

KCLS DIRECTOR SEARCH

Photo
taken by
Mary
Heston



King County, Washington

Washington's King County offers a remarkable blend of vibrant cities, suburban developments, rural landscapes, farms and forests. Many areas enjoy spectacular views of Puget Sound, the Olympic and Cascade mountain ranges, with the convenient access to Seattle and all the amenities the region has to offer. With a population of just over 2 million, the county encompasses 2,300 square miles and includes 39 cities and towns, each with their own unique character and history.

King County is one of the most ethnically diverse counties in the nation, with immigrant and refugee populations nearly double that of the national average. Residents speak more than 170 languages, and persons of color comprise 47% of the population. While county residents are socially and economically diverse, the median household income and adult education level are well above the national average.

King County is home to eleven colleges and universities including the University of Washington, a leading research institution, which boasts one of the nation's top medical schools. Community colleges, art and culinary institutions, and technical schools round out the area's opportunities for higher education.

More than 45% of adult residents have a Bachelor's degree or higher, which is above the national average. This highly educated workforce provides a solid talent pool for the innovative, knowledge-based industries that drive the area's economy. Many Fortune 500 companies are located in King County, including Amazon, Costco, Microsoft, Nordstrom, Paccar, Starbucks and Boeing. Other large employers include the University of Washington, Providence Health & Services and King County government.



Photo taken by Mountains to Sound Greenway Trust - Wikimedia Commons



Photo taken by Meher Anand Kasam - Wikimedia Commons



Photo taken by Michael Walmsley

King County Life

Surrounded by mountains and bordering Puget Sound, King County and the Seattle/Tacoma metropolitan area feature a mild climate, beautiful scenery, and abundant cultural and recreational activities within easy reach all year round, from outdoor adventures to opera to professional, college, high school and recreational sports teams. From any point in King County, you can easily reach popular ski areas in the winter, sailing, kayaking, cycling, hiking, and world-class mountaineering most of the rest of the year.

Once considered a ‘suburb,’ the City of Bellevue is rated #13 in the Top 100 Most Livable Cities index for 2014. At the other end of the scale, tiny Skykomish—in the northwest corner of King County, boasts a year-round population of 198, and the smallest KCLS library. If mountains, lakes, and woods are your preference, the Snoqualmie Valley offers smaller towns, scenic vistas, while Redmond (home to Microsoft) and Issaquah border Lake Sammamish. For climbers, hikers and skiers, the Sammamish Plateau offers easy access to the Snoqualmie Pass recreation areas, golf courses, and a nearby luxury

casino. To the south, near the city of Black Diamond, Flaming Geyser State Park offers summer recreation from gentle tubing to challenging kayak runs on the Green River. From Enumclaw, the view of majestic Mt. Rainier is awe-inspiring. If you yearn for island life, King County offers two kinds: bustling Mercer Island is an urban oasis in Lake Washington, while Vashon Island is a short ferry hop from Seattle or Tacoma, both with KCLS libraries.

If community celebrations are your passion, summers are filled with opportunities, from Issaquah Salmon Days to the Jazz Fest in Bellevue, outdoor concerts in the beautiful wine country of Woodinville, and Renton’s historic River Days. Throughout the county, you’ll find art galleries, museums, farmers’ markets, world-class restaurants, and of course, a seemingly endless array of opportunities to find your favorite coffee. You’ll also find gourmet chocolatiers, microbreweries, live music, parks, and quiet places to simply relax and take a deep breath, surrounded by natural beauty. Mountains to Sound, forests and farms, quiet towns, bustling suburbs, and major cities, King County has it all.

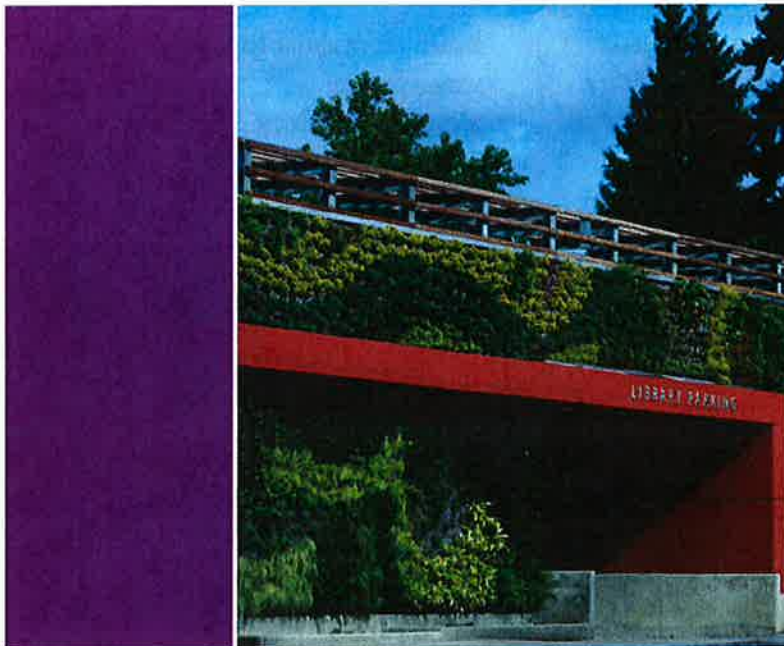
King County Library System

King County Library System (KCLS) has been serving the urban, suburban, and rural communities surrounding Seattle since 1942. KCLS is not part of King County government. It is an independent taxing district established under State law to provide library services to area residents. Ninety-six percent (96%) of all library funding comes from local taxpayers through an annual levy assessment not to exceed \$0.50 per \$1,000 of assessed value.

A nationally recognized library system, KCLS has 48 community libraries and lends over 22 million items per year. Twelve Library2Go! vehicles provide convenient access to a wide variety of library services to users of every age. Community libraries are open daily throughout the year, including more than half on Sunday, and provide an array of materials and resources, including books, movies, music and magazines in both print and downloadable formats. Collections are available in 24 languages in addition to English.

In 2004, voters supported a \$172 million capital bond to renovate, expand and build new libraries across the King County Library System service area. In 10 years, KCLS has opened 12 new libraries, expanded 11 and renovated eight. Only a handful of capital projects remain to be completed.

KCLS serves its remarkably diverse population in the library, online, and in the community. In seven years, staff has reached more than 10,000 non-English speaking families to educate parents of preschoolers about the importance of early literacy. In addition to English, story times are offered in Chinese, French, Japanese, Russian, Somali and Spanish. Citizenship classes, English Language Learning classes, and other program series such as Many Voices, One Land speak to the wide range of offerings for residents of all backgrounds. KCLS also offers interpreter services in multiple languages.





KCLS programs educate, entertain and amaze as they help bolster the reading readiness of preschoolers, assist teens with homework, and offer adults classes that encourage entrepreneurship and exploration.

As KCLS increases its offerings to the community, partnerships have become invaluable. Museums, credit unions, media outlets, major corporations and even Seattle-Tacoma International Airport have allowed KCLS to expand offerings and provide library services to even more people. An active Foundation enhances what the library accomplishes by providing support beyond public funding. And enthusiastic volunteers, Friends of the Library, and city-appointed Library Advisory boards also contribute to the already impressive amount of services KCLS provides.

King County Library System is a recognized leader and outstanding in many ways. In 2011, Library Journal named KCLS Library of the Year. Several community libraries have won design awards from the American Institute of Architects, and in 2012 KCLS was named Outstanding Civic Organization by the Municipal League of King County.

KCLS has not rested on its laurels. The System continues to focus on the future by aligning services and staffing to prepare for the continued growth and evolution of the library's physical and virtual offerings.

Learn more about KCLS by visiting:

www.kcls.org

www.kcls.org/about

www.kcls.org/foundation/

KCLS by the NUMBERS*

Population (service area): 1.3M
 Operating Budget: \$109M
 Staff (FTE): 780
 Community Libraries: 48
 Library2Go Vehicles: 12
 Collection Size: 4,288,281
 Circulation: 22,004,935
 (including 1,894,119 downloads)

Circulation per Capita: 16.68
 Registered Cardholders: 1M
 Customer Visits: 9.9M
 Catalog Hits: 88M
 Website Hits: 47.7M
 Program Attendance: 560,590
 Public Internet Uses: 39.9M

*Fiscal Year 2012

The Ideal Candidate

Communicator

- Provides timely, accurate, and relevant information on critical issues to the Library Board, library staff, and community residents
- Attentive and respectful listener
- Passionate and effective advocate for KCLS and the services it provides
- Communicates openly, clearly, logically, and concisely
- Interacts effectively with the media and is willing and able to be an effective, visible library spokesperson in the community
- Able to develop and communicate a shared vision of library services
- Sense of humor

Community Builder

- Demonstrates cultural competence and has a history of responsiveness to community residents, library users, and library staff
- Acts with a high level of integrity and develops relationships based on dependability and honesty
- Politically astute and works successfully with elected and appointed government officials
- Works collaboratively and harmoniously with the KCLS Board of Trustees, the city appointed Library Advisory Boards, Library Foundation, KCLS Friends of the Library, Library Guilds and Associations, library staff and other key stakeholders to achieve the library's mission
- Customer service-oriented
- Active in local civic organizations
- Participates in professional library organizations and associations

Visionary Leader

- Creates and maintains an environment in which excellence and innovation can thrive
- Skilled in strategic planning and plan implementation
- Challenges the conventional wisdom and seeks creative alternatives
- Knowledge of current trends and best practices in libraries
- Effectively leads and manages change
- Forward thinking and has a positive track record in implementing appropriate technologies that improve the customers' experience and staff's efficiency
- Intellectually curious and demonstrates a commitment to personal lifelong learning

Administrator

- Demonstrates outstanding management skills
- Makes wise, fair, and timely decisions based on solid facts
- Responsible, accountable, and continuously strives to improve personal performance
- Effectively engages with staff at all levels and in all departments of the library
- Empowers staff with the authority and resources to carry out delegated responsibilities



Opportunities & Challenges

- Provide relevant services for residents while striving for the right mix of standardization and customization in response to local community needs
- Champion intellectual freedom and lifelong learning for all community residents
- Analyze library's organizational structure and implement changes that will enhance effectiveness, efficiency, and customer service
- Develop new or improved service models that effectively align staffing with the library's service priorities
- Deploy technology that improves the customers' experience
- Mentor and coach staff to achieve their full potential
- Communicate the importance and value of library service in the digital age and increase public awareness of services the library provides



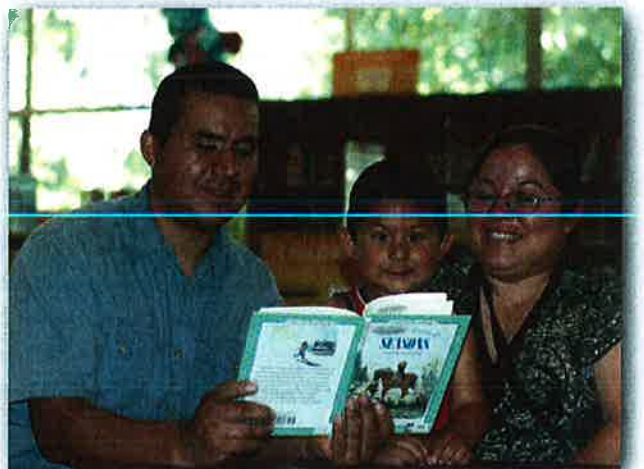
Governance

The King County Library System Board of Trustees is the governing body that approves the strategic direction and policies of KCLS and has fiduciary responsibility for the Library District's \$109 million dollar budget. The five-person Board is appointed to five-year terms by the King County Executive and confirmed by the King County Council.

The Position

The Library Director is hired by and serves under the direction of the KCLS Board of Trustees. The Director serves as the chief executive officer of the library and is responsible for the planning, administration and evaluation of all public library services. The Library Director makes policy recommendations to the KCLS Board of Trustees and oversees the annual operating budget.

Members of the Administrative Planning Team (APT) report directly to the Library Director and are responsible for directing operations and implementing strategies in all functional areas, including Public Services, Collections Management Services, Facilities Management Services, Finance, Information Technology Services, Community Relations & Marketing and Human Resources. APT is also responsible for development of departmental budgets.



Qualifications

Minimum qualifications include an MLS, or equivalent, and certification by the Washington State Board for Certification of Librarians or the ability to obtain certification at the time of appointment.

Highly qualified candidates will have:

- Ten years or more of progressively responsible public library management experience
- Experience providing library service in urban, suburban, and rural communities
- Experience serving diverse communities in proactive and innovative ways
- Experience working successfully with library unions

Compensation & Benefits

KCLS will offer a competitive salary commensurate with the qualifications of the selected candidate.

In addition, a generous benefits package is provided which includes

- 22 days vacation per year
- 10 scheduled holidays and 1 floating holiday per year
- 12 sick days accrued per year with no maximum accrual
- Participation in PERS (Public Employees Retirement System)
- Additional information about employee benefits can be found at <http://www.kcls.org/employment/>

How to Apply

To be considered for this exciting career opportunity, please email a letter of interest, your resume, and contact information for three work-related reference to:

June Garcia June@JuneGarcia.com

Applications received by June 30, 2014 will receive first consideration. However, the position is open until filled.

Please contact June Garcia at 303-522-2225 or Bill Hawkins at 213-308-0945 if you have any questions.



kcls.org

