COUNTY OF SAN DIEGO

THE NOBLEST MOTIVE IS THE PUBLIC GOOD

DIRECTOR, COUNTY LIBRARY

Starting Pay Range $150,000 - $170,000

Executive Benefits Package

www.sandiegocounty.gov

DIRECTOR, COUNTY LIBRARY | COUNTY OF SAN DIEGO

COMMUNITY SERVICES GROUP

The County of San Diego invites résumés from candidates with exemplary qualifications for the position of Director, County Library, in the Community Services Group.

The County Library is a nationally recognized, award-winning organization that provides services to more than one-million residents over a 4,000 square mile County. The Department employs 273 staff and thousands of volunteers, across 33 branch libraries encompassing nearly 340,000 square feet, has an operating budget of $39.2 million, a circulation of more than 11 million books, two mobile libraries and two Library-to-Go kiosks. Services include providing information in print, non-print and online formats for lifelong learning; promoting reading and literacy skills; instruction and access to the Internet and other online services; offering diverse programs to inform and enlighten customers of all ages; and provide homework resources for students of all ages.

THE IDEAL CANDIDATE

The ideal candidate will be a dynamic and visionary leader who values collaboration and thrives in an environment of multiple stakeholder priorities. His or her professional history will demonstrate the following leadership competencies and attributes:

- Stimulates and actively initiates change in the organization
- Remains optimistic and persistent, even under adversity
- Carefully considers implications and impact of decisions across the organization and in the region
- Effectively manages conflict
- Builds and supports mutually beneficial relationships with other County departments, outside organizations and community stakeholders
- Looks beyond department boundaries when making decisions
- Possesses strong technical and interpersonal skills

Please click here for a full description of the job duties of the Director, County Library.

MINIMUM QUALIFICATIONS

Qualifying candidates will possess a Master's Degree in Library Science or Library and Information Science from an accredited college or university AND, five (5) years of management experience that demonstrates the ability to perform the essential functions of the classification. Experience must include one year of supervision.

COMPENSATION

The annual salary range upon appointment for this position will be $150,000 to $170,000. Placement within this range is dependent upon the qualifications of the successful candidate. Annual salary reviews are performance-based and goal-oriented. Relocation expenses are approved not to exceed $15,000.

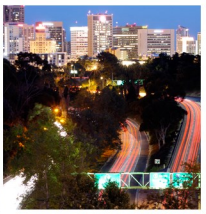
BENEFITS

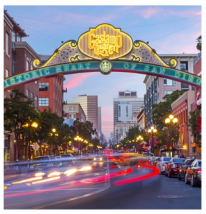
- Fifteen days of paid vacation, thirteen days of paid sick leave, and thirteen paid holidays
- Medical, dental, and vision insurance plans
- Disability Insurance, Life Insurance, and Accident Insurance
- Flexible Management Benefit Package – a monthly credit may be used to select benefits from a group of options
- Auto allowance $600/month
- Defined benefit Retirement program
- Reciprocity with other governmental retirement systems may be granted; for further information, the website for the San Diego County Employees Retirement Association can be accessed here
- Deferred Compensation Program (457) and 401(a) plans

COUNTY LIBRARY

The Department's mission is to inform, educate, inspire and entertain. The County seeks a candidate that will continue the Department's momentum in reaching the following strategic objectives:

- Lead the profession by advocating for libraries' increased access to library eBooks.
- Create and write a technology plan to double access to broadband and personal computer devices.
- Create and implement a uniform protocol for measurement, reporting and schedule for circulation, program attendance, public internet use, and branch visits.
- Augment structure for the San Diego County Library (SDCL) to evaluate, cultivate, and develop talent within its staff.
- Enhance practices regarding how SDCL establishes relationships and shared projects with community partners.
- Assess & evaluate the SDCL brand to refresh internally and externally.
- Target goals: 12 million circulation annually; 8.0 turnover per item; increase digital book circulation by 20% annually of 300,000 items; host 25,000 programs for children, adults and teens; 5.5 million branch visits.





THE COUNTY OF SAN DIEGO

The mission of the County of San Diego is to provide the residents of San Diego County with superior County services in terms of quality, timeliness, and value in order to improve the region's Quality of Life.

- The County covers 4,261 square miles, extending 75 miles along the Pacific Coast from Mexico to Orange County and inland 75 miles to Imperial County along the international border shared with Mexico
- San Diego enjoys a wide variety of climate and terrain, from coastal plains and fertile inland valleys, to mountain ranges, forests, and the Anza-Borrego Desert. The average annual rainfall is only 10 inches
- The County is governed by a five-member Board of Supervisors elected to four-year terms in district, non-partisan elections.
- There are 18 incorporated cities and a large number of unincorporated communities
- County services are provided by five business groups, that are headed by Deputy Chief Administrative Officers who report to the Chief Administrative Officer (CAO)
- The County has a budget of $5.4 billion and provides services to the residents of the County through its 17,000 employees in 42 different departments

GENERAL MANAGEMENT SYSTEM

The County engages in a continuous cycle of planning, implementing, evaluating, and renewing the planning process. The County's comprehensive guide for managing this cyclic process is called the General Management System (GMS). The successful candidate must have a general understanding of the General Management System.

APPLICATION PROCESS AND RECRUITMENT SCHEDULE

Résumés may be submitted on-line at www.sdcounty.ca.gov, select the link for jobs; or click here.

Résumés should include academic degrees held and dates conferred, employment history and positions held, dates of service, areas of experience, levels of responsibility, reporting structure, key duties performed, number of direct reports or staff, and salary information.

An evaluation board will convene to review submittals and identify top competitors to be considered for further evaluation.

SPECIAL NOTES

Persons serving in positions in the Unclassified Service do not accrue tenure and serve at the pleasure of the appointing authority. The provisions of this job announcement may be modified or revoked and do not constitute an expressed or implied contract. Qualified women, minorities, and persons with disabilities are encouraged to apply. Reasonable accommodation may be made to enable an individual with qualified disabilities to perform the essential functions of a job, on a case-by-case basis.

NOTES

The County of San Diego and its employees embrace the Live Well San Diego vision: A region that is Building Better Health, Living Safely and Thriving. Click here for more information www.livewellsd.org.

LIVE WELL
SAN DIEGO

Under California Government Code Sections 3100 - 3109, public employees are designated as **disaster service workers**. The term "public employees" includes all persons employed by the state or any *county*, city, state agency, or public district. Disaster service workers are required to participate in such disaster service activities as may be assigned to them by their employer or by law.

CONTACT INFORMATION

You may direct any questions regarding the application and selection process to Brandy Winterbottom Whitney, Deputy Director, Human Resources at brandy.winterbottom-whitney@sdcounty.ca.gov or 858-505-6324. Questions about the position or department should be directed to Linda Holt, Group Human Resources Director for the Community Service Group at linda.holt@sdcounty.ca.gov or 619-531-5116.

County of San Diego

Department of Human Resources

5530 Overland Ave., Suite 210

San Diego, CA 92123