

your
Library
Fairfax County Public
We're everywhere you are



**Director,
Fairfax County Public Library**



Patrick Henry Library: The Teddy Bear Campout Program

FAIRFAX COUNTY

Fairfax County, located just west of the nation's capital, is a great place to live, work, play and do business. It has the largest population and number of employed residents in the Washington, D.C. and is one of the premier centers of commerce and technology in the United States.

Governed by a 10-member elected Board of Supervisors, the Fairfax County Government consistently achieves high praise for fiscal stability, quality services and technological sophistication. For fiscal year 2016, the advertised General Fund is approximately \$3.81 billion. Fairfax County continues to maintain an exceptional "Triple A" bond rating from the three leading rating agencies – Moody's Investor Service, Standard and Poor's, and Fitch Investor Service.

Fairfax County has been nationally recognized as a leader in government performance measurement, garnering the International City and County Management Association's Center for Performance Measurement Certificate of Excellence every year since 2009.

The Fairfax County Public Schools system is one of the highest-rated school systems in America and includes the prestigious Thomas Jefferson High School for Science and Technology. The system is the largest school system in the Baltimore-Washington Metropolitan Area and Northern Virginia - with over 181,000 students enrolled in 196 schools. Fairfax County is also a leader in higher education, where five major colleges and universities, including the main campus of George

Mason University are located. Northern Virginia Community College – the largest community college in the Commonwealth of Virginia – has two campuses in Fairfax County.

For more information about Fairfax County Government, visit www.fairfaxcounty.gov.

FAIRFAX COUNTY PUBLIC LIBRARY SYSTEM

With over 75 years of service, the Fairfax County Library (FCPL) system was established by vote of the Fairfax County Board of Supervisors in 1939, and has grown into the largest library system in Virginia.

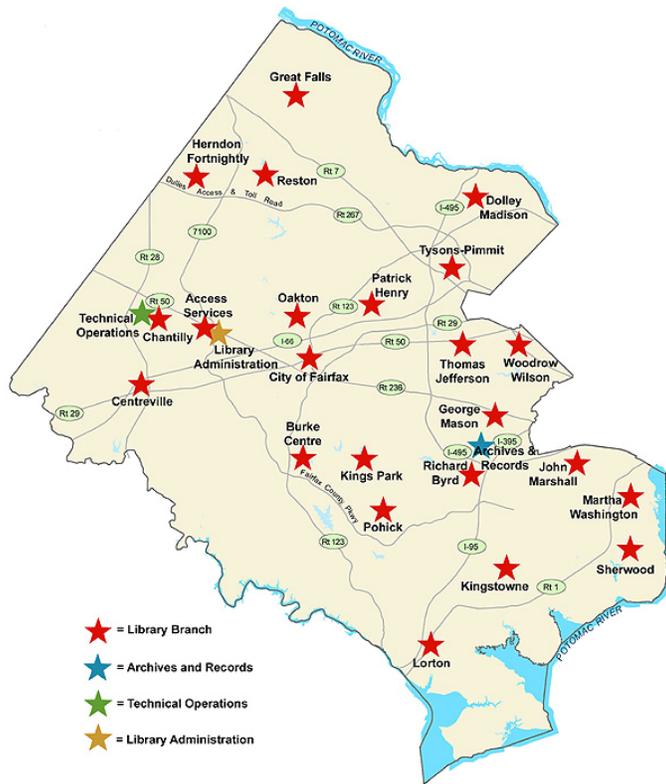
The Fairfax County Public Library Board of Trustees is responsible for library policies and for making budget recommendations to the Board of Supervisors. The 12-member, volunteer Board is composed of one member-at-large, approved by the Chairman of the Board; and nine members representing each district, appointed by each member of the Board of Supervisors; one member appointed by the City of Fairfax Council; and one member nominated by the School Board.

FCPL is comprised of 23 library branches including Access Services for persons with disabilities. It is staffed by 243 full-time equivalent employees, 340 part-time employees and a volunteer staff donating nearly 124,000 hours in FY 2015. The library offers a wide variety of services both in the branches and via the website.

All branches provide public Internet workstations and access to Wi-Fi. The library maintains a two million

item collection, offers hundreds of free programs each month for all ages, and provides free public meeting room space, including group study room space in many branches. Programs offered by the library include national and local author readings and book signings, local musical concerts, and events for the diverse population.

The county's Archives and Records Management Branch



is part of the Library, and provides professional assistance and advice to county agencies on the management, retention and storage of their records. It ensures that legally mandated retention schedules, preservation standards, security measures and levels of access are followed for both permanent and non-permanent records regardless of the physical format or location of such records. In addition, the FCPL Virginia Room maintains a local history and genealogy collection of 26,241 title records.

FCPL is primarily funded by Fairfax County Government. Supplemental funding sources include state aid, private contributions through the Fairfax Library Foundation, Friends of the Library and grants that support library programs for all ages, resource enhancements and the materials budget.

THE MISSION

The mission of the Fairfax County Public Library is to enrich individual and community life by providing and encouraging the use of library resources and services to meet the evolving educational, recreational and

informational needs of the residents of Fairfax County and the City of Fairfax.

THE VISION

The library is vital to the life of every resident.

THE CORE VALUES

As a customer-centered organization, FCPL values:

- Customers

FCPL is committed to providing outstanding service to all customers in a courteous and confidential manner. The library respects our customers' requests for information, the online sites they access and their borrowing history.
- Reading and Learning

FCPL promotes the love of books and the importance of reading. The library values reading and information literacy for the knowledge, power and pleasure they bring. It recognizes that reading and information literacy provide a foundation for lifelong learning, opening doors and expanding horizons.
- Access

FCPL is committed to intellectual freedom and to providing convenient, equitable and open access to our resources and services.
- Diversity

FCPL finds strength in diversity - in our community, customers, staff, volunteers and materials. The library strives to ensure that all people feel welcome in the library.
- Staff

FCPL values and recognizes the professionalism, dedication and expertise of our employees and volunteers. The library is committed to providing a supportive work environment that offers opportunities for learning and professional development.
- Stewardship

FCPL is committed to the prudent management of the library's public funds, facilities and resources. The library actively promotes their wise use and sustainability.
- Partnerships

FCPL extends its reach and impact in the community through partnerships with individuals, public and non-profit organizations, community groups, educators and businesses.

THE POSITION

The Director serves as the Chief Executive Officer for the Fairfax County Library system. Subject to the policies, guidelines, and supervision of the Fairfax County Public Library Board of Trustees and under the administrative direction of the Deputy County Executive, the individual plans and directs the overall operation of the Fairfax County Public Library system, and provides results-oriented leadership to address emerging trends in a digital environment. Develops and implements the long-range strategic plans to fulfill the mission of the Library to secure success into the future and optimize support for learning within the library and the community.

Additional duties include, but are not limited to:

- Oversees allocation of resources and establishes controls for financial systems;
- With staff, leads and manages strategic plans and changes;
- Leads the implementation of appropriate technologies to enhance FCPL services;



- Refines, implements, and communicates policies, processes, and procedures;
- Provides fiscal oversight, including development and management of the budget; development of grant and other philanthropic funding streams; and provides vision and support for the fundraising efforts of the Friends of the Library and the Fairfax Library Foundation;
- Ensures that programs, services and functions are designed and operated to deliver the best user experiences; launches initiatives to improve services and expand user base;

- Markets and promotes the Library to galvanize support and involvement of the community in library services and programs;
- Builds teams and coalitions between library staff, the Board of Supervisors, county agencies, Fairfax County Public School System, City of Fairfax, and other community organizations;
- Ensures the Library's resources are accessible through current technology.



THE CANDIDATE

The ideal candidate is a progressive, visionary, and customer-focused leader with the capacity to set and achieve high and attainable goals, and has an exceptional library management background in order to administer a large public library system within a community of residents with diverse educational, ethnic and cultural backgrounds. The best qualified candidate will possess strong interpersonal skills, with proven experience building effective and long-lasting business partnerships by collaborating with elected officials, governing boards, county executive leadership, community representatives, employee groups, and other organizations. The candidate is committed to the professional values of public librarianship and creates a community of engagement and innovation. The successful candidate models entrepreneurship, financial stewardship and strategic thinking; cultivates the development and professional growth of staff, and creates a culture of engagement and innovation.

QUALIFYING EXPERIENCE

A master's degree from an American Library Association-accredited library school. Ten years of progressively responsible library experience, including experience working as a professional librarian in a public library, and at least five years of public library supervision and management experience (i.e., library branch or library system administration level) in an urban or suburban public library system. A certificate issued by the Virginia State Board for Certification of Librarians must be obtained within three months of date of appointment.



- Solid budget and financial management, and proven experience and ability in managing an advertised budget of approximately \$28 million;
- In-depth knowledge of managing a large library system;
- Proven experience working with elected officials;
- Success in establishing, maintaining and sustaining partnerships with boards, trustees, and other governing bodies that have policy and administrative authority, with diverse committees; and with non-profit/for-profit community providers;
- Proven leadership skills that build staff capacity for leadership, responsibility for continuous improvement, and accountability for high performance and innovative vision for the future;
- Exceptional skills for attention to detail and the ability to plan as well as execute strategic initiatives while operating day-to-day functions;
- Experience in directing the work of a large and diverse staff.

SPECIAL REQUIREMENTS

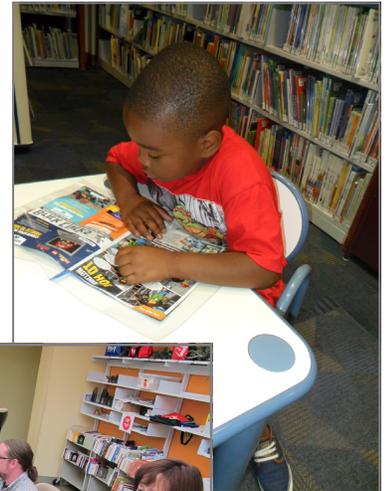
The appointee to this position will be required to complete a criminal background check and a credit history check to the satisfaction of the employer.



COMPENSATION AND BENEFITS

Salary is negotiable within the established range of \$111,411 - \$185,685 depending on the qualifications and relevant experience of the selected candidate. Fairfax County Government's total compensation package includes:

- Defined benefit retirement system and deferred compensation program option;
- Outstanding and affordable health, dental and life insurance plans;
- Generous paid holiday pay schedules and leave programs.



TO APPLY

Submit your application online at:

agency.governmentjobs.com/fairfaxcounty

Refer to **Job # 16-00196** when applying. Deadline for applications is March 11, 2016.

It is the policy of Fairfax County Government to prohibit discrimination on the basis of race, sex, color, national origin, religion, age, veteran status, political affiliation, genetics, or disability in the recruitment, selection, and hiring of its workforce.

Reasonable accommodations are available to persons with disabilities during application and/or interview processes per the Americans with Disabilities Act. Contact 703-324-4900 for assistance. TTY 711. EEO/AA/TTY.



Dolley Madison Library. Photo by Eric Taylor, Architect — Bowie Gridley Architects



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please call 703-324-4900; TTY 711*