



Washoe County, Nevada • Library Director Position Profile

The Community

Washoe County is located along the eastern slopes of the majestic Sierra Nevada Mountains in northwestern Nevada. The County has a population of over 437,000 and covers an area of 6,600 square miles bordering California and Oregon.

The City of Reno is the county seat and third largest city in Nevada. Known as the “Biggest Little City,” Reno has a bustling downtown, diverse neighborhoods, Nevada’s flagship state university, and a top ranked international airport (3.5 million annual passengers). Reno residents are proud of the fact that their community was voted #10 on Livability’s ‘Top 100 Best Places to Live 2014.’ Nearby are the communities of Sparks and Incline Village at Lake Tahoe. The population base for Washoe County is split with nearly half the population in the City of Reno (approximately 225,000), one quarter in the City of Sparks (approximately 90,000), and one quarter in unincorporated areas.

Business and Industry

Washoe County has a very diversified economic base. In addition to flourishing tourism, hospitality, and gaming industries, the County has a vibrant business community that includes major employers such as Microsoft Licensing, Apple, Intuit, Amazon.com, and Urban Outfitters. More than 80 Fortune 1000 companies have a presence in Washoe County.

Tesla Motors, maker of the high end electric car, recently began construction on a lithium ion battery “gigafactory” east of Reno in the Tahoe-Reno Industrial Center. Once completed, the 5-million square foot plant will be the largest such facility in the world and will employ 6,500 people. A number of related industrial facilities are anticipated to follow Tesla’s lead.

Recreation

Washoe County residents enjoy an extremely high quality of life. The entertainment and cultural opportunities afforded them are endless. Whether it’s fine dining, a rock concert at a major casino, an evening with the Reno Philharmonic, or a play at the Lake Tahoe Shakespeare Festival, Washoe County has it all. Local attractions include the Nevada Discovery Museum, Truckee River Whitewater Park, and the National Automobile Museum. Annual festivals and events held in Washoe County include the Nevada State Fair, Hot August Nights, Artown, Street Vibrations, and the Great Reno Balloon Race. The area is also home to Burning Man, where more than 65,000 participants gather to be part of an experimental community in Nevada’s Black Rock Desert just north of Reno.

Outdoor enthusiasts enjoy the raw natural beauty of the region which ranges from high deserts to stunning lakes to beautiful forests. Washoe County’s pleasant climate spans the full range of the four seasons and is characterized by low humidity and rainfall, moderate snowfall, and sunshine more than 300 days per year. Outdoor activities in Northern Nevada include skiing, hiking, biking, boating, fishing, whitewater kayaking, paddle boarding, and climbing. Lake Tahoe is one of the world’s most spectacular natural wonders, and the area boasts the largest concentration of ski resorts in all of North America including 18 world-class ski and board resorts. Washoe County offers over 100 miles of local hiking/biking trails, and there are 12,018 acres of parkland and 61 park facilities. Other outdoor attractions include 10,776-foot Mount Rose, Emerald Bay, Truckee River Canyon, and Pyramid Lake which is located within the reservation of the Pyramid Lake Paiute Tribe.





Washoe County Library Director

The Community, continued

For sports fans, Reno offers the Reno Aces AAA Baseball Club in addition to Wolf Pack athletics at the University of Nevada - Reno. The National Bowling Stadium, the only facility of its kind in the world, calls Reno home.

Schools

Washoe County Independent School District serves the area with an enrollment of 63,200. Private K-12 and charter schools are also available. For higher education, University of Nevada-Reno, has over 18,000 students and is home to an impressive School of Medicine, College of Engineering, School of Journalism, and other academically renowned programs. Washoe County is also home to the Desert Research Institute, the environmental research arm of the Nevada System of Higher Education. Other regional higher education institutions include Truckee Meadows Community College and Western College.

Housing

Diverse lifestyle choices are available in Washoe County. In addition to urban and suburban living in the cities of Reno and Sparks, miles of high desert and mountains provide even more options in the County's vast unincorporated areas. Median selling price of homes increased to \$284,900 in May 2015, up 19% from the same period last year. The property tax rate is \$1.3917 per \$100 of assessed value.

Governance & Organization

Washoe County is governed by a five-member Board of County Commissioners (BCC) elected by constituents within their districts for four-year staggered terms. The BCC appoints a County Manager who is responsible for policy implementation and overall operations. John Slaughter was selected as the Washoe County Manager in October 2013. He has been with the County since 1986, and represented the County in the Nevada Legislature from 2001-2013.

The County has numerous state-of-the-art award winning facilities and provides nationally recognized regional and urban services to a diverse population including public safety, criminal justice, public works, health and human services, and animal services.

Washoe County employs 2,481 full time employees in 35 departments led by both appointed and elected department heads. The County's 2015-16 fiscal year budget is comprised of 21 governmental funds, and six proprietary and internal service funds, with expenditures of approximately \$484.5 million.

Washoe County has a Standard & Poor's rating of AA and a Moody's rating of Aa2, which indicate a very strong capacity to meet financial commitments.

About the Washoe County Library System

The Washoe County Library System began in 1904 with the opening of Reno's Carnegie Free Public Library and has grown to 12 branch locations and an e-Library. Operating under the parameters established for public libraries by the Nevada legislature and the federal Institute of Museums and Library Services, the Washoe County Library System is governed by a five-member Board of Trustees, appointed by the Washoe County Commissioners.

New self-service checkout machines, consolidated service desks, and online services enable a lean but dedicated workforce of approximately 130 employees to staff 11 branches, with the Gerlach Library staffed by a school employee. In 2014, the Downtown Reno Library won best in category for the "Coolest Internal Space" category of the Gale/Cengage Beautiful Library contest. The FY 2015-16 general-fund budget for the Library System is approximately \$8.2 million.



Library System Mission

To connect people with information, ideas and experiences to support an enriched and engaged community, one person at a time.



Washoe County Library Director

About the Washoe County Library System, continued

Over 2 million items are borrowed from the Library System each year, with more than 270,000 people accessing library computers. Remarkable community support is reflected by the 504 volunteers who logged 11,998 service hours last year. The Friends of Washoe County Library raises money to strengthen and support library services and programs. Since the Friends of Washoe County was founded in 1981, the group has donated more than \$2 million to the Library System.

About the Position

The Library Director is a management level position under the administrative direction of the Washoe County Library Board of Trustees. The Library Director plans, organizes, directs, and ensures effective operations of the Washoe County Library System.

The Library Director is responsible for developing and implementing short- and long-term goals and objectives, adeptly administering the annual budget, supervising Library management staff, and initiating library services that successfully meet the needs of the community.

The Library Director promotes library services, represents the Library System on boards and committees, implements public relations programs, and serves as the primary spokesperson for the Library System.

Leadership & Innovation

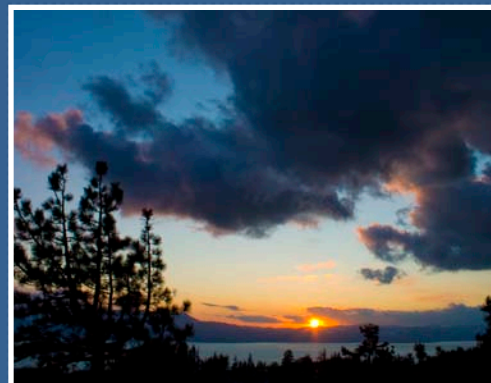
Marketing and Rebranding. The new Library Director will rebrand and aggressively promote the Library System as an essential service provider that plays an important role in present day Washoe County life and that will play a pivotal role in the future of Washoe County. The selected individual will seek creative ways to connect with the County's residents and draw visitors to the branches, while also integrating an ever-growing online community. In addition, the new Library Director will, to the extent possible, engage key elected and appointed officials in Library System activities and programs.

Relationship Building. It will be important for the incumbent to strengthen relationships with existing constituent groups, reestablish relationships with previous constituent groups, and develop relationships with new constituent groups. Creating strategic alliances with schools, colleges, universities, non-profit organizations, businesses, industry, research organizations, and economic development groups will be a priority.

Vacant Assistant Director Position. The next Library Director will have the opportunity to select a new Assistant Library Director and build a cohesive, high-performing Library Team.

Financial Plan. The selected individual will need to develop and implement a sustainable, long-term financial plan that properly funds a "Next Generation" library system (general and expansion funds). This will include developing replacement revenue for the 30-year \$0.02 property tax override which will expire in 2025 and is dedicated to "acquiring, constructing, improving, equipping, operating, and maintaining library facilities for the County." The financial plan should also include implementation of a comprehensive planned giving, fundraising and institutional development program and identification of opportunities such as grants-in-aid, financial awards, and non-traditional services for which revenue may be generated.

Facility Master Plan. It will be important for the new Library Director to conduct an in-depth review of the 2015 Washoe County Library System Facility Master Plan, project total long-term costs, and determine the extent of funding support that will be required to execute the plan.





Washoe County Library Director

Leadership & Innovation, continued

Strategic Planning. The selected candidate will plan and implement strategic and long-range goals for maintaining and improving the Library System’s service levels based on staff recommendations and analysis of usage trends and demographics. Strategic planning priorities for the Library System include becoming more virtualized while retaining a strong, physical presence; focusing on serving groups and the community as well as personalized service to individuals; becoming more creation-facilitating, while continuing to offer a substantial collection of externally-produced books, media and digital materials; and becoming more portal-based, providing greater access to externally-controlled content while fine-tuning the material that is archived. The new Library Director will ensure that day-to-day operations of the Library System are aligned with long-term goals and objectives.

Ideal Candidate

The Library Board of Trustees seeks a dynamic, outgoing and visionary leader who will take this signature County service to the next level. The ideal candidate will be a resourceful innovator who can provide leadership for 12 physical branches as well as meet the demands of a rapidly changing, high-tech, digital world.

The new Library Director will be politically savvy and understand the need to build and maintain close and highly productive working relationships with the Library Trustees, County Commissioners, County Executive Team, and department heads. The ideal candidate will be a highly collaborative bridge-builder who will strengthen relationships with important constituent groups including the University of Nevada-Reno, City of Reno, City of Sparks, and the Washoe County School District.

The successful candidate will be a highly professional, excellent communicator with outstanding interpersonal skills, and a “people person” who understands the importance of building long-term relationships. Additionally, it will be important for the Library Director to have highly advanced media skills and the ability to be a passionate and persuasive advocate who will raise the profile of the Washoe County Library System throughout the County and State of Nevada.

The selected individual will be hard-working, decisive, possess the utmost integrity, and lead by example. The ideal candidate will be an inclusive and collaborative manager who is comfortable exercising independent judgement and making difficult or unpopular decisions. The Library Director will delegate with authority and clarity and create a culture of accountability within the Library System Team, while also acting as a coach and cheerleader for employees. The successful candidate will be someone who genuinely cares about his/her employees and their overall welfare and addresses issues such as workplace safety, professional development, and opportunities for advancement.

The new Library Director will be a dedicated leader who is active in professional associations and enthusiastic about advancing library services and the profession. The successful candidate will have proven experience in directing library operations, developing and administering budgets, and supervising staff at multiple locations. The chosen candidate will have considerable knowledge of library administration, library best practices and procedures, and program planning, implementation, and administration based on evaluation of community needs and assessment of service delivery efficiency and effectiveness.

Education & Experience

A Master’s degree in Library Science from an American Library Association accredited college or university is required. The chosen candidate must have five or more years of full-time professional library experience as a Director or Assistant Director of a large metropolitan or regional library system. An equivalent combination of training and experience will be considered.



Library System Vision

That all Washoe County residents benefit from the Library’s support of literacy and self-education.



Washoe County Library Director

Compensation & Benefits

The annual salary range for this position is \$95,825 to \$124,592, depending on qualifications and experience. The County participates in the State of Nevada Public Employees Retirement System (PERS) with five-year vesting. The County also offers a voluntary 457 Deferred Compensation Plan and a 401(a) Plan. The County contributes to Medicare but does not participate in Social Security. A full range of leave and insurance benefits is also provided. Relocation expense reimbursement is available.

Application Process

Please apply online at <http://bit.ly/SGRCurrentSearches>.

For more information on this position, contact:

Mike Tanner, Senior Vice President
Strategic Government Resources
MikeTanner@GovernmentResource.com
361-813-3707

This position is open until filled. To view the status of this position, please visit: <http://bit.ly/SGRCurrentSearches>.

Finalists will be subject to Nevada's Open Meetings/Public Records Law. Information including name, application, cover letter, resume, and other submitted information (with personal identification information redacted) will be provided to the Washoe County Library Board of Trustees as part of the Trustee's Meeting Agenda and posted to the public one week prior to the scheduled meeting. Finalists will be interviewed by the Library Board of Trustees and selection of the new Library Director will take place in an open, public meeting.

Washoe County is an Equal Opportunity Employer and values diversity in its workforce. Applicants selected as finalists for this position will be subject to a comprehensive background check.

Resources

Washoe County
www.washoecounty.us

Reno-Sparks Convention and Visitors Authority
www.visitrenotahoe.com

The Chamber Reno/Sparks/Northern Nevada
<http://thechambernv.org>

City of Reno
www.reno.gov

City of Sparks
<http://cityofsparks.us>

Economic Development Authority of Western Nevada
<http://www.edawn.org>

DownTownReno.com
www.DownTownReno.com

State of Nevada
<http://nv.gov>

