

## **Executive Director – Las Vegas - Clark County Library District (LVCCLD)**

The Board of Trustees of the Las Vegas-Clark County Library District (LVCCLD) in Clark County, Nevada, is seeking its next Executive Director, a progressive thought leader with innovative and creative solutions.

The LVCCLD ([www.lvccld.org](http://www.lvccld.org)) is an independent government agency overseen by a ten-member Board of Trustees, five appointed by the Clark County Commission and five appointed by the Las Vegas City Council. This board appoints the Library's Executive Director and has the authority to make policies and approve the budget for the programs, activities and services the branches provide.

In keeping with the mission of the LVCCLD, the Executive Director is responsible for overseeing the planning, development, implementation and maintenance of the district's strategies, goals, objectives and operational functions. The Executive Director is also responsible for fostering and maintaining effective professional relationships with local government and legislative bodies. In addition, the Executive Director serves as member ex officio of the Board of Trustees to ensure consistent and accurate flow of information.

### **The District**

The LVCCLD serves 1.7 million people in an area covering over 8,000 square miles – larger than the state of Connecticut. Facilities currently include 25 locations - 13 urban libraries, 11 outlying libraries and one outreach library. In 2019, the district recorded over 4.3 million visits to its branches and had over 3.6 million items in its collection. Our diverse staff members include 342 full time and 387 part-time team members, which includes 112 professional librarians with Master of Library and Information Science (MLIS) degrees.

### **The Ideal Candidate Possesses:**

- Experience in Executive level planning, organizing, staffing, directing, coordinating, reporting and budgeting.
- Ability to effectively develop and lead a diverse workforce and management team, including directing and supervising direct reports.
- Ability to represent the LVCCLD on regional and state committees and serve as the district's authority on library issues.
- Experience in evaluating community needs and building and developing partnerships with diverse stakeholders.
- Ability to foster a productive, cooperative working environment based on interpersonal competence and emotional intelligence.
- Knowledge of public library operations and the latest technology available to optimize the Library's operations.
- Master's Degree in Library Science preferred (awarded from a college or university accredited by the American Library Association). Candidates will be considered with a qualifying record of upper level academic achievement (Master's Degree or higher); supplemented by a minimum of ten (10) years of executive experience, five (5) of which must include experience in library or other public administration, and eight (8) years of supervisory experience. Advanced degrees additional to any reference above, such as Masters of Public Administration or Masters of Business Administration, are highly desirable.

## Compensation

Exempt, full-time position with employment contract.

The hiring salary range is \$155,327 to \$248,523 (with compensation negotiable dependent on experience and qualifications).

## Benefits:

### Insurance

- Medical, Dental, Vision:
  - Choice of HMO or PPO
  - Coverage for Single or Family
  - 90% paid by the District, 10% paid by employee
- Life Insurance:
  - 100% District paid
  - Provides two (2) times employee's annual base pay, up to \$200,000
  - Additional coverage for employee, spouse and dependents may be purchased
- Additional voluntary insurance benefits (available paid by employee):
  - Cancer/Catastrophic illness insurance/Accident/Hospital
  - Flexible Spending Accounts (FSA)
  - Short Term Disability - covers from 2 weeks up until 24 weeks
  - Long Term Disability - coverage options beginning after 180 days waiting period, until age 65

### Retirement

- State of Nevada Public Employees Retirement System (PERS)
  - For FT employees - also for PT employees who work 21 or more hours a week
  - No social security tax on employee wages
  - Five (5) year vesting
- Deferred Compensation (457b)

### Leave Time

- Holidays - 13 paid per calendar year
- Floating Holiday - 1 day per calendar year (New Hires if hired 1/1-6/30 get 1 if hired 7/1-12/30 do not get one until Jan 1)
- Vacation -
  - 5.55 hours accrued per pay period (18 days per year), Employees with 10 or more years will accrue 7.40 per pay period: prorated for PT employees
  - Hours will carry over from year to year up to a maximum of 320 hours (8 weeks)
  - Employees can take up to 120 hours (3 weeks) off at any one time
- Sick -
  - 3.7 hours accrued per pay period (12 days per year) for FT employees
  - 24 bonus hours awarded annually for minimal sick leave usage (40 hours or less used in a year)
  - Unused hours will carry over from year to year with no maximum limit
  - District will pay 60% of unused sick hours for employees with three (3) or more years of service upon separation
- Bereavement - up to 5 days of leave with pay for employee's immediate family member or spouse's immediate family
- Court Leave - for jury duty or if an employee must appear in court (for District-related business)

- Military Leave
- Catastrophic Leave

**Other Benefits**

- Direct Deposit
- Tuition Reimbursement
- Car Allowance

NOTE: Benefits subject to change based on the discretion of the Library District Board of Trustees

**For further information, contact [jane@destinysearch.net](mailto:jane@destinysearch.net).**

**\*\*Please note - all inquiries into the opportunity will be held in the strictest confidence. Final candidate interviews will be conducted in an open, public meeting format.**

