



POSITION ANNOUNCEMENT

Library Director



Are you a visionary, curious, an early adopter, a natural collaborator and a leader?



Do you have a mind for business with the long-term view and integrity to steer our library into the future?



Are you ready to act as a motivator and thought leader for a community of forward-thinking and innovative residents?



Do you have a passion for engagement, community, learning and technology?



Are you searching for a community that is just the right fit with a moderate climate and great quality of life for all ages?



IF SO THEN READ ON... All of these qualities are requisites to achieving success as the next Director of the Dothan Houston County Library System. (DHCLS)



About DHCLS

DHCLS, located in **Dothan, Alabama**, currently serves Houston County residents (103,000 pop.) students and employees of local businesses. Our county wide facilities include; a new Main Library (2014) in Dothan, a new branch located in the Westgate Recreational Park (2014) along with branches in Ashford and Columbia and an active bookmobile. With a focus on literacy, providing access to technology, lifelong learning and community engagement staff have significantly increased traffic to the new facilities in the past year. Extensive programming at the library for all ages has provided patrons with a place to go and connect. The library system is managed by a library board with 15 members appointed from Dothan and the surrounding Houston County communities. The City of Dothan and Houston County provide annual funding along with Alabama state aid and private contributions and grants to keep the library current and easily accessible with extended hours of operation. The strength of DHCLS is built upon the staff and their commitment to providing the best materials, technology and service to all residents.



Dothan Houston
County Library System
is the proud recipient
of the 2015 Library
Journal LibraryAware
Community Award.

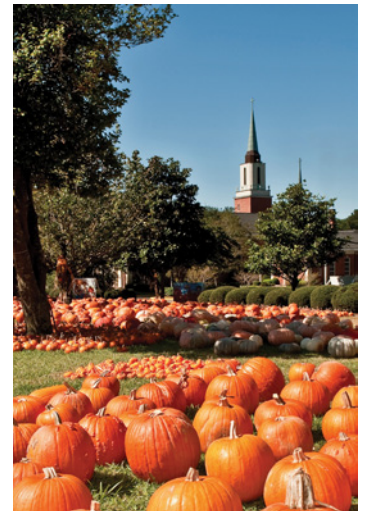
- **Completed \$8M building program, debt free**
- **Added expansive technology infrastructure system wide**
- **Expanded e-Resources for all ages**
- **Daily visits: 2,200 (average)**
- **Annual Operating Budget: \$1.3m**
- **Materials Budget: \$175k**
- **Staff: 12 Full Time and 28 Part Time**
- **Hours: 7 days / Week with 3 Evenings**
- **Programs: 20-30 per month**

Location

DOTHAN, ALABAMA is the home of the Dothan Houston County Library System. Nestled in the Southeastern corner of the state directly above Panama City, FL beaches and adjacent to the Georgia state line Houston County is home to a diverse population of 103,000 residents. Primary area employment opportunities include; medical and health sciences, transportation, agriculture, Fort Rucker (Army), and manufacturing, retail and educational facilities. With one fourth of the US peanut crop grown in the region, Dothan is the “Peanut Capital of the World.”



Residents enjoy a high quality of life enriched by community activities, sporting events, social clubs, cultural organizations and a broad range of religious institutions. With a renewed focus on education in Dothan, the city and county schools have been reenergized for improved opportunities for all students. In addition, the community has multiple private schools for pre K-12 students. Higher education institutions include Wallace Community College, Troy University and Alabama College of Osteopathic Medicine (2013). Residents are very committed to their community as demonstrated in the recent library building project, financial support came from jars of pennies to millions in contributions-all walks of life wanted to help.





Responsibilities

The new Director will provide innovative leadership for the staff, residents and community served. Creating the path for the Library to be fully integrated into the community the Director inspires a culture of engagement with a focus on exceptional stewardship of resources, finances and operations under the governance and oversight of the library board. The Director has the ultimate responsibility of developing and maintaining an engaged and highly competent staff. The Director is the face of DHCLS and is responsible for strategic positioning, overall performance; and acts as a strong advocate for the library in the local community, as well as at the state and national level.



Qualifications

Minimum qualifications for the position are an ALA-accredited Master's Degree in Library Science. Preferred qualifications are a minimum of five years of library experience with at least three years of administrative experience. Essential attributes and skills include: vision, creativity, energy and enthusiasm; superior written and oral communications skills; demonstrated success in effectively marketing and promoting library services to the community; political acumen; sound fiscal and budgeting skills; collaborative and consensus-building skills; experience in recruiting, mentoring, evaluating and retaining an excellent staff; and a thorough knowledge of current trends, technologies and "best practices" for library service. Experience working with a library board is essential.

Salary and Benefits

This is a full time professional position eligible for personal health benefits and participation in the Alabama Retirement System. Vacation, sick and personal days are active from first day of employment. Benefit package available upon request.

Salary: Up to \$76,000 annually (pending experience).

Applications

Please submit a cover letter and resume for consideration to:

MaryEllin Santiago

library consultant

santiagome@comcast.net

Position will close to applicants **May 10, 2015**. Candidates will be processed as applications are received.