

County Librarian

Alameda County, California

Recruitment Closing Date: July 8, 2016

Salary and Benefits: \$135,928-190,299 with an attractive benefits package

Job Type: Full-Time

Location: Library Headquarters located at 2400 Stevenson Blvd., Fremont, CA 94538

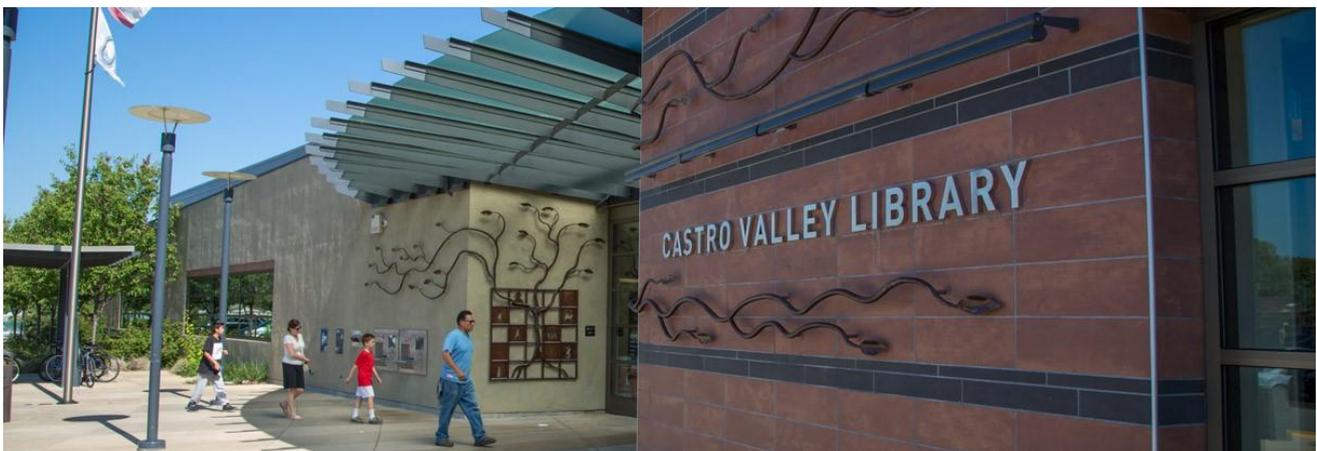
Department: Alameda County Library

The Community

Alameda County, an award-winning innovator, is a major regional public agency serving a population of 1.5 million with 9,000 employees and an annual \$3 billion budget. The County is the geographic center of the San Francisco Bay Area, across the bay from the San Francisco peninsula, with Contra Costa County to the north and Santa Clara County to the south. Alameda is the second largest county in the Bay Area and the seventh largest in the State. The County encompasses 14 incorporated cities and six unincorporated areas that span 738 square miles.

Commonly referred to as the "East Bay," the region has been the fastest growing in the San Francisco Bay area for two decades. The East Bay is popular because of its desirable location, ideal climate, broad economic base, its range of available housing and business opportunities, and incredible diversity. The County is one of the most ethnically diverse regions in the entire country.

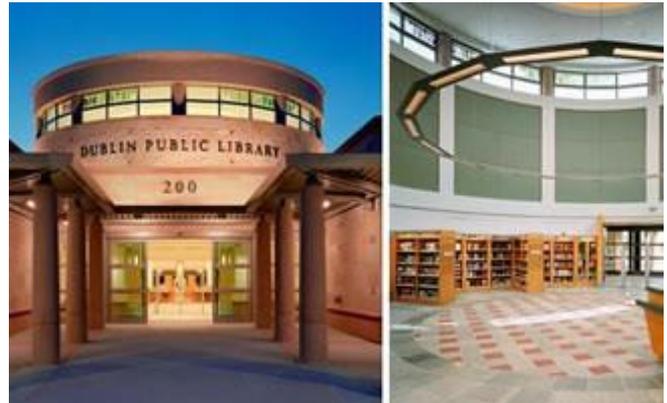
In addition to stellar recreational possibilities, Alameda County offers a rich array of cultural activities which include the Oakland Museum and the Oakland East Bay Symphony. The region is home to three professional sports teams: the Oakland A's, Oakland Raiders and the 2015 NBA champion Golden State Warriors. The wine country of the inland Tri-Valley area and the Chabot Space and Science Center bring additional opportunities for recreation, relaxation and education. The University of California, Berkeley and California State University, East Bay are just two of the distinguished academic institutions serving Northern California. Accessible urban transportation options include the Oakland International Airport, the Bay Area Rapid Transit (BART) system, and the San Francisco Bay ferry system.



Alameda County

Established in 1853, Alameda County operates under a charter form of government. The City of Oakland is the County seat and is also the largest city in the County. The five members of the Board of Supervisors govern the County and are elected on a non-partisan basis to serve four year staggered terms. The Board is responsible for setting policy, overseeing all County operations, approving the organization's annual budget, and representing the County in a number of areas including its numerous special districts and regional agencies. The Board of Supervisors appoints the County Administrator (CAO), who is charged with overseeing County operations and services and developing the annual budget.

Alameda County's mission is to enrich the lives of its residents through visionary policies and accessible, responsive and effective services. Its vision is to be recognized as one of the best counties in which to live, work and do business. The County is acknowledged for its innovation, regularly winning awards and recognition for its creative and ambitious programs tackling social justice issues, climate change and environmental sustainability, hunger, poverty, health care, and public protection. As its most recent effort to continue thinking outside the box in providing essential services to County residents, the County recently partnered with Google in a pilot project focusing on innovation in government.



Alameda County Library

The Alameda County Library provides innovative and creative library services to over half a million County residents through ten branch libraries and innovative outreach programs focused on youth, incarcerated individuals and populations with diverse literacy needs. The County is proud of the Library's commitment to 21st century technology, to reaching all our residents and to our partner cities in the County. Recent accomplishments include "Tech It Out" programs providing training and access to technology solutions, "Hack the Future" events to develop creativity and innovation in young leaders, promotion of STEM education, and many programs supporting the diverse arts and culture of the region.

Established in 1910, Alameda County Library is governed by the Alameda County Board of Supervisors. The Alameda County Library Advisory Commission advises the County Librarian and the Board of Supervisors on library services, as do other local Library Advisory Commissions. The Library is funded by property taxes supplemented by state grants and city contracts for additional operating hours and services. The Alameda County Library Foundation and active auxiliary groups support vital library programs and services.

Challenges and Opportunities

- Finalize and plan implementation of Master Facilities Plan.
- Develop, coach, and mentor senior staff as part of succession planning.
- Design and implement an internal and external branding and marketing campaign with community input.
- Develop and articulate a progressive vision of the Library that encompasses diverse populations and unique communities.
- Direct preparation of the annual Fiscal Year Maintenance of Effort (MOE) Budget for the County Administrator's Office.
- Communicate the Library's Strategic Plan to the Board of Supervisors and constituents and ensure that strategic objectives are met.

Overview of the Position

The County Librarian is an at-will Department Head appointed by the Board of Supervisors who reports through and receives overall policy guidance from the County Administrator. As the Department Head, the County Librarian oversees a Department with 223 full time equivalent employees and an annual operating budget of \$33.5 million.

The Ideal Candidate

The ideal candidate for County Librarian will be:

- A strategic thinker willing and able to address the future of the Library within the County's framework;
- Astute about the political realities and their impact on proposed actions and ideas;
- A skilled planner, organizer and problem solver who anticipates and solves complex issues using sound data;
- A proactive innovator and change agent who skillfully manages change and fosters an entrepreneurial environment conducive to creative problem solving and experimentation;
- An emotionally intelligent and an effective communicator who sustains positive, respectful working relationships;
- Customer- focused, seeking ways to collaborate, communicate and respond to customers;
- Committed to talent management and diversity/inclusion who can work successfully in a union environment, develop staff talent and recognize, value, and leverage diversity;
- Ethical, who maintains and promotes the highest standards of integrity and ethics; and
- Fiscally responsible, with a history of strong financial and budget decisions along with a proven record of maximizing Library resources.



The County of Alameda is an Equal Opportunity Employer

Compensation and Benefits

The annual salary range for the County Librarian is from **\$135,928.00 to \$190,299.20** with placement based upon the selected candidate's experience and salary history. In addition to a competitive salary, the County offers an excellent benefits package, including:

- Retirement: The County pays the employer contribution to the 1937 Act defined benefit retirement plan.
- Social Security: Alameda County pays the employer contribution of Social Security and Medicare.
- Deferred Compensation: The County contributes to 457 and 401(a) plans for appointed Department heads.
- Health Plans: Alameda County offers a choice of health and dental plans and covers 90% of the full premium for the HMO plans, and 90% of the lowest cost HMO for the PPO Plan for the employee and qualified dependents. The County covers 100% of two Dental Plan options.
- Cafeteria Benefit Plan: The County allocates \$3,100 annually for Department Directors, which may be used for medical premiums, vision, supplemental life insurance, AD&D and unreimbursed medical expenses. Eligible employees may also salary contribute up to a maximum of \$2,500 for certain qualified expenses on a pre-tax basis.
- Basic Life Insurance: The County provides \$75,000 in life insurance.
- Leave: Eleven paid holidays, four floating holidays, seven management paid leave days, vacation accrual based on service (vacation sell back up to an annual limit) and 13 sick days per year with no max accrual (a percentage of sick leave balance may be credited toward retirement service time).
- Employee paid Optional Benefits: Vision Care, Disability Insurance, Dependent Life Insurance, Long- Term Care, Critical Illness, Hospital Insurance, Acci- dent Insurance, Group Legal, Group Home & Auto, Pre-Tax Transit, and Parking Benefits.

Minimum Qualifications

1. The equivalent of one year full-time experience in the class of Deputy County Librarian in the Alameda County classified service; or
2. Possession of a Master's degree in library and information science; and the equivalent of five years full-time increasingly responsible professional library experience that includes at least two years in an administrative capacity in a large public library system or as a Director of a Public Library; or
3. A combination of training, education and experience that is equivalent to one of the patterns listed above that will provide the required knowledge and abilities.

[County Librarian Position Description](#)

How to Apply:

To be considered for this excellent opportunity, please submit a cover letter and resume as Word or PDF attachments to [Dan Bradbury](#), Bradbury Associates/ Miller Associates. **Complete application information** is available at: [Alameda County Librarian Announcement– Bradbury Associates/Miller Associates](#).

