

Library Director

Class Concept

The Library Director serves as the State Librarian of North Carolina and directs all programs of the State Library; provides state-wide leadership to public libraries in North Carolina; develops collaborative programs and services with others including library leaders of the UNC System, the N.C. Community College System, the N.C. Independent Colleges and Universities, and the N.C. Dept. of Public Instruction; develops and implements long-range strategic planning; develops policies; manages fiscal and personnel operations; manages and administers state aid to public libraries and grant programs; advocates for library services for all citizens of North Carolina; and ensures effective organizational management to accomplish the State Library's mission and goals.

Recruitment Standards

Knowledge. Skills. and Abilities

- Thorough knowledge of and ability to apply the practices, policies, and trends of Library Science and Information Resources
- Skill and ability in developing innovative, customer-oriented library services
- Thorough knowledge of the policies, practices, trends, and issues associated with providing electronic access to library data, collections, and information
- Working knowledge of and skill in administering grant programs
- Thorough knowledge of digital preservation issues, trends, and current technologies
- Thorough knowledge of and commitment to the State Library's mission, how specific branches function and relate to other branches, and the resources available to provide library services to the State, the citizens of North Carolina, and the general public
- Thorough knowledge of appropriate policies and procedures for financial monitoring and compliance of federal grants and state aid programs pertaining to Library programs and services
- Ability to build long-range plans to fulfill legislative or mission driven organizational goals; identifies organizational structures and systems needed to support identified goals
- Ability to build and use collaborative relationships to facilitate the accomplishment of program goals; seeks and identifies opportunities to build strategic relationships between State Library, local governments, stakeholders, the Legislature, state agencies, or other organizations
- Ability to present information to individuals or groups
- Ability to deliver presentations suited to the characteristics and needs of the audience
- Ability to convey information clearly and concisely to groups or individuals either verbally or in writing to ensure they understand the information and the message
- Ability to listen and respond appropriately to others
- Ability to plan and implement change initiatives
- Ability to support innovation and creativity by encouraging staff to accept and resolve challenges
- Ability to remain flexible to meet constantly changing and sometimes opposing demands
- Ability to develop and promote library services for all citizens of North Carolina

Minimum Education and Experience

A Master's degree in Library and Information Science, Library Science, and/or Information Resources and Library Science from an appropriately accredited institution and six years of experience as a professional librarian, three of which must have been in a supervisory capacity; or an equivalent combination of education and experience.