



## Multnomah County **DIRECTOR OF LIBRARIES** *Recruitment Announcement*

### About the Multnomah County Library System

Multnomah County Library is the oldest public library on the west coast, with a history that dates back to 1864. Today, Central Library and 18 other neighborhood libraries make up a library system that offers more than 2.8 million books. As Oregon's largest public library, Multnomah County Library serves nearly one-fifth of the state's population.

Multnomah County Library works to center and engage communities furthest from opportunity in order to create equitable access to library resources and information. With many newly designed spaces and a strong commitment to being responsive to the evolving needs of its community, the library is well positioned to be a critical part of the health, self-determination and connectedness of the residents of Multnomah County.

Multnomah County Library is in the midst of a profound transformation. The voter approved 2020 capital bond funds a series of major expansions, renovations and new buildings. As this work progresses, the library is also working to redefine its models for staffing, collections, the use of automation and technology, how it serves communities of color and culture and how it addresses safety and security issues.

#### *In Fiscal Year 2023:*

- Multnomah County Library patrons checked out or renewed 16.7 million items. That's an average of 21 items per person.
- Library staff filled more than 1.2 million holds.
- The library was visited online and in person 8.1 million times.
- More than 99,000 children participated in the library's countywide 2022 Summer Reading program.
- In total, virtual and in-person library programming targeted to all age groups, from infants to seniors, reached 79,000. This includes many Black/African American culture; Indigenous culture; and Chinese, Russian, Spanish and Vietnamese language programs.



## Values — The deeply held beliefs at the heart of the library

- The library works in relationship and partnership, centering communities furthest from opportunity in order to create equitable access to library resources and information.
- The library acknowledges and honors the resilience, wisdom and knowledge of our community members and staff most impacted by the living legacy of racism and oppression. The collective wisdom of these communities is at the heart of the library's journey toward a more equitable library system.
- To facilitate and inspire learning, the library invests in specialized, culturally and linguistically relevant expertise and support to build active, trusting relationships with learners of all ages, from birth through adulthood.
- The library serves as a leading advocate for reading in Multnomah County, centering communities that experience the greatest barriers in literacy support, in order to support lifelong learning for the entire community.

## Goals — What we want to accomplish with focused effort

*The library will:*

- Create public, popular, and personal opportunities and access to life-long learning and contribute to improved learning outcomes for all communities.
- Adapt library services and materials so the organization can grow with, and be responsive to, our shared communities.
- Help people access and learn to use computers, internet and other technology to remove digital barriers.
- Create welcoming spaces that reflect our diverse and multicultural community.
- Support the practice of democracy and self-determination with services, spaces and resources.
- Ensure positive experiences for community members with library staff, spaces, materials, and services.
- Collaborate with communities to create flexible buildings and spaces that can adapt to the changes in community needs and hopes.





## Black Cultural Library Advocates

The [Black Cultural Library Advocates \(BCLA\)](#) are staff who focus on strengthening the library's connection to the Black community. BCLA team members are committed to creating a safe space and highlighting Black culture through displays and programming. Currently, 15 libraries have BCLA team members.

## Indigenous Team

The [Indigenous Team](#) seeks to engage the community with multi-generational programs and access to resources. They also create displays that honor elders, youth, storytelling, tradition and activism. The team includes members representing tribes from different parts of the world.

Multnomah County is the ninth largest Indigenous population in the United States. It is located on the land of the Multnomah, Kathlamet, Clackamas, bands of Chinook, Tualatin Kalapuya, Molalla and more tribes.

## Expanded services in Spanish, Russian, Vietnamese, Somali and Chinese

The library is committed to helping immigrant and refugee communities succeed in the United States. Our knowledgeable library staff has language and cultural expertise in Spanish, Russian, Vietnamese, Somali and Chinese. Patrons can also find materials, services and programs in these languages.

## Digital equity

Everyone should be able to engage in this digital society. To make that happen, the library cofounded the Digital Inclusion Network, which has evolved into the new Coalition of Digital Equity (CODE). Working with this community of partners, the library makes high-speed internet available to all and connects people with devices and technology training and help. More people can get up to speed, literally.





## Building Libraries Together

Thanks to the support of voters, Multnomah County Library is hard at work on a major transformation. New spaces will replace cramped buildings and help the library change and grow along with the community. The library will upgrade computers and technology in every location.

Community input is shaping the design for library spaces. Thanks to feedback from members of the community, many libraries will have new features, such as:

- Art that represents diverse cultures.
- Sensory rooms for adults and youth.
- Large play and learning spaces for children.
- Teen rooms with space for technology, homework and creative expression.
- New and expanded spaces for meeting and gathering.



## About the Position

Multnomah County Library is nationally regarded as one of the best urban library systems in the country and has consistently received national awards and recognition. It is the most visible County department serving the highest number of county residents on a daily basis. Library services are provided through 19 public libraries open seven days a week, an effective online presence and through hundreds of outreach sites throughout Multnomah County.

Reporting to the County Chair and COO, the Director of Libraries is responsible for the Library District's leadership, vision, planning, direction and accountability and serves as its budget officer. In this capacity the Director is responsible for planning, organization, direction and review of all activities and operations. The Library's adopted budget for FY 2024 is approximately \$110.5 million, derived from the creation of a library district approved by County voters in 2012, with its own permanent tax rate.

The Director creates a vision for services offered by 612 employees and approximately 1000 volunteers. The Director sets the overarching strategic and policy agenda for the Library District and determines library priorities and services based on current and emerging community needs and available resources. In addition, the

Director supervises the Deputy Director and the executives who are responsible for non-public services operations which includes HR, Budget, Finance and Facilities, IT, and Marketing & Communications. The Director also supervises the Equity & Inclusion Manager, the Library Capital Bond Deputy Director, and the Director's Office Management Analyst.

Additionally, the Director regularly engages with myriad external stakeholders, most importantly the Library Advisory Board, The Library Foundation, Friends of the Library, the Bond Oversight Committee, community partners, and other local elected officials. The Director also provides a leadership role for libraries across the nation and is active in national library organizations and conversations.





## The Ideal Candidate

For this important role Multnomah County seeks a credible, unifying leader who is deeply committed to the success of the Library and can articulate a vision and implement plans for the Library's next chapter. By understanding the Library's deep history of adapting and innovating to meet community needs, the successful candidate will continue to proactively seek opportunities to grow the Library's impact, in particular for those furthest from opportunity, and build upon the Library's unique position in Multnomah County, the state of Oregon, and the broader national landscape.

The next Director must be eager to make a personal investment in the long-term success of the Library. Proven leadership experience and political and business acumen are essential. Candidates should bring strengths in both external relations and internal management with an ability to balance the two.

### LEADERSHIP:

- *Lead courageously:* Continuously build and uphold the strength, reputation, and image of the Library. Engage, motivate, and inspire staff around shared vision and mission.
- *Demonstrate principled leadership, personal courage, and decisiveness:* Demonstrated intercultural competence in the management of a large, multicultural, multi-generational, dynamic team
- *Build talent pools:* Hire, mentor, develop, and manage staff. Continue to build and reinforce a cohesive, dedicated, highly effective team. Support efforts to hire a diverse workforce. Continuously work to retain highly valued staff.

### • *Foster collaboration:*

Provide the tools, systems, and resources that create a supportive environment for working as a team. Strive for results. Set high standards of performance. Be bold.

### • *Promote open communication:*

Maintain an environment where communication is open and direct, encouraged, rewarded, and relevant.

- *Build support:* Coordinate and cooperate with members and groups having divergent viewpoints and needs. Help them find common ground.

### COMMUNICATION:

- *Inspire trust:* Communicate honestly, be trustworthy and consistent, follow through on commitments, and create an atmosphere of integrity, marked by fair, respectful behavior.
- *Speak and write effectively:* Explain direction and ideas with conviction in all settings; formal presentations, one-on-one and small and large meetings.
- *Listen:* Actively listen to community members, elected officials, staff and stakeholders.





CONSTITUENT RELATIONS AND COLLABORATION:

- *Drive effective external communications:* Develop and nurture mission-critical relationships with the community; business and civic leaders; political leaders and the media.
- *Build consensus:* Collaborate, facilitate, and develop relationships.

DIVERSITY, EQUITY, AND INCLUSION:

- *Demonstrate commitment to Diversity, Equity and Inclusion:* Support policy changes that eliminate systemic racism, inequity, and other disparities to build stronger and more equitable communities.
- *Cultivate diversity:* Leads by example and remains committed both personally and professionally to intellectual freedom, racial and social justice, equitable access to library resources, and creating an inclusive and engaging culture. Examine biases and barriers and champion an inclusive environment.
- *Champion Equity:* Focus on racial equity in ways that enable effective working relationships in diverse communities and cross-cultural situations. Use an equity lens to analyze the impact of policies on underserved and marginalized individuals and groups to identify and eliminate barriers.

STRATEGIC PLANNING:

- *Provide forward-looking and community-centered insight:* Be able to translate big picture vision and goals into both long and short-range plans that are comprehensive, realistic, and effective. Identify key opportunities resulting from the intersection of external events (political, social, economic, demographic, environmental) to develop and strengthen the Library's effectiveness.
- *Manage change:* Oversee the change management process, including successful communication strategies, involving others in the implementation of change and monitoring, and reinforcing process and success. Create a work environment that encourages original and innovative solutions.
- *Fearless commitment to vision:* Create and communicate a vision that is aligned with the strategy and direction of the Library. Clarify other's involvement in the vision, inspiring a sense of energy and ownership, creating a culture of high performance, diversity, and recognizing the efforts of others.



## Desirable Qualifications

A Master's degree in Library Science is a requirement and at least seven years of experience in a senior leadership role within a substantial and complex public library system that involves leading a diverse staff and management of significant funds. Labor relations experience is highly desirable.



## About the Area

Multnomah County Oregon has a diverse population exceeding 800,000, covering an area of over 465 square miles. Although the county's beautiful and progressive city of Portland has the cultural and recreational opportunities of a large city, it has the heart of a small town. In addition to Portland, Multnomah County encompasses cities such as Fairview, Gresham, Maywood Park, Troutdale, and Wood Village. Portland is just thirty minutes from the Cascade Mountains, with hiking, world-class ski resorts, camping and fishing. Travel one-hour west to find some of the most dramatic and pristine beaches on the west coast. Portland lies in the marine west coast climate region, marked by warm, dry summers and rainy but mild winters. Portland is a foodie's dream, with regional cuisine featuring microbreweries and micro distilleries, local wine, seafood, and produce; along with one of the country's largest food cart scenes. Classical music, ballet and our art museum live comfortably alongside vibrant contemporary art and jazz music scenes. Portland is a reader's paradise - our libraries boast the largest circulation in the country and bookstores abound. Sauvie Island, an agricultural and scenic wildlife preserve, has some of the region's best produce, including Oregon's famous berries. Portland has been referred to as one of the most environmentally friendly or "green" cities in the world. The city and region are noted for strong land-use planning and investment in light rail, supported by Multnomah County, a distinctive regional government.



# APPLICATION PROCESS

*Persons interested in this position should submit the following information:*

- A cover letter describing your interest in and qualifications for the position
- A current resume

If you have questions regarding this announcement, please call Marissa Karras at 360-956-1336. This position will remain open until filled but the screening process will move quickly. In order to be considered for the first round of interviews please submit your application materials at [karrasconsulting.net](http://karrasconsulting.net) by May 13, 2024.

Multnomah County is an equal opportunity employer and is strongly committed to enhancing the diversity of its workforce. We will provide assistance in the recruitment, application and selection process to applicants with disabilities who request such assistance.

If you are a veteran and want to apply for veterans' preference, please include a statement in your cover letter that you are a veteran AND submit a copy of your DD214 or DD215 or other documentation with your application packet by the closing date. Veterans' preference cannot be honored for this recruitment without it.

## Total Compensation

The annual salary range for this position is \$144,277K - \$230,845K. Multnomah County is an excellent employer offering an outstanding benefit package including health, dental, disability and life insurance; defined benefit pension; 6% of salary contribution to retirement paid by the County; work-life balance; annual public transit pass; vacation and sick leave. For more information about Multnomah County benefits please visit: <http://web.multco.us/benefits/new-hire-benefits>

