



## CHIEF EXECUTIVE OFFICER/CHIEF LIBRARIAN

Since 1894, the Windsor Public Library has been a meeting place for people, ideas, learning and culture. Each year over one million people visit our facilities, which consist of nine branches and a central library, to borrow books, CD's, cassettes, videos, talking books, and electronic books, as well as reference materials. Children, students, adults, seniors, and the business community...all Windsorites benefit from the wide range of information available at the Windsor Public Library. Currently 55 percent of the city population uses the system to access services, collections and programs. In a recent survey conducted in Windsor, citizens ranked their public library as one of the top five most important resources in the community. Windsor Public Library has an annual budget of \$9 million and a full and part-time staff of 196. Library facilities comprise approximately 160,000 sq. feet and enjoy annual circulation of 1.25 million.

Located at the heart of North America, Windsor is a dynamic urban centre with a diverse economy. It is driven by outstanding transportation infrastructure, internationally renowned educational institutions, as well as a skilled workforce with a strong work ethic. The Windsor-Essex Region has some of the most stable and affordable housing of any region its size in Ontario. The market has something to offer to both buyers and sellers alike. The average Windsor-Essex home can be purchased at less than half of the price of an average home in nearby Toronto. Close to the border and the City of Detroit, the region enjoys the warmest climate of any of Ontario's cities and is located at the same latitude as northern California, and enjoys seven months of short-sleeve weather.

Throughout the summer and fall of 2009, the Windsor Public Library Board, City Council, administration, stakeholders and various invited resources - with the assistance of a consultant - worked toward creating a Strategic Plan for Windsor Public Library. Key success factors for the new CEO/Chief Librarian as they relate to the plan will be:

- ▶ A stable and effective working relationship with all levels of government
- ▶ A sustainable and accountable funding model
- ▶ Programs and services which reflect community need and financial reality
- ▶ A stable and effective administrative model
- ▶ A developed, challenged and nurtured staff
- ▶ Growth in membership and usage
- ▶ Completing and implementing a Facilities Master Plan

The position will be of interest to those with a clear vision of library service in today's context. Specifically, the position will appeal to those who:

- ▶ have professional library training and credibility within the profession
- ▶ have progressive management experience in a medium-to-large public library system
- ▶ are leaders with the enthusiasm and skill to motivate and develop staff
- ▶ are committed to developing new sources of funding
- ▶ are skilled communicators and negotiators, both internally and externally
- ▶ are politically astute and understand the relationship with municipal council and staff
- ▶ are prepared to act as the 'public face' of the library, mirroring the WPL Strategic Plan to the community
- ▶ possess the ability to promote an organizational culture of quality customer service and enable staff to achieve continuous improvement of services
- ▶ have experience working through change, resolving conflict, and working in a team environment
- ▶ excel in collaboration, grant writing, written and oral communication skills, and advocacy.
- ▶ can develop progressive and proactive labour/employee relations in a unionized setting

**It is strongly preferred that the successful candidate possess a Master's Degree in Library and Information Science.**

Windsor Public Library offers a competitive salary for a library system of its size. At present, the salary range is \$110,644 to \$134,489.

For more information about the position, please consult the library's web site at [www.windsorpubliclibrary.com](http://www.windsorpubliclibrary.com).

**Please note that the competition closes at 5 p.m. on March 8, 2010**