball, football, etc. Knowledge of operational procedures of facilities.

Knowledge and experience in planning, prioritizing, and organizing a complex workload.

Excellent public relation and communication skills. Skill in working with diverse groups, individuals, youth, and children, in interpersonal conflict/dispute resolution methods, and organization and implementation of programs and activities in a professional manner.

Ability to operate a personal computer and Microsoft products.

Ability to work irregular hours, including nights, weekends, and/or holidays as activities require.

Ability to establish and maintain effective working relationships with co-workers, the public, news media and other departments or agencies; ability to follow written and oral instructions; ability to create effective working relationships with employees and the public.

Ability to develop and coordinate a community service or recreation programs suited to the needs of the community; plan, organize, coordinate and implement a community services program; establish and maintain effective working relationships with those contacted in the course of work; analyze, interpret, and explain section policies and procedures; communicate effectively orally and in writing; train and evaluate contract and temporary personnel; prepare detailed reports and other written material; provide office support, answer phones, and interact with the public.

4. Working Conditions:

Intermittent exposure to stress as a result of human behavior.

Incumbent of the position generally performs in an outdoor environment. Non-traditional working hours are required. Tasks require a variety of physical activities, such as walking, standing, stooping, sitting, reaching, lifting, etc. Talking, hearing and seeing are essential to the performance of the job. Daily exposure to weather extremes and seasonal conditions. The employee is occasionally required to use hands to handle, fingers to feel or operate objects, tools, or controls and reach with hands and arms. Mental application utilizes memory for details, verbal instructions and discriminating thinking. Frequent local travel required in normal course of job performance. Periodic exposure to weather extremes.

The above statements are intended to describe the general nature and level of work being performed by person(s) assigned to this job. They are not intended to and do not infer or create any employment, compensation, or contract rights to any person(s). This job description reflects management's assignment of essential functions; it does not prescribe or restrict the tasks that may be assigned. This updated job description supersedes all prior descriptions for the same position.

Human Resources Use Only

Job Class:	Recreation Program Supervisor	EEO-4 Class:	Para-Prof
Location:	Community Services Programs	EEOP Class:	Serv/Maint
Group/BU:	General Pay Plan	Tech-Net Match:	1275