



DIRECTOR OF LIBRARY SERVICES WORCESTER PUBLIC LIBRARY

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GovHR USA and the Worcester Public library are pleased to announce the recruitment and selection process for the new position of Director of Library Services. This is an executive level position that works closely with the Director of Operations and the Executive Director to provide exemplary library service to the patrons of Worcester Public Library and its employees. This brochure provides background information on the library as well as the requirements and expected qualifications for the Director of Library Services position. Additional information about Worcester Public Library can be found on the library website: <https://mywpl.org>

The City of Worcester has a population of approximately 205,000. Worcester has a robust transportation system, is located approximately one hour from Boston, and the downtown area is undergoing a revitalization project that is bringing new restaurants, theater options and sporting events to the area. The library is centrally located, welcomes over a half million visitors annually and has a circulation rate of approximately 700,000 items annually. It is a quickly growing city with a more affordable cost of living. More information on Worcester can be found at: <https://www.worcesterma.gov/quick-facts>

The Worcester Public Library is composed of the main library, six branches and two bookmobiles, and a staff of approximately 100. It is a member of the CWMARS library network. The main library has recently undergone a 12.7-million-dollar renovation to refresh and renovate its interior. Its mission is "serves as a gathering place that actively promotes the free exchange of ideas in our democratic society. The library makes information and services available to all people while fostering intellectual freedom, protecting privacy, encouraging personal growth and enrichment, and celebrating our diverse community heritage." Worcester is a multicultural and vibrant community and welcomes patrons from all walks of life. The library is actively working to enhance and expand library services to the public and this position will be integral to those endeavors.

The Ideal Candidate will be:

- A motivating and empathetic leader who can build strong relationships and prioritize communication.
- A skilled manager who can relate to the team and develop and elevate their talents.
- An experienced librarian who brings knowledge of public library trends and emergent library technologies.
- Experience with budgeting and accounting for multiple departments.
- Comfortable bringing creativity and innovation to library programs and services.
- Knowledgeable of best practices for successful change management.

Position Description in Brief:

- Reports to the Executive Director and works closely and collaboratively with the Executive Director and Director of Operations to support strategic goals and activities of the organization.
- Supervises the Adult Services, Youth Services, Collections and Community Branches Departments with a staff of approximately 40.
- Ensures compliance with Worcester Public Library policies and procedures and adherence to collective bargaining agreements.
- Represents the library at local, state, and regional library and community events, workshops, and conferences.
- Demonstrates commitment to providing exemplary library services.





CHALLENGES AND OPPORTUNITIES:

Worcester Public Library faces the same challenges as most urban libraries these days. How do they continue to remain relevant to their community? Worcester Public Library is part of a rapidly growing city and seeks to increase its circulation and to promote educational and informational programming for the public and is ready to assume its position as one of the most vibrant mid-size libraries in Massachusetts. The Director of Library services will oversee these public activities and will be prepared to institute change in the organization, while being sensitive about change in a unionized environment. A new organizational chart is in place to support a strong executive team, where major decisions and challenges are supported by the team. Many of the direct reports under this position are relatively new, which means there is an opportunity to create synergy and to develop a strong and cohesive staff, and to institute new and creative library services.

The library enjoys the support of a strong board of Library Trustees and active and involved Library Foundation and Friends group, ready to support new library initiatives. Like many public libraries these days Worcester Public Library is a place of refuge for less advantaged patrons and the administration has taken the proactive and supportive step of hiring a social worker to assist them.

This is a great opportunity for a librarian who seeks change, is kind and empathetic but comfortable with boundaries and decisions and who wants to develop their leadership skills and connections in the library profession.

QUALIFICATIONS:

Qualified candidates for the position of Director of Library Services will have a Master of Library Science degree from an American Library Association accredited institution or one that is recognized by the Massachusetts Board of Library Commissioners.

At least 5 years post degree library experience with a minimum of 3 years in a management capacity, preferably in a multi-location and urban library setting.

The Worcester Public Library is an organization that values innovation, collaboration, and excellence, and is committed to creating positive experiences for its patrons and employees.

The salary range is \$85,000 to \$111,770 DOQ, with City of Worcester benefits package and generous vacation allowance. Ability to pass CORI/SORI and access to reliable transportation are required. Attendance at evening and weekend meetings will be required on occasion.

Candidates interested in applying for the position should submit their résumé and cover letter electronically by November 27, 2023 along with contact information for five (5) work-related and/or professional references to [GovHRjobs.com](https://govhrjobs.com). Questions may be addressed to Susan Brennan, Vice-President 781-771-5654 and/or Michael Jaillet, Vice-President 781-760-3658.

The Worcester Public Library makes every effort to support ALA's "Core Competences of Librarianship" <http://www.ala.org/educationcareers/careers/corecomp> as approved and adopted as policy by the ALA Council, January 27th 2009 and, as an Affirmative Action/Equal Opportunity Employer, values diversity and aims to have its workforce reflect the community. **The City of Worcester is an equal opportunity, affirmative action employer. Women, minorities, people with disabilities and protected veterans are encouraged to apply.**

