

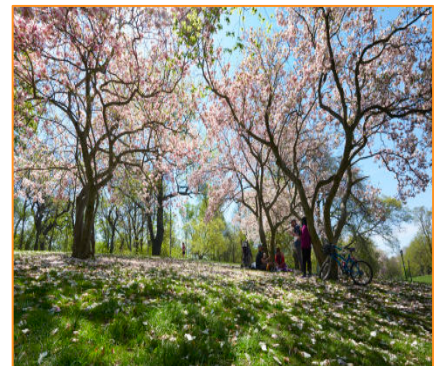
LEADERSHIP ANNOUNCEMENT

Chief of Park Operations & Capital Planning

Hybrid | Brooklyn, New York



Prospect
Park
Alliance



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About Prospect Park Alliance

Since its founding in 1987, Prospect Park Alliance (the “Alliance”) has played a leading role in sustaining, restoring and advancing Prospect Park, Brooklyn’s Backyard. Designed by Frederick Law Olmsted and Calvert Vaux in the mid-19th century, Prospect Park is Brooklyn’s flagship park, welcoming more than 10 million visitors each year.

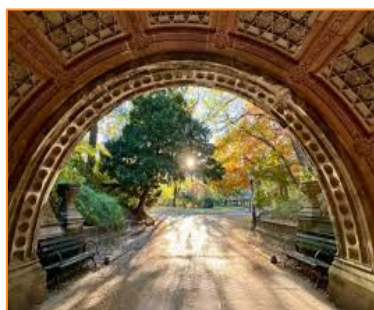
On an operating budget of approximately \$18M and an endowment of \$30M the Alliance employs over 130 staff who provide essential resources to keep the park green and vibrant for the diverse communities that call Brooklyn home. As steward of the park in partnership with the City of New York, the Alliance cares for the woodlands and natural areas, restores the park’s buildings and landscapes, creates innovative park destinations, and provides volunteer, education, recreational and health and wellness programs to enable communities and residents accessing these vital resources to thrive. Today, Prospect Park is recognized as an international model for the care of urban parks and one of the premier green spaces in the United States.

The Opportunity

This inaugural senior leadership role comes at a crucial point in the Alliance’s almost 40 year history as it embarks on implementing a bold five year Strategic Plan to ensure that the park fulfills its potential as a world-class public green space for generations to come.

Reporting to the President and Park Administrator, the **Chief of Park Operations & Capital Planning** will be a key member of the Alliance senior leadership team with overall responsibility for the strategic and operational stewardship of the park. The incoming leader will oversee the Alliance’s plan for implementing \$150M of capital improvement projects to advance the development of the park’s 585 acre landscape including 350 acres of natural areas in Brooklyn’s only remaining forest, the preservation of historic properties, and the modernization of building infrastructure. Working in collaboration with the NYC Department of Parks and Recreation (“NYC Parks”) this leadership role will shape the planning, standard of care and management of the park’s landscape and facilities, and champion the Alliance’s commitment to ensure a welcoming and accessible public space for the communities and visitors who rely on the park.

This is an exceptional opportunity for a strategic, operationally adept and engaged hands-on leader with a proven track record in capital planning and development, guiding the long-term stewardship of property assets in public spaces, and the expert management of facilities, grounds and maintenance operations. The ideal candidate should have a strong understanding of ecological resources in expansive public landscapes, sustainable design, and environmental stewardship. These competencies should additionally be complemented by a commitment to and appreciation for public green space, landscape management, and the vital role that parks play in New York civic and community life.



Key Responsibilities

The Chief of Park Operations & Capital Planning will be expected to prioritize the following key responsibilities and results:

STRATEGIC LEADERSHIP, VISION & EXECUTION

- As a trusted thought partner and advisor to the President and Park Administrator, set the vision for how the park's landscape, natural resources, facilities and buildings are planned, developed, and maintained - ensuring that they advance the founding and evolving vision for the park and the priorities established in the organization's Strategic Plan.
- Contribute to organization-wide planning, decision-making, and policies that support a forward-looking vision that elevates the park as a world class public green space and contributes to an exceptional experience for park users and visitors.
- Collaborate with senior leadership team members across functional areas to align park operations and resources with priorities in the areas of cultural, education and recreational programming, events, and community engagement initiatives.
- Serve as the standard bearer of the initial historic intent and design of Prospect Park - embracing the vitality of the natural landscape, historical restoration and preservation, and promoting its significance to staff, stakeholders, and the public.

OPERATIONAL EXCELLENCE & TEAM MANAGEMENT

- Collaborate with department leads to develop a comprehensive operational plan that prioritizes operational excellence and accountability. Work in partnership with NYC Parks to guide the overall care of the park ensuring high quality maintenance and operations and the development and restoration of the park's essential assets, including the woodlands, watercourse, horticulture, buildings and facility infrastructure, recreational venues, athletic fields, and public amenities.
- Ensure that the day-to-day operations across the park's landscape, recreational facilities and buildings meet the highest standards for safety, risk management, reliability, and quality user experience. Oversee the implementation of safety protocols and emergency response plans for all functions and events, concession operations, and construction projects.
- Own the planning and execution for the integration of sustainability, biodiversity, climate resilience, and ecological preservation into all aspects of park operations.
- Lead with vision and integrity inspiring and developing a high-performing, multidisciplinary team of approximately seventy-five (75) core staff, seasonal workers and interns in the areas of landscape management, maintenance and grounds, facilities, architecture, design and construction.
- Leverage best practices in park management and drive a culture of service, collaboration, innovation, and continuous improvement across operations teams.

CAPITAL PLANNING, DESIGN & CONSTRUCTION

- Oversee the planning, funding, design and construction of \$150M in capital projects of varying scale and complexity. This includes new features to the landscape, historic restorations, infrastructure upgrades, and resiliency initiatives.
- Leverage the technical expertise of the internal teams, including architectural planning, design and construction, landscape management, maintenance and operations, and facilities to set and support the design vision and standards for all capital projects. Coordinate these initiatives with NYC Parks, contracted vendors, and consultants.
- Ensure that all building and landscape projects prioritize design excellence, plans for near and long-term maintenance requirements, fiscal responsibility, and environmental sustainability. Implement rigorous standards for project management and ensure that projects are delivered on time, within budget, and have enduring value for the community.

- In partnership with the City of New York, funders, internal and external stakeholders ensure that capital projects balance the historic design intent of the park with the organization’s strategic goals and reflect the diverse and evolving needs of the community. Integrate equity, sustainability, resilience, and life-cycle cost analysis into all capital planning and decision-making.
- In collaboration with the design and construction team, oversee the procurement process for all projects, including design-bid-build, design-build, CM at Risk, and others as appropriate. Review and approve final contract bid documents and agreements with third parties including vendors and contract managers.

FISCAL STEWARDSHIP, ASSET & RESOURCE MANAGEMENT

- In partnership with the Alliance’s Chief Financial & Administrative Officer oversee the planning, budgeting, and fiscal forecasting of all capital initiatives and park operating expenses.
- Use data and performance analytics to inform long-term asset management strategies and resource allocation for the park’s natural resources, infrastructure, and facilities including plans for the near and long-term investments that will be required to address deferred maintenance priorities.
- Oversee the planning and implementation of advanced cartography and other technologies such as geographic information systems (GIS), asset mapping and interactive displays to aid in the management of property and asset lifecycle, park planning, maintenance forecasting, utility and infrastructure management. Support innovation in areas such as smart irrigation, digital permitting, and park user feedback platforms to enhance the user’s experience.
- Ensure that procurement best practices, including strategic sourcing and the careful selection of vendor/contractor partnerships optimize all operational and capital investments.

STAKEHOLDER, PUBLIC & INTERAGENCY COLLABORATION

- Navigate and effectively manage the public/private partnership with NYC Parks and other city agencies to optimize park operations and the enhancement of environmental and other resources serving the community.
- Establish a trusted partnership with community stakeholders to gain their alignment and support for the priorities and plans to advance the park’s operations, buildings, landscape, and programs.
- Serve as a key liaison to the Alliance’s “State of the Park” Committee of the Board which meets with leadership to review and provide input about plans for capital improvements and other park operational initiatives.
- As an ambassador of the Alliance, attend public and community meetings and facilitate tours with internal and external stakeholders to promote an understanding of the historical evolution of the park’s landscape and buildings as well as the future vision for the park.
- Represent the Alliance to the broader communities of practice for landscape architecture/design and urban park management.
- Work closely with the Advancement, Marketing and External/Government Affairs Departments to support all fundraising and marketing efforts that increase public awareness about the need for philanthropic and public funding support for essential capital projects which enable the Alliance to restore, preserve, and advance the historic properties and landscape throughout the park.



Candidate Profile

The following are the desired leadership competencies, experience and personal attributes that are expected of the candidate of choice for this role:

Strategic, Disciplined & Results Oriented Leader

- The ability to craft a strategic vision for the park's landscape, capital development projects and infrastructure, and balance this with a disciplined, hands-on operational approach - establishing clear direction, setting high performance expectations, and driving measurable impact.
- An appreciation for integrating urban planning, landscape architecture, ecological management, and environmental sustainability into a cohesive strategy to advance park operations.
- A strategic, data informed and practical approach to problem solving, decision making, and the management of change initiatives and projects of varying scale and complexity.

Technical Acumen & Domain Expertise

- Demonstrated expertise in at least one or more of the following areas: park management, capital planning and project execution, facilities operations, landscape management, and historic preservation.
- Familiarity with sustainability, environmental stewardship and resiliency strategies including green infrastructure and ecological best practices.
- Fluency with systems and technologies that elevate planning and operations in the areas of asset management, life-cycle cost analysis, and infrastructure sustainability.
- Keen business acumen to drive strategic decision-making, ensure financial sustainability, and maximize operational efficiency across all park functions.

Relationship Building & Communication

- An engaging relationship builder able to consistently gain the trust and confidence of board members, internal staff, city partner agencies, funders and supporters of the park, and community stakeholders.
- A skilled communicator and listener who is able to build consensus, influence others into action and make all parties feel that they are important contributors to the work and outcomes.

Team Management & Collaboration

- A trusted collaborator with a natural ability to inspire and rally teams and leaders around a shared vision to guide the current and future operations of the park.
- The incoming leader should possess the right balance of emotional intelligence, humility and a sense of humor, be aligned with the Alliance's core values and mission, and embrace a culture of inclusivity and operational excellence.

Experience and Education

- Fifteen (15) years of progressively responsible leadership experience of which at least ten (10) were in an executive role overseeing operations and/or capital planning and development in one or more of the following settings: a park with an expansive natural landscape, university campus, museum, botanic garden, public venue with diverse facility operations, or other comparable public or nonprofit environment.
- Demonstrated success optimizing large-scale operations across multiple sites serving the public and overseeing capital projects at scale from design through construction including prioritization of sustainable and resilient landscapes and effective project/cost management.
- Although not required, an advanced degree in Urban Planning, Landscape or Building Architecture, Construction Management, Environmental Conservation, or related field is an asset.

Diversity Makes us Stronger

The Alliance has made diversity as much a part of its everyday operations as it is a part of its mission and values. The organization serves park users of all socio-economic and cultural backgrounds, and strives to reflect this diversity in its leadership, staff and supporters. By creating an equitable and inclusive workplace, the organization prioritizes a culture and environment where employees feel safe to express themselves, voice their opinions and work together to find solutions.

As an equal opportunity employer, the Alliance is committed to providing an environment of mutual respect where equal employment opportunities are available to all applicants and employees without regard to race, color, religion, sex, pregnancy (including lactation and related medical conditions), national origin, age, physical and mental disability, marital status, sexual orientation, gender identity, gender expression, genetic information (including characteristics and testing), military and veteran status, and any other characteristic protected by federal, state and local laws.

As part of its commitment to diversity and inclusion in the workplace, the Alliance encourages applications for this senior leadership opportunity from members of underrepresented groups as well as those who share this commitment.



Compensation & Benefits

The salary range for this role is **\$200K - \$250K**. To be considered at the top of the range, candidates must demonstrate experience, success and proficiency across the key areas and requirements of the position. The Alliance offers the following competitive benefits - medical, dental and vision coverage, 403(b) retirement plan including company contribution, flexible spending accounts, life insurance, long term disability, PTO, discounts on park concessions and activities, and a **hybrid** work arrangement (3 days on-site and 2 days remote) the schedule of which may vary depending on organizational and operational needs.

To Apply

The Alliance has retained **ACEUM Advisors & Search** to conduct this leadership search. For consideration candidates should forward a written expression of interest and resume to: Ira Machowsky, CEO – imachowsky@aceum.com or Heather Bivens, Senior Executive Search Associate – hbivens@aceum.com. All inquiries will be kept strictly confidential.

ACEUM is an HR Advisory, Executive Search and Organizational Consulting Firm working exclusively with social impact, nonprofit and healthcare organizations.