

OCEAN STATE LIBRARIES

EXECUTIVE DIRECTOR SEARCH 2019



RHODE ISLAND

Rhode Island, the Ocean State, is a small state packed with treats of every kind and dimension. Newport, known for its Gilded Age mansions, has



beaches for summer, holiday lights in winter, and a historical legacy of tennis and sailing. The East Bay region is a place of small towns and farms, while the historic Blackstone Valley region with its flowing river was host to America's first mills. Block Island is unspoiled with light development and

stunning bluffs and cliffs. Other parts of the state are rich in history, culture, and opportunities for rural and urban living.

Rhode Island's economy is built on three powerful industries: health services, tourism, and manufacturing. The state boasts three Fortune 500 companies: CVS Health at #10, Textron, and United National Foods. Tourism supports 50,000 jobs, while information technology and financial services are growing industries in the state.

The capital and most populated city is Providence, which GO has called America's Coolest City and Architectural Digest has called The Country's Best Small City. With a population of 180,000, it is remarkable to have an Ivy League University (Brown), one of the best design schools in the world (Rhode Island School of Design), and a highly respected culinary school (Johnson and Wales University). Five other colleges and universities offer an exceptional variety of higher educational opportunities.

Ocean State Libraries:

Connecting Rhode Island





Providence offers a quality of life that is unmatched. The arts and cultural scene includes children's, history, and art museums; performing arts include theatre, dance, comedy, ballet, a repertory company, and an orchestra. Indoor and outdoor venues host everything from symphony to rock. One of Providence's coolest attractions is WaterFire, a powerful symbol of Providence's renaissance that draws over 350,000 visitors over the course of a dozen summer evenings. Over 80 bonfires are lit on three downtown rivers, and attendees enjoy the fragrant scent of wood and the ambience of flickering firelight as they listen to music from around the world.

The city's food and restaurant scene is top notch - Providence ranks number two in Travel and Leisure Magazine's 2015 America's Best Cities for Foodies. If sports is more your thing, enjoy the local Pawtucket Red Sox and the Providence Bruins. Prefer the NFL? The New England Patriots play at

Gillette Stadium in Foxborough, Massachusetts just 18 miles north of Providence. If you're looking to enjoy the outdoors in person, you'll find golf courses, 13 state parks, magnificent beaches, and a network of over 100 miles of bike paths and nature trails.

In his February 2018 State of the City address, Providence Mayor Elorza listed many projects and initiatives he and his staff are targeting through innovation and fiscally responsible leadership, including improvements to the local schools and collaboration with community groups. Providence has initiated a city ID card program that is also a library card. They worked with both libraries in Providence to make the card as useful as possible.

Of course there is a lot more to Rhode Island than Providence. From Barrington to Woonsocket and almost every letter in between, there are cities and towns that are

rich with history and looking towards the future. Plus, Boston is just 60 miles away and New York City 180 miles, with easy links up and down the northeast corridor and beyond by train, highway and air.

Because of the state's tight-knit communities, beautifully walkable and bikeable towns and cities, incredible food and vibrant arts scenes, people who reside in Rhode Island find that it truly has something for everyone.

To learn more about our beautiful state, we encourage you to visit:

www.ri.gov

www.providenceri.com

www.visitrhodeisland.com

www.newsmax.com/FastFeatures/facts-about-providence-rhode-island-capital/2015/04/10/id/637763/



OCEAN STATE LIBRARIES, AN OVERVIEW

Ocean State Libraries is the public library consortium in Rhode Island. We have all 48 public libraries operating in over 70 locations, and we have one associate member, a private secondary school. Being a single consortium, we can move forward as one in providing statewide sharing of resources.

A patron can request a book from any OSL member library and it will be delivered to whatever public library he or she wishes—whether their home library, the closest one to their work, or the one next to where their kids play soccer. They can return most items to any member library as well. The uniqueness of each library is reflected in the collections they have and all can benefit from the diverse items available. The sharing that is enabled by OSL achieves wonderful economies of scale so that the full collections of all our members are available to all our patrons.

OSL manages this by providing and supporting the Integrated Library System, assisting in full cataloging services so that resources can be discovered, maintaining a statewide data network for the libraries, and providing computer and other technical resources and support. We provide centralized purchasing for e-books—we have seen an enormous increase in popularity for this method of reading, and we fund it both through our annual budget—which is funded entirely by member fees—and through individual purchases from the members. Our website gets over 40,000 hits per month, which tells us that many in RI see us as the place to go to get to the RI Online Public Access Catalog. More than half of the population of RI has an active library card.

OSL offers extensive staff training to our members, as well as continuous new product review and routine scans of the library and technology environments so we can recommend the best products and services for our members. Over the last eight years, OSL has brought in more than \$4.6 million dollars in grants and other revenue to assist our members in executing their work.

Ocean State Libraries (OSL) completed its strategic planning process in 2017. The new plan has set some strategic initiatives designed to make the consortium more efficient and forward thinking. These initiatives include reevaluating current communications methods; re-creating a Technology Task Force; review of the governance and management structure; and defining its role in the support and training for member libraries.

The demand for digital materials is exceeding our ability to purchase titles. The new Executive Director will work with members to find a solution that will help meet patron demands without breaking the budgets of our smaller libraries.

Visit us online at <http://oslri.org/home/>

OSL BY THE NUMBERS

- Membership: 48 public libraries, 1 State Office of Library and Information Systems, and 1 Private School Academic Library
- Number of sites supported: 72
- Current budget just under \$2.02M
- FY 2020 Budget \$2.08M
- Staff (FTE) 10
- Active borrowers (3 years) 340,125
- Active borrowers as % of population: 37%
- Member library holdings: just under 4 million (not including ebooks)
- Member library unique titles: 1.01 million
- Circulation: 5.01 million (not including ebooks)
- eCirculation: just under 1 million in 2018

GOVERNANCE

Ocean State Libraries Inc. is a member funded and member run consortium of all the public libraries in RI. It is governed by the By-Laws of the organization which provide for an 11 member Steering Committee to whom the Executive Director reports. All other OSL staff report to the Executive Director.

The Bylaws provide for several standing committees and also allow for the Steering Committee to create working groups, either to provide ongoing support in various areas of the organization, or to provide short term review and assessment on specific charges from the Steering Committee. The Steering Committee meets a minimum of 10 times per year. The full membership meets a minimum of four times per year. Officers serve terms of varying length and terms are staggered so that the composition of the Steering Committee changes somewhat every year.

A budget is recommended to the membership annually by the Steering Committee, and the Bylaws determine the methodology by which the full budget is allocated to the individual member libraries as their annual fees.

EXECUTIVE DIRECTOR

The Executive Director is responsible for administering the operation of Ocean State Libraries, Inc. and its services. He or she participates in the development of consortium goals and policies and provides leadership in implementing them, as authorized by the Steering Committee.

A copy of the job description can be found at: <http://www.junegarcia.com>

EDUCATION AND EXPERIENCE

A Master's degree in library science from an American Library Association (ALA) accredited institution is preferred. At least three (3) years of executive management level experience is required.

A Master's degree in a related field and management experience in government, business, higher education, or non-profit enterprises will be considered.

COMPENSATION AND BENEFITS

Ocean State Libraries Inc. offers a generous compensation package that includes vacation, personal days, life insurance, health insurance, dental insurance, a matching retirement contribution, and an FSA plan. The salary is negotiable from \$105,000.





IDEAL EXECUTIVE DIRECTOR

CONSENSUS BUILDER

- Acts with a high level of integrity and develops relationships based on dependability and honesty
- Works collaboratively and harmoniously with the Steering Committee, the members, staff, and other key stakeholders to achieve the organization's mission
- Provides timely, accurate, and relevant information on critical issues to the Steering Committee, members, and stakeholders
- Is an attentive and respectful listener
- Communicates openly, clearly, logically, and concisely
- Develops and communicates a shared vision of consortia services
- Is a passionate and effective advocate for OSL and the services it provides
- Participates in professional library organizations and associations
- Demonstrates a commitment to ethical behavior and to the core values of the library profession
- Has a sense of humor

VISIONARY LEADER

- Creates and maintains an environment in which excellence and innovation can thrive
- Thinks strategically and makes sound decisions
- Challenges the conventional wisdom and seeks creative alternatives

- Effectively leads and manages change
- Is forward thinking and has a positive track record in implementing appropriate technologies that improve the customer's experience and the efficiency of OSL and its members
- Exhibits intellectual curiosity and demonstrates a commitment to personal lifelong learning

ADMINISTRATOR

- Demonstrates outstanding management skills and takes calculated risks to improve customer service and OSL operations
- Makes wise, fair, and timely decisions based on solid facts
- Has a demonstrated track record of effective fiscal management
- Oversees the development and implementation of the organization's budget that aligns expenditures with member's priorities and anticipates future needs
- Oversees the use of technology to support the operation of member libraries and enhance service to their customers
- Establishes respectful and productive relationships with the vendors and has had successful experience in negotiating contracts for equipment, services, and library materials etc.
- Hires, trains, manages, and evaluates staff in a competent, professional and fair manner
- Empowers staff with the authority and resources to carry out delegated responsibilities
- Understands and uses effective measurement and evaluation methods

HOW TO APPLY

To be considered for this exceptional opportunity, please submit a letter of interest addressing how you are the ideal candidate, a resume, and contact information for a minimum of three work-related references to June Garcia at June@JuneGarcia.com

Applications received by February 18, 2019 will receive first consideration.

Inquiries are welcome. Please contact June Garcia at 303 522-2225 or June@JuneGarcia.com

