

CPRE Candidate Name _____

CERTIFIED PARK AND RECREATION EXECUTIVE (CPRE) WORK EXPERIENCE FORM

The CPRE Work Experience form must be completed and signed by a supervisor or a human resources/personnel official.

The form was created to ensure all CPRE candidates have met a standard set of competencies before sitting for the CPRE certification examination. All CPRE candidates must have experience in the areas listed below at a **middle manager or higher level**, please keep this in mind when you complete the form. The experience must also be full-time professional experience.*

**Full-time experience/employment is defined as working 32 to 40 hours per week in a recreation, parks resources, and leisure services position. Part-time, seasonal, temporary, or consulting is not accepted.*

Agency: _____ Job Title: _____

Agency Address/City/State: _____

Name and Title of Supervisor: _____

Phone: _____ Dates of Employment (M/Y): _____ to _____

Employment status: Full-time _____ Part-time _____ Seasonal _____

Other (please identify): _____

The CPRE candidate listed above was responsible for the completing job task(s), at a middle manager or higher level, listed in the competency areas below while employed with the agency I represent (please see the following page for a list of acceptable job tasks in each competency area).

Communication	Yes	No
Finance	Yes	No
Human Resources	Yes	No
Operations	Yes	No
Planning & Policy	Yes	No

By signing, I certify that all the information given in this application is true and correct to the best of my knowledge. I further understand that false representation relative to any information will provide the basis for withdrawal of certification.

Signature of Supervisor completing this form: _____

Title: _____

Date: _____

Certified Park and Recreation Executive (CPRE) Core Competencies:

(Qualifying Candidates must have experience with one or more job task under each core competency to qualify)

Communication

- Promote the benefits of specific programs and services to the community
- Provide education regarding the value and benefits of parks and recreation (e.g., for staff, the public, commissions stakeholders, policy makers, etc.)
- Solicit public support for the mission and goals of the organization (e.g., formation/support of friends groups)
- Collect public input regarding policies (e.g., addressing constituent comments, public hearings, focus groups, surveys)
- Communicate organization's vision and mission to personnel and stakeholders
- Collaborate with external groups, committees, advisory boards, agencies, and councils
- Promote the organization through marketing and branding
- Formalize relationships with outside community organizations (e.g., leagues, associations, clubs, non-profits, school districts, faith-based organizations)
- Advocate on behalf of the organization to public and media
- Advocate for public support of the organization (e.g., initiatives to advance the profession, need for funding)
- Follow the organization's internal chain of communication
- Foster internal and external departmental relationships
- Provide input for reports (e.g., annual, strategic plan, budget)
- Disseminate organization reports (e.g., annual report, financial reports, statistical data, project updates)
- Communicate financial policies, philosophies, and budget status to subordinates (e.g., cost recovery analysis philosophy, budget update reports)
- Develop marketing strategic plan, e.g., press releases, advertising, presentations
- Communicate with elected officials, legislative boards, commissions (e.g., navigating the political environment, lobbying, advocating for policies)
- Maintain customer relationships (e.g., respond to customer concerns, requests for information)

Finance

- Collect financial and/or operating data (e.g., attendance, revenues, expenditures)
- Implement cash handling practices (e.g., retail sales, rentals, fee collection, deposits, petty cash)
- Prepare requests for alternative support (e.g., grants, donations, sponsorships, in-kind services, matching funds)
- Research sources of alternative support (e.g., grants, donations, sponsorships, in-kind services, matching funds)
- Seek and develop additional revenue sources (e.g., bond issues, trust funds, endowments, foundations, investment funds, new concessions or business opportunities, state, federal, or private grants)
- Conduct cost recovery analysis for a specific area in order to recommend fee schedules
- Manage area specific contracts
- Administer asset management protocol
- Develop and implement fee collection procedures
- Recommend fee schedules & policies
- Establish fee schedules & policies or philosophies
- Develop a program budget
- Develop and administer comprehensive agency budget (e.g., monitoring revenues and expenditures, allocating funds)
- Communicate budget needs to supervisor
- Operate within an existing budget
- Prepare budget for areas of responsibility
- Manage budget for areas of responsibility
- Develop and/or finalize contracts and lease agreements (e.g., MOUs, Cooperative Endeavor Agreements, Joint Use Agreements, RFPs, etc.)
- Initiate the bid process for commodities and capital acquisitions and improvements (e.g., obtain and approve specifications for RFPs and requisitions, comply with purchasing requirements)
- Prepare financial analyses and reports (e.g., reconciliation of revenues, cost recovery analysis, budget justification, trend analysis)

Human Resources

- Develop & approve job descriptions
- Conduct hiring process for new employees (recruit, review applications, interview, hire)
- Design and conduct training for staff, board members, advocacy groups, volunteers
- Enforce the policies and procedures of the human resources department or union
- Evaluate personnel performance (e.g. develop goals, recommendations, work plans)
- Manage time cards, payroll, and/or employee records
- Perform personnel actions (e.g. disciplinary actions, coaching, recognitions, terminating, grievances)
- Supervise interns and employees
- Determine pay levels for subordinate staff within organization
- Manage employee resources (e.g., employee assistance, grievances, benefits, performance coaching, career development, staff allocation)
- Monitor labor relations (e.g., meet with labor organizations such as unions or HR departments/divisions)

Operations

- Manage contract agreements with independent contractors
- Conduct assessment of specific programs, areas, products, services
- Establish relationships with outside organizations (e.g., leagues, associations, clubs, non-profits, school districts, faith-based organizations, advocacy/friends groups)
- Collaborate with related organizations (e.g., leagues, school districts, other districts/departments, state and federal environmental/natural resource agencies, state affiliates, professional associations)
- Develop energy efficient and environmentally friendly procedures (e.g., disposal methods, purchasing of efficient supplies, Green initiatives, LEED, recycling)
- Implement maintenance standards (e.g., perform or request troubleshooting, routine maintenance, preventative maintenance, repairs or replacement)
- Stay current with changes in applicable regulatory agency policies
- Implement policies & procedures, health codes, OSHA, ADA
- Provide input for updating standard operating procedures/manuals
- Provide reasonable accessibility accommodations
- Review site plans, bid specifications, and maps
- Analyze operating data (e.g. attendance, revenue, expenditures, maintenance, marketing)
- Develop standard operating procedures/manuals
- Compile information to defend agency in the event of accidents
- Enforce code of conduct for facility users and program participants, coaches, and staff
- Develop emergency management plan
- Develop risk management, safety, security plans, policies and procedures
- Implement risk management, safety, security plan (e.g., addresses safety concerns, recognizes risk, identify hazards, pre- and post-opening inspections)
- Develop plan to accommodate participants with disabilities
- Provide customer service, both internal and external
- Manage customer relationships (e.g., service recovery, recognition, retention)
- Manage properties (e.g. parks, facilities, areas)
- Monitor capital improvements (e.g. renovations, building new facilities)
- Provide input regarding capital improvements based on operational needs
- Evaluate participant satisfaction, program outcomes

Planning & Policy

- Analyze trends and best practices
- Assist with development of emergency management plan
- Collect public input (e.g. public hearings, focus groups, surveys)
- Develop a plan to include participants with disabilities
- Develop a comprehensive program plan
- Identify needs for new facilities, services, and capital improvements
- Provide input/updates for agency strategic/master plan (e.g. area specific work plan)
- Administer capital improvement plan
- Identify methods for land or other property acquisitions (e.g., conservation or other easements, fee simple, cooperative ventures or purchases, park dedication ordinances, copyright and patent, bonds)
- Propose land or property acquisitions for future development
- Participate in research with outside agencies and institutions (e.g., trend analysis, technology, social needs, benchmarks, cooperative agreements)
- Develop and administer risk management, safety, security plans
- Develop and administer the agency strategic/master plan
- Develop and implement emergency management plan
- Oversee and administer capital improvement plan
- Participate in planning to ensure park development, intermodal access, environmental quality
- Participate in research through cooperative agreements or contracts with academic or private institutions (e.g., trend analysis, technology, social needs, benchmarks)
- Support sustainable economic development (e.g., environmental conservation, tourism, attracting business, improving property values, attracting residents)
- Define organizational structure and adjust structure to address changing needs and trends
- Develop and present proposals, budgets, and justifications to policy makers
- Develop and recommend agency specific policies, regulations, codes, laws, rules, etc.
- Ensure agency compliance with national, state, and local laws and regulations
- Establish vision and mission for the organization
- Develop energy efficient and environmentally friendly policies (e.g., disposal methods, purchasing of efficient supplies, Green initiatives, LEED, recycling)