



HENNEPIN COUNTY MINNESOTA

Director - Hennepin County Library

Lead the public library system for the largest county in Minnesota.

Consistently rated one of the top public library systems in the country, Hennepin County Library serves 1.3 million residents over 611 square miles, including the city of Minneapolis, with 41 libraries, outreach services and website, hclib.org.

In this position, you will:

- Articulate a vision and build effective partnerships with staff, organization, and community stakeholders
- Develop and drive strategic initiatives to promote lifelong learning among Hennepin County residents, including pilot programs to engage immigrant and refugee populations
- Plan, organize, and direct all activities concerned with the administration and operation of the library system
- Manage library's \$71.9 million operating budget
- Foster a commitment and build support for a diverse and inclusive organization representative of the community we serve
- Represent the library among professional associations, library committees, elected officials, civic and community leaders, philanthropic and corporate leaders, neighborhood and community groups, and the media
- Consult with and make policy recommendations to the Library Advisory Board and lead the partnership with Friends of the Hennepin County Library
- Collaborate with County Administration and other departments to support countywide initiatives such as strategic planning and customer service quality
- Ensure all Hennepin County residents have resources to read, graduate, work, and engage in lifelong learning

Hennepin County Library

Director opening

Qualifications

One of the following:

- Master's degree in library science from an ALA accredited school and seven years of management or administrative experience
- Master's degree in a related field and seven years of management or administrative experience
- Bachelor's degree in a related field and nine years of management or administrative experience

The ability to demonstrate the director competencies:

Customer focus—Meet the expectations of patrons; communicate customer focus to the organization.

Integrity and trust—Establish and maintain trusting and respectful relationships with others.

Vision and purpose—Communicate a compelling and inspired vision and sense of core purpose; accept the role of being the face of the library; integrate the library's vision with the county's vision.

Relationship management—Develop and maintain relationships with partners on the county, regional, state and national level; establish and maintain effective relationships with labor organizations, communities, advisory boards and elected officials.

Organizational management—Direct and administer complex and changing programs and services.

Diversity and inclusion—Foster commitment and build support for a diverse and inclusive organization that reflects the residents we serve.

Leadership—Provide effective leadership to direct reports and the organization; serve as an experienced, visionary leader; link actions back to vision and mission.

Strategic resource management—Manage a broad spectrum of resources including human resources, financial and capital projects, and technology.

Position location

This position will be performed on-site at Library locations in Hennepin County, Minnesota and remotely as job duties require. Based on current requirements, the person in this position must reside in the greater Twin Cities area.

Total Rewards

Hennepin County is committed to a Total Rewards philosophy to attract new talent and retain our skilled and dedicated workforce. This includes meaningful work, competitive pay, generous benefits, work-life balance, and the opportunity to make a positive difference in our community.

Pay

We recognize performance with competitive pay and commitment to your success.

Salary range: \$190,000.00 – \$213,562.05 annually.

Culture

We're committed to creating a workplace where you can feel empowered, understand how you fit into the broader picture, and know you're making a difference.

Benefits

We offer benefits that support health and wellness, help employees plan for the future, and recognize the diverse needs of the workforce.

Our benefits offerings include:

- Comprehensive low-deductible health, dental, and vision insurance
- Pre-tax flexible spending accounts including health care, dependent care and adoption assistance
- Onsite paid parking and discounted mass transit pass
- Up to 33 days paid time off, plus 12 paid holidays, paid parental leave
- Retirement plan with generous employer contribution, additional retirement plan options, and financial wellness services

Learn more about employee benefits

Visit bridge.hennepin.us and select "Guest" to learn more about employee benefits.

Apply now or learn more about the position

Position is open until June 4. The initial candidate review is expected to begin on June 14, 2023. Contact BrianHare@BradburyMiller.com.



Serving residents

Living in the Minneapolis-St. Paul metropolitan area

Hennepin County has seven lines of business and fifty departments that are focused on the county's Northstar, "Serving Residents". The Library is one department within Hennepin County's Resident Services line of business.

The work of all lines of business and departments is strategically focused on reducing disparities that have disproportionately impacted residents in seven interconnected domains: education, employment, income, health, housing, transportation, and justice.

Each of the county's 9,000 employees plays a role in advancing the priorities and goals of reducing disparities and creating opportunity for all who live, work and do business here.

The Library Director will work closely with county administration and other departments to leverage library programs and services to advance county goals and improve life outcomes for all residents.

Learn more at hennepin.us.

The Twin Cities metro area offers an unparalleled quality of life that includes diverse communities, exceptional school districts, a vibrant arts/theater/music community, easily accessible natural resources, and six professional sports teams.

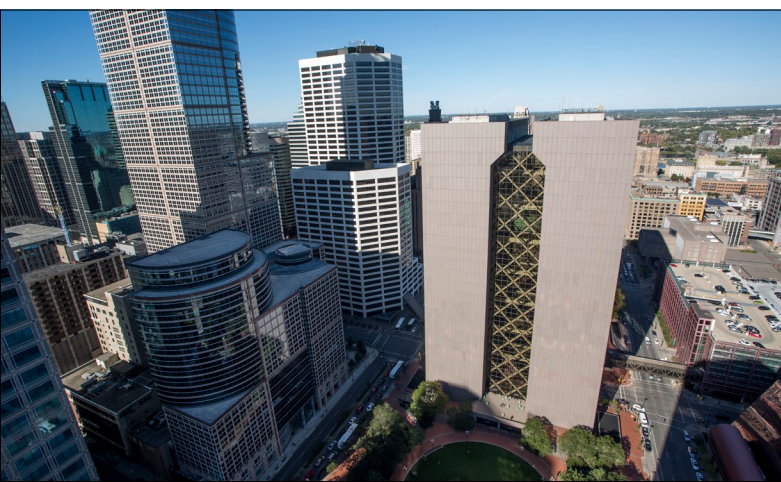
Hennepin County is most populous county in Minnesota with:

- 1.3 million residents
- 45 cities
- A budget of \$2.7 billion
- 126 languages and dialects spoken
- 100+ lakes and the Mississippi River
- 10 Fortune 500 companies

Don't just take our word for it

- Top 5 best park system in America, The Trust for Public Land, 2022
- #2 best state to raise a family, WalletHub, 2023
- #3 fittest city in US, American Fitness Index, 2022
- #3 happiest state in US, WalletHub, 2022
- #4 best state for health care systems, WalletHub 2022
- Top 20 vibrant arts communities in America, National Center for Arts Research, 2022
- Booming food scene full of James Beard Award nominees, including top Black, Hmong, Native, and Latino/a/x chefs and restaurateurs

Visit makeitmSP.org and exploreminnesota.com to learn more about our communities.



About Hennepin County Library

Community-based and patron focused, with excellent staff at the heart of our service, we believe all are welcome here.

Mission

Our mission is to inspire, facilitate, and celebrate lifelong learning.

Vision

Shaped by the information needs and aspirations of our residents, we envision the library as a shared space for enrichment and connection.

Library services are an important part of thriving and interconnected communities. We believe that every Hennepin County resident should have a library card and use it regularly.

Governance

Hennepin County Library is a department of Hennepin County government and reports to Hennepin County Administration and the Hennepin County Board of Commissioners.

The Hennepin County Library Board is an advisory board of Hennepin County residents appointed by the county board.

Friends of the Hennepin County Library is a fundraising partner that builds awareness, appreciation, and support for our world-class library.



Fast facts

41

libraries

600+

staff

461,000

active cardholders

\$71.9 million

annual operating budget

11 million

items circulated

1,900+

open hours each week

5 million

in-person library visits

4 million

items in the collection

10.5 million

website visits

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Bradbury Miller Associates is supporting this search process. Contact BrianHare@BradburyMiller.com.

