

EXECUTIVE DIRECTOR



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THE OPPORTUNITY

The **Akron-Summit County Public Library** [ASCPL] is seeking a strategic, visionary leader to serve as its next **Executive Director**.

ASCPL has retained Organizational Architecture, Inc. to assist with this search.

ABOUT ASCPL

ASCPL has served Summit County for over 150 years. The system is recognized locally as an essential community asset due to its excellent customer service, collaborative community involvement, innovative initiatives and programs, and a high level of customer satisfaction.

That excellence helps ASCPL fulfill its mission to provide resources for learning and leisure, information services, meeting spaces, and programs for all ages that support, improve, and enrich individual, family, and community life.

Learn more [here](#).

ASCPL AT-A-GLANCE

Mission and Vision	Mission: The Akron-Summit County Public Library provides resources for learning and leisure, information services, meeting spaces, and programs for all ages that support, improve, and enrich individual, family, and community life. Vision: The Akron-Summit County Public Library is recognized locally as an essential community asset and nationally as one of the finest public libraries in the United States due to its excellent customer service, collaborative community involvement, and high level of customer and employee satisfaction.
Core Values	Excellence: Operating with the highest level of integrity and accountability and demonstrating excellence in all we do Service: Providing innovative service that is kind, welcoming and equitable for our customers and co-workers Learning: Engaging those we serve in life-long learning and individual enrichment to foster community well-being Diversity and Inclusion: Creating a library environment that respects and values human diversity, offers access to resources that present multiple views and provides inclusive opportunities for all
Budget	As of December 31, 2024, the operating revenue from all sources is \$31,693,000.
Locations	Main Library, 18 branches, and Mobile Services
Staff Size	There are a total of 327 employees / 275.25 FTEs

ASCPL AT-A-GLANCE

Community	Akron [with a 2020 population of 190,469], is known as the Rubber City due to the vital role it played in the rubber industry. Downtown Akron boasts amenities such as the <u>Akron Rubber Ducks</u> Stadium [the AA affiliate of the Cleveland Guardians], the <u>Akron Civic Theatre</u>, and the recently renovated <u>Lock 3 Park</u>. Main Library is across the street from the <u>Akron Art Museum</u> and just several blocks away from the vibrant Market Street arts district that includes <u>Summit Artspace</u>, the <u>Nightlight Cinema</u>, and the <u>Blu Jazz+</u>, and <u>Musica</u> concert venues. Also nearby is the <u>Northside entertainment district</u>, as well as numerous restaurants, coffee shops, and several breweries. The popular recreational <u>Towpath Trail</u> is also just down the road. Even more amenities are available in the greater Akron area, including outdoor activities through <u>Summit Metro Parks</u> and the <u>Cuyahoga Valley National Park</u>, concert venues like <u>Blossom Music Center</u> and <u>The Goodyear Theatre</u>, historic sites, such as <u>Stan Hywet Hall & Gardens</u>, <u>The John Brown House</u>, and <u>Hale Farm & Village</u>, and the <u>Akron History Center</u>, which is operated by ASCPL.
Service to community	In 2024, ASCPL • Had over 1,461,000 patron visits • Circulated 4,593,000 materials • Had nearly 228,000 people attend programs • Answered over 124,000 reference questions

Executive Director



In addition to organizing, directing, and evaluating all library functions, operations, and activities, the Executive Director prioritizes the development of short- and long-term strategies, civic engagement, budgeting, resource management, employee engagement, and championing literacy, intellectual freedom, and ASCPL's core values of ***Excellence, Service, Learning, and Diversity and Inclusion.***

RESPONSIBILITIES AND EXPECTATIONS

General

- Administers all functions of the Library, including all public and support services.
- Ensures the efficient overall administration and operation of the Library.
- Proposes new services, or changes in present services and facilities.

Building management

- Oversees the maintenance, safety, and efficient operation of the Library's buildings, grounds, and equipment, ensuring facilities support high-quality public and staff services.
- Manages planning and implementation of capital projects and recommends improvements or modifications in alignment with organizational goals and Board direction.

Community engagement

- Represents the Library in the community and community organizations.

Contracts and negotiation

- Manages vendors and outside service providers effectively; sets expectations and holds them accountable.

Fiscal operations

- Manages budgets and resources effectively and efficiently; knows and understands organization's financial position.
- Prepares, with the Fiscal Officer and in conjunction with the Administrative Team, all budgets required for the day-to-day operation of the Library.
- Evaluates and prepares annual salary recommendations for Board of Trustees approval.

Fundraising

- Provides leadership and oversight of the Library's development function through supervision of the Development Director, ensuring alignment with organizational goals and Board expectations.

Marketing

- Provides leadership and oversight of the Library's marketing and communications function through supervision of the Marketing Communications Director, ensuring effective promotion of Library services and initiatives.

Organizational partnerships

- Cultivates and maintains collaborative relationships with external organizations, agencies, educational institutions, and community partners to advance the Library's mission and strategic goals.
- Represents the Library in joint initiatives, partnerships, and community forums to enhance visibility and strengthen shared outcomes.

Personnel management

- Supervises employees, provides direction, coaches, trains and develops, hires, and manages performance to organization goals and expectations.
- Maintains close liaison with the Administrative Team. Provides general guidance, monitors results, and evaluates the performance of all departments and agencies.

Policies and procedures

- Serves as Public Records Officer.
- Complies with Akron-Summit County Public Library's policies, rules, guidelines, procedures, requirements, standards, and practices applicable to the job.

Project management

- Oversees the planning, development, and implementation of all Library goals and objectives as approved by the Board of Trustees.
- Reports current activities and measurable results to the Board of Trustees.



EDUCATION AND EXPERIENCE

- A Master's degree in Library and Information Science [MLIS] is required.
- Ten or more years of progressively responsible library experience, including at least seven years of supervisory experience, is required.
- Experience in community engagement, collaboration, and advocacy [i.e., working and partnering closely with civic/community partners, local businesses, government officials, and other key stakeholders] is required.
- Experience leading new projects and diverse teams to enhance collections, programs, services, facilities, and staff is required.
- Experience managing multiple work locations and a distributed workforce is required.
- Ability to effectively advocate for the library's [and shared community] values including equity, diversity, intellectual freedom, sustainability, and innovation is required.
- Experience providing strategic financial oversight and managing budgets in alignment with organizational goals is preferred.



FRIENDS OF MAIN LIBRARY

The **Friends of Main Library [FOML]** supports the goals of the Akron-Summit County Public Library with programming and resources. The Friends operates the Library Shop at Main, helps underwrite the Library operating levy campaign, contributes to special programming and supports other Library initiatives.

The Friends of the Libraries of Akron and Summit County was founded in 1953. In 1964, the group renamed itself Friends of the Library; in 1974, the name was changed to the Friends of the Akron-Summit County Public Library. This Friends group previously represented the branches as well as Main Library.

The Friends of Main Library funds go to support many library programs and related projects such as:

- Main Library Summer Reading Program
- Books for Babies
- Main Event Speaker Series
- Steinway Grand Piano

FOML Awards & Honors

- Friends of Libraries USA - in the category of Most Literary Appeal - 1989
- Ohio Library Council - Ohio Friends of the Library Recognition Award - 2000
- Project Learn of Summit County - Civic Literacy Leadership Award - 2003



AKRON-SUMMIT COUNTY PUBLIC LIBRARY ENDOWMENT FUND

A strong foundation of knowledge and access to resources is at the heart of a thriving community. Help to ensure that the Akron-Summit County Public Library continues to be a beacon of education, inspiration, and enrichment for generations to come. Your donation to the **Akron-Summit County Public Library Endowment Fund** at the Akron Community Foundation can make a difference.

Donating to the Library's Endowment Fund...

- **Empowers Education:** Contributions directly supports educational programs, technology advancements, and innovative resources that empower individuals of all ages to learn, explore, and grow.
- **Enriches the Community:** Championing literacy, creativity, and community engagement fosters a brighter future for Akron and Summit County.
- **Sustains:** The Endowment Fund ensures the Library's long-term sustainability, enabling it to adapt to changing needs while maintaining its commitment to excellence.
- **Leaves a Lasting Legacy:** Donations aren't just for today – it's an investment in the future that benefits generations to come.





THE SUCCESSFUL CANDIDATE WILL POSSESS THESE QUALITIES AND DRIVE THESE GOALS

- Adaptability
- Advocacy
- Communication
- Customer service
- Delegation
- Diversity and inclusion
- Ethics
- Innovation
- Intellectual freedom
- Leadership
- Organizational awareness
- Personal organization
- Problem solving
- Safety and security
- Staff development
- Strategic planning/thinking
- Teamwork



COMPENSATION AND BENEFITS

A generous compensation package includes competitive base pay with a pay range of **\$160,000 to \$187,000**; healthcare benefits including medical, dental, and vision; retirement benefits include participation in the Ohio Public Employees Retirement System [OPERS] public pension plan.



BENEFITS INCLUDE

- Paid vacation
- Paid holidays
- Earned time off
- Life insurance
- Ohio Public Employees Retirement System [OPERS]
- A solid commitment to continued professional development
- Learn more about the benefits offered [here](#).

INTERESTED? GET IN TOUCH

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