



2200 North 33rd Street * PO Box 30370 * Lincoln, NE 68503-0370 * Phone: 402-471-0641 * Fax: 402-471-5528

JOB VACANCY ANNOUNCEMENT

Advertised to Employees and Public

LOCATION	TITLE	SALARY
2200 North 33rd Lincoln, Nebraska	GAME & PARKS COMMISSION DIRECTOR	\$150,000 negotiable Position #03300001

APPLICATION DEADLINE: June 30, 2021

SPECIAL NOTIFICATION: This is a professional, executive level position that works with the Board of Commissioners to maintain Nebraska's rich and diverse wildlife resources, parks and outdoor environment, and to ensure agency policies, programs and serviced to effectively achieve the Nebraska Game and Parks Commission's mission. The Nebraska Game and Parks Commission (Commission) shall appoint a secretary, who will act as its Director and Chief Conservation Officer and be in charge of its activities. He or she shall be a person with knowledge of and experience in the requirements of the protection, propagation, conservation and restoration of the wildlife resources and park/land assets of the state. The secretary shall serve a term of six years. The Nebraska Game and Parks Commission invites applications for the position of Director where under the direction of the Commissioners, will have general supervision and control of all activities and functions of the commission, will enforce all the provision of the laws of the state relating to wild animals, birds, fish, parks and recreational areas, and will exercise all necessary powers not specifically conferred on the commission. This position offers unique opportunities and challenges, and requires a dynamic, engaging leader with demonstrated executive-level experience. The position is located in Lincoln, which is the capital of Nebraska. The Nebraska Game and Parks Commission is staffed by 480 dedicated full-time employees and an annual temporary work force of up to 1200 employees. The Director organizes and staffs the agency to execute key programs including administrative/fiscal management of an annual budget of approximately \$85 million, resource management and research, law enforcement, land management, education and information, and habitat and mitigation assessments associated with land and water use projects.

JOB DUTIES/Essential Function: • Bi-annually establish and update a two-year business plan including forward looking strategy that will be reviewed and approved by the Commission. This plan will drive the Director's position responsibility. • Regularly communicate the Department's vision and priorities to employees to drive engagement and alignment in achieving core goals and objectives. • Direct Department personnel to execute and manage value-added, timely and cost-effective operations. • Ensure full compliance with established short- and long-term Commission policies for the preservation, protection, perpetuation and management of wildlife resources in the state of Nebraska. • Develop and promote programs through appropriate legislative, professional, governmental agencies, and social groups to enhance and protect the park and wildlife resources of the state. • Cultivate strong ongoing relationships with sportspeople, elected officials, federal, state and tribal agencies, private landowners, and the public to promote department policy and secure budget support, and address complex challenges for managing fish and wildlife resources, habitat and public access. • Maintain excellent working relationships with the Commission, including acting as a trusted advisor, keeping



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Commissioners fully informed of the status of key business plan goals and objectives, and discussing sensitive programs and projects that impact the state's park, fish and wildlife resources.

KNOWLEDGE, SKILLS, ABILITIES & RESPONSIBILITIES: The Director is responsible for ensuring that the agency's programs and services safeguard the long-term vitality of fish and wildlife – and the quality of parks and land – under the department's stewardship. The Director, and the team he/she leads, must build effective relationships with the state of Nebraska legislature, citizens, and the multitude of constituencies within the state's other departments. The Director needs to foster a strong, collaborative organizational culture and instill values focused on achieving the Department's strategic business plan goals.

QUALIFICATIONS/REQUIREMENTS: An accredited four-year university degree and/or extensive experience in the management and conservation of parks, fish and wildlife is required.

- Work history including increasing responsibility in hunting, fishing and trapping, or other natural resource management; preferably have held one or more of the following positions: Division Chief, Bureau Chief, Regional Supervisor, Deputy Director, Agency Director or organizational equivalent.
- Proven track record of delivering measurable results through demonstrated leadership, vision and innovation.
- Experience managing staff/teams and creating empowering, collaborative work environment.
- Experience developing and implementing long-range plans, policies, objectives, multi-faceted budgets and HR management plans.
- Excellent skills in leadership, negotiation, conflict resolution, consensus building and public relations.
- Strong written, presentation and oral communication skills.
- Ability to operate effectively in a complex political environment with a broad range of public entities, interest groups and governmental entities with roles in natural resources management.

TO APPLY:

- The State of Nebraska plans to receive all applications no later than June 30, 2021
- To apply go to Statejobs.nebraska.gov
 - o Complete the application entirely
 - o Attach a personal resume, not to exceed two pages.
 - o Complete the attached questionnaire within the space provided
 - o For additional information and/or questions, please contact:

Angela Janda-Craig, Division Administrator

Angela.janda-craig@nebraska.gov 402-471-5415

- All applicants will be reviewed and scored based on the application information submitted and may be contacted to clarify information submitted and/or ask for additional information.
- Applications will be shortlisted; selected candidates will be invited to review their application in person and participate in a question and answer session with the Commissioners leading the Selection Committee. Interviews will be completed by September 1, 2021.



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Supplemental Questions
Nebraska Game and Parks Commission Agency Director

Date: _____

Name: _____

Process: Answer the following questions in the space provided. Do not attach additional information. Please limit your answers to 125 words or less for each question.

1. Explain your technical experience and/or significant assignment with the following disciplines within a Game-Fish-Park industry.
2. Explain your technical experience and/or significant assignment with the wildlife discipline within a Game-Fish-Parks industry.
3. Explain your technical experience and/or significant assignment with the parks discipline within a Game-Fish-Park industry.
4. Explain why your senior management experience within a Game-Fish-Parks industry is an ideal fit for this position.
5. During the past five years, please list your top 5 successes in the Game-Fish-Park industry in which you've had a significant role.

1. _____

2. _____

3. _____

4. _____

5. _____

6. When researching Nebraska Game and Parks history, current status and view of the future, do any opportunities and/or challenges stand out? If so, what would your feedback be toward effective ideas or actions to capitalize on and/or address them.