

Join us at the Mississippi Library Commission – Executive Director

Become a part of the nation's best kept secret; the State of Mississippi. As the "Birthplace of America's Music" the tunes here are as hot as the Delta sun. The residents have an inherent inner strength, and are brought up to be there for their neighbors. Life in Mississippi can move as slow as molasses, or as fast as a racehorse at the Neshoba County Fair. Each county in Mississippi has its own unique story to tell of its contributions to the overall cultural heritage of the state. Because of our rural landscape, public library services are critical, and highly valued by our citizens. Some of the world's greatest writers, most talented artists, and tastiest cuisine have been born and raised right here on this fertile soil. We must be doing something right.



While salaries in the state may appear to be comparatively low, Mississippi's cost of living is significantly lower than other states in the U.S. According to The Tax Foundation's most recent study, the value of \$100 in Mississippi is almost 20 percent higher than the national average.



The Mississippi Library Commission's Board of Commissioners is currently seeking a dynamic leader to strengthen and enhance those services, and provide support to libraries and information resources for all Mississippians. The ideal candidate is a dedicated library advocate who possesses strong communication skills and has a proven track record of professional relationship development.

The Executive Director of the Mississippi Library Commission reports to the Board of Commissioners, and is responsible for statewide library development; directing and guiding an agency staff of 48; and administering an annual budget of \$12 million. This position requires a skilled strategic planner who can provide visionary, innovative and collaborative leadership for the agency and for Mississippi libraries. Successful candidates will excel in nurturing an organizational culture that values customer service, teamwork, diversity, creativity, and accountability.

Through observation, participation and studying collected data, the Executive Director will develop knowledge of the entire state, and will use this information to determine innovative ways to improve and strengthen library services statewide. The position offers an excellent state employee benefits package and the salary will be based on the candidate's experience. The salary range for this position starts at \$90,000 and the preferred start date is November 1, 2017. Applications will be accepted until the position is filled.



Minimum Qualifications:

- Master's degree in library science from a program accredited by the American Library Association
- At least two years of experience as an administrative librarian or as the director of a state or public library

Preferred Qualifications:

- A minimum of 10 years of experience in a progressive administrative position in a state library agency or public library
- Demonstrated leadership in the library community
- Demonstrated ability to work successfully with legislative and/or governmental bodies
- Knowledge and understanding of the legislative process, specifically concerning appropriating funds, committee hearings, and the legislative leadership in the House of Representatives and Senate
- Knowledge and understanding of the Mississippi Library Commission's relationship with local government and public library systems, especially in regards to how the Mississippi Code is applied and interpreted
- Demonstrated ability to communicate persuasively before groups, and to deliver information and testimony to elected and appointed officials
- Demonstrated ability to build positive relationships with stakeholders (public library directors, other state agency heads, state and federal officials) and forge effective coalitions with other organizations and institutions
- Broad scope of experience in all areas of administration; including budgeting, financial management, personnel, planning, and policy development
- Knowledge and understanding of current issues and trends in libraries
- Knowledge of and skill in the use of current technology, especially in a library setting



To express your interest in the position, please submit a letter of interest, resume, and contact information, along with a list of three references. Direct your information to Robin Hedrick, Human Resources Director, Mississippi Library Commission, 3881 Eastwood Drive, Jackson, MS 39211; phone (601) 432-4071; email rhedrick@mlc.lib.ms.us.

In your letter of interest please confirm how you meet each minimum and preferred qualification. This will assist the Board of Commissioners as they evaluate your submission for the position of Executive Director of the Mississippi Library Commission.

The Mississippi Library Commission is an equal opportunity employer and assures equal employment opportunities to all persons regardless of race, color, creed, sex, religion, national origin, age, physical handicap, disability, or political affiliation. The Mississippi Library Commission is committed to complying with all applicable laws affording equal employment opportunities to individuals.



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