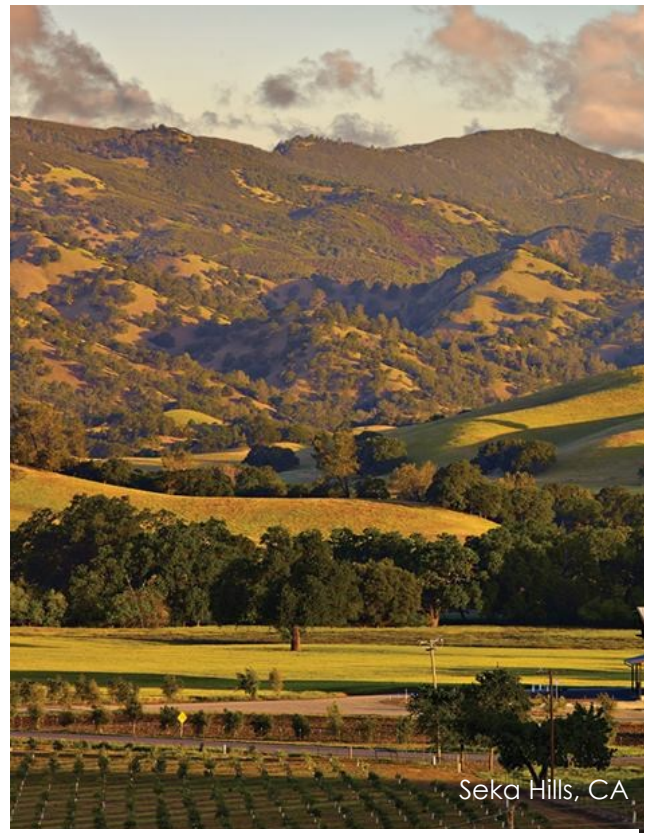


Capay Open Space Park



Seka Hills, CA



Woodland, CA

# COUNTY OF YOLO

INVITES APPLICATIONS FOR

# County Librarian



Yolo, CA



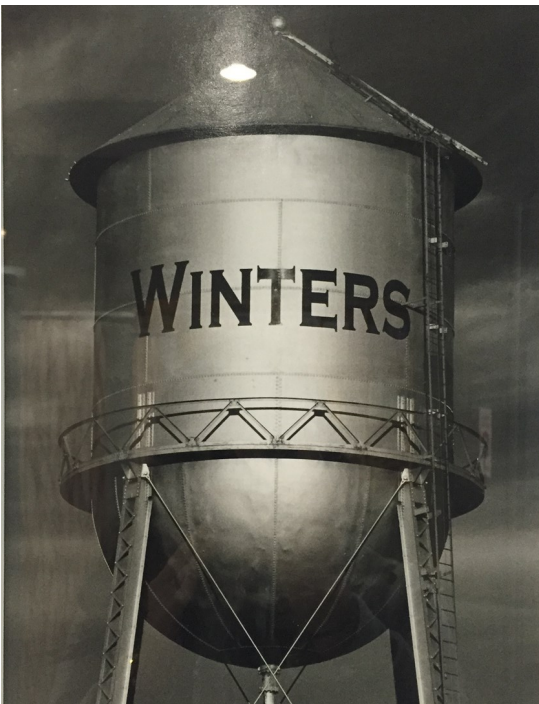
Davis, CA



Cache Creek Conservatory



Road 87



# The County

Yolo County, California, with a population of just over 215,000, is a naturally beautiful and richly diverse county. It is one of the leading agricultural producers in the nation with 661,000 acres that are used primarily for farming and ranching. The Capay Valley is one of the leaders in the nation for organic farming.

While agriculture is Yolo County's primary industry, nearly 85% of the County's population lives in the four cities of Davis, West Sacramento, Woodland, and Winters. It is an increasingly diverse county with 22% of the population born outside the United States.

An abundance of academic and cultural resources are located within the County, such as the University of California, Davis with 35,000 acres and the Mondavi Center for the Performing Arts, a world-class performance center and concert hall.

Recreational activities include whitewater rafting and kayaking along Cache Creek, bicycling on scenic country roads and bike paths, and fishing and water-skiing along the Sacramento River. The Sacramento Rivercats baseball team is located in West Sacramento and the nearby Golden One Center is home to the Sacramento Kings basketball team.

The County seat is located in Woodland, which is just 20 miles northwest of the State Capitol of Sacramento. Its proximity to the Sacramento International Airport and two major highways places Yolo County within a major transportation hub, as well as within two hours driving distance to the San Francisco Bay Area, Napa-Sonoma wine region, and the pristine mountains and ski resorts of Lake Tahoe and the Sierra Nevada.

Yolo County is committed to the preservation of open space, habitat and historical resources including water and agricultural resources. Complementing County efforts to preserve its farming and open space heritage, the County is keeping natural resources conservation high on its priority list. Yolo County aims to safeguard agriculture and open space, while creating more nature preserves and educational opportunities.

Yolo County is one of California's original counties and operates under General Law. The County is governed by an elected Board of Supervisors consisting of five members. The County is organized into functional areas such as: General Government (which includes the Library and the County Archives and Records Center); Law and Justice Services; Health and Human Services; and Community Services.

# The Yolo County Library

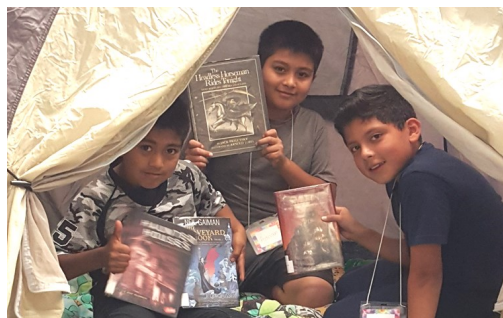
The Yolo County Library provides public library services to the entire County, except for the City of Woodland, with branch locations in Clarksburg, Davis, Esparto, Knights Landing, West Sacramento, Winters and Yolo. The Library Administration/Operations and Technical Services divisions are located in Woodland. The Library budget for fiscal year 2016-17 is \$6,590,483 and the major source of revenue is a dedicated property tax. Other sources of revenue include the Davis parcel tax, city support, the Countywide general fund, Friends of the Library donations, grants and use of the reserves. There are currently 39 regular employees as well as a large group of employees that work in an extra-help capacity. The Library is currently updating its Facilities Master Plan with a Strategic Plan that was updated in 2015. Major projects on the horizon include the following: the re-design and construction of the Yolo Branch Library; the renovation and possible addition to the Archives and Records Center; and the construction of the South Davis Library pending funding provisions.

Public library services include collection management, circulation, internet access, reserves and interlibrary loans, virtual branch and database services, computer and software applications, diverse programs for all ages, homework and research assistance, literacy programming, reference and information services and instruction, family and children resources, Archives and Records Center services and preservation, and the provision of meeting and study rooms.

The Yolo County Library is committed to supporting a diverse and inclusive employee workforce that is reflective of the population and who are knowledgeable, encouraging and continually supporting of communities in the region. The Library is committed to nurturing an environment where differences are valued and all staff are part of a productive, high performing team that delivers quality services to all customers. [www.yolocountylibrary.org](http://www.yolocountylibrary.org).

## STRENGTHS OF THE LIBRARY

- ◆ The Library has made purposeful efforts to build a more diverse staff, develop the cultural competency of staff, and be inclusive of the community's diverse perspectives when designing services and programs.
- ◆ The significant partnerships and relationships with the cities, schools, Friends of the Library groups, and numerous other organizations and entities are also an evident strength of the system. The current facilities of the Library have in part been supported through community partnerships. The ambition to improve upon and build additional facilities is an added strength.
- ◆ There is a strong commitment to staff development and organizational development which has cultivated a more positive, creative, and knowledgeable staff. This commitment is evident in the improved services, programs and customer service that are provided to those previously unserved or underserved by the Library.
- ◆ The Library is the custodian of the County Archives and Records Center with the County Librarian acting as the County Archivist. The Archives is a rich resource with content that is unique to Yolo County.
- ◆ The commitment of the County Board of Supervisors, Friends of the Library groups, Archives, staff, and partners are the result of strong relationships that have been fostered through several decades.





# Making a Difference

There is a tremendous opportunity for innovation in resolving the challenges facing the Library, the communities, and the County as a whole. This is a system with the potential for growth, the commitment to build knowledgeable staff to collaborate with partners, and broad-based support across the County which provide opportunities to make a positive difference.

The County Librarian will have the authority of the County leadership to lead the Library to the next level, a base of dedicated funding, strong Friends of the Library groups and community support, a high level of employee engagement, and the opportunity to make a difference in the County. The Board of Supervisors value the good standing and positive impact of the Library in the community, and are cognizant and supportive of the Library's needs.

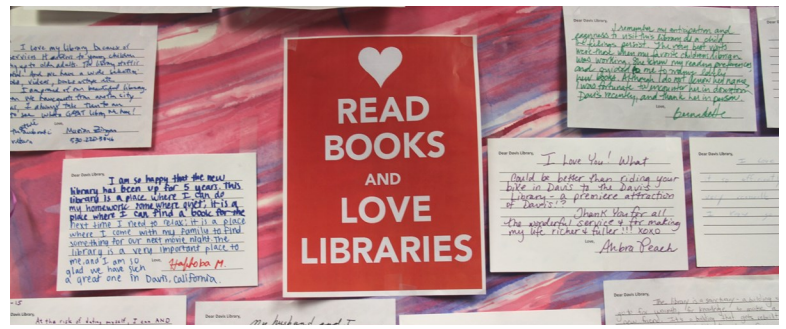
This position promises to be professionally rewarding not only for its potential to improve the quality of library service in Yolo County but for its potential to influence regional and statewide library development. Yolo County's proximity to the State Capitol, state government, and the State Library give the County Librarian access to a broader leadership role.

## Candidate Qualifications

Candidates for this position will possess the minimum experience and education requirements for this position as follows:

**EDUCATION:** Master's Degree in Library Science, Library Information Services, or related library field or equivalent from an accredited graduate school of Librarianship; **AND**

**EXPERIENCE:** Seven years professional library experience, with proven management and supervisory experience.



# The Ideal Candidate

In addition to the experience and education requirements, the ideal candidate for this position will possess the following characteristics:

## **LEADERSHIP**

- ◆ Astute when setting the direction and development of the Library throughout the County
- ◆ Strategically innovative when determining services that will be provided to various communities
  - ◆ Authoritative in knowledge but flexible and adaptive in determining a course of action
    - ◆ Champion for the Library and its purpose in the County

## **ADMINISTRATIVE EXCELLENCE**

- ◆ Ability and acumen to master the complex financing of the Library
- ◆ Aptitude for the building process from community engagement through project completion
  - ◆ Committed to staff development, talent development, and cultural competency
  - ◆ Results-oriented and competent in service, staffing, and facility development

## **INNOVATION**

- ◆ Resourceful in garnering funding opportunities for the Library
- ◆ Design solutions that result in significant gains for the unserved and underserved
  - ◆ Imaginative, creative, intelligent and a critical thinker

## **INDUSTRY EXPERTISE**

- ◆ Practical experience running a multi-branch public library system
- ◆ Knowledge of industry trends, issues and technological innovations
  - ◆ Broadly read, including professional literature

In addition to the characteristics listed above, the ideal candidate should also be an excellent communicator, positive, authentic, respectful, approachable, and demonstrate the ability to cultivate and sustain relationships. Key personal characteristics also include self-awareness, diplomacy, political savvy, patience, enthusiasm, and tireless energy for the mission of the Library. The successful candidate will also demonstrate a sensitivity to regional issues, appreciate the diversity of Yolo County, and be committed to the County and the communities that are served by the Library.

# Compensation

Yolo County offers a competitive salary dependent upon the qualifications and experience of the selected candidate. In addition, an annual automobile allowance of \$6,840 is included.

The County provides a Medical Benefits Package of \$25,454 annually for health, dental and vision insurance benefits. The County also offers additional employee benefits which include:

- ◆ CalPERS Retirement program 2.5% @ 55 (Classic Members) or 2% @ 62 (New Members)
- ◆ \$50,000 Life and AD&D policy
- ◆ 80 hours of Vacation annually increasing to 104 hours after completion of five years of service
- ◆ Sick leave of 12 days per year
- ◆ 80 hours of Administrative leave each fiscal year
- ◆ 32 hours paid Floating Holidays each fiscal year
- ◆ 10 ½ days paid Holidays each calendar year
- ◆ Vacation Buyback of up to 96 hours after completion of three years of employment
- ◆ Deferred Compensation – the County provides \$500 each calendar year when a Department Head defers \$500

## How to Apply

The deadline to apply for this position is **Friday, May 26, 2017**. To apply for this exciting career opportunity, please submit your cover letter, detailed resume and salary requirements via U.S. mail, fax or email to:

**Jenny Brown, Personnel Analyst**

County of Yolo - Human Resources Office

625 Court Street, Room 101

Woodland, California 95695

Fax: (530) 666-8049

Email: [jenny.brown@yolocounty.org](mailto:jenny.brown@yolocounty.org)

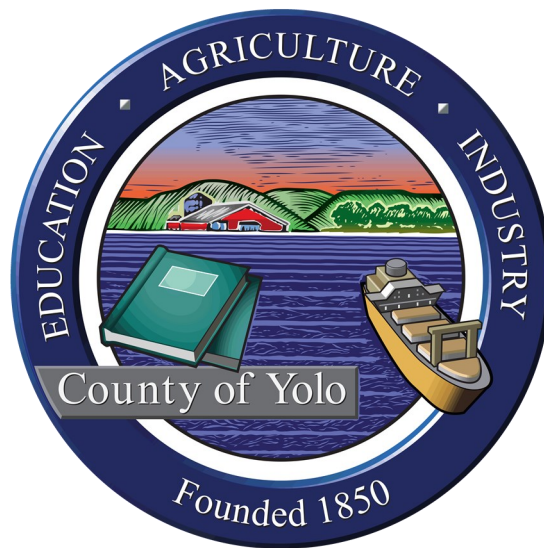
If you have any questions about this position or would like to recommend a colleague, please contact Jenny Brown at (530) 666-8328. Candidates with the most relevant qualifications will be contacted for additional discussion and screening. Candidate interviews are tentatively scheduled for June 2017.

***The County of Yolo is an Equal Opportunity Employer.***



## Yolo County Core Values:

\* Service \* Performance \* Integrity \* Responsibility \* Innovation \* Teamwork



Visit our website at [www.yolocounty.org](http://www.yolocounty.org)