



SAN DIEGO
County Library

Create Your Own Story



DEPUTY DIRECTOR

County Library

San Diego County Library

Anticipated Hiring Salary Range: \$163,000 - \$168,000 Annually



The Position

Join our team in San Diego County Library (SDCL). We're hiring for the position of Deputy Director – County Library. The Deputy Director of the San Diego County Library will provide strategic leadership to the Chiefs of Library Branch Operations and Capital Projects, overseeing policy implementation, compliance, and alignment with SDCL's mission and service models. They will direct capital projects, facility improvements, and major maintenance, ensuring timely and budget-compliant delivery while promoting equity and sustainability. Additionally, the Deputy Director will lead strategic planning efforts, fostering innovation in service models and technology, while supporting the Chiefs in staff development and performance management. They will also manage the library system's budget, tracking expenditures and overseeing financial planning for capital projects, while engaging with diverse community stakeholders and representing the library at county events. Through change management and fostering high-performing teams, the Deputy Director will ensure the integration of new technologies, expansion of services, and the advancement of SDCL's goals.

The Department

"We celebrate our communities and dedicate our passion and expertise to help you create your own story." To Learn, Energize, Read, and Create are the building blocks we offer in support of the County's Live Well initiatives for Healthy, Safe and Thriving communities. Library programs are designed based on providing compassionate service. We seek to recognize and advocate for the unique needs of our communities. We provide each library user with the tools for individual success.

With 33 branches, four mobile libraries, five kiosks, countless special events, and a team of enthusiastic and creative team members, San Diego County Library offers residents a physical and virtual hub of education, entertainment, and culture. Every year, five million customers take advantage of SDCL's 30,000 programs and services, checking out more than 11 million items, including books, CDs, DVDs, and more. For more information, please visit our website : www.sdcl.org

Ideal Candidate

The ideal candidate for the Deputy Director of the San Diego County Library will be a visionary leader and strategic thinker with the ability to manage and oversee the operations of the Chief of Library Branch Operations, the Chief of Library Capital Projects & Facilities, and the Departmental Security Officer. This role requires an experienced individual who can balance high-level strategic planning with the practicalities of day-to-day management in complex and diverse library system. The Deputy Director will be a key leader in shaping the future of the San Diego County Library, ensuring that it continues to thrive as a vital resource for the community while navigating the challenges and opportunities of the 21st century.

In addition, the ideal candidate should have:

- Experience managing a large regional network of public libraries or parks or other government service.
- Be a big picture thinker with outstanding leadership and management skills who will bring new and fresh ideas to a changing organization.
- Executive-level experience managing many employees through several levels of management hierarchy.
- Excellent communication, talent management and presentation skills.
- Demonstrable experience creating and maintaining partnerships with many community partners such as non-profits, local government agencies, service organizations, Friends of the Library groups, school districts, elected councils, and similar organizations.
- Demonstrable experience engaging communities to achieve long-term and sustainable outcomes, processes, relationships, discourse, decision-making, or implementation. The candidate will have utilized a range of tools and strategies to ensure success and ensure inclusion and belonging.
- Experience working for, or with, local government jurisdictions such as counties or cities or school districts or similar and this experience will include communicating directly with the offices of elected officials and presenting at Board or Council meetings or similar.



Key Responsibilities

Leadership and Oversight: Supervise and provide strategic leadership to the Chief of Library Branch Operations, the Chief of Library Capital Projects & Facilities, and the Departmental Security Officer - ensuring alignment with the County Library's goals, mission, values and service models.

Policy and Compliance Management: Oversee the implementation of library policies, procedures, and compliance at both the branch and system-wide levels, ensuring that new and existing guidelines are adhered to across all library operations.

Project and Facilities Management: Direct and support capital projects, facility improvements, and major maintenance efforts. Ensure projects are delivered on time, within scope and budget, and that they meet community needs for equity and sustainability.

Community and Stakeholder Engagement: Act as a key representative for the library system at county events, public meetings, and community outreach initiatives. Cultivate relationships with diverse stakeholders to promote community engagement and address regional library needs.

Staff Development and Training: Manage high-performing teams by mentoring and guiding Chiefs in their roles. Support hiring, staff development, and performance management efforts, ensuring staff are equipped to meet evolving library service demands.

Strategic Planning and Development: Help lead the strategic planning process for the County Library, including integrating innovative service models, technology, and expanding library access. Facilitate collaboration between branches and external stakeholders, fostering organizational growth and efficiency.

Innovation and Change Management: Stimulate innovative approaches to library services, capital projects, and operational efficiencies. Lead change management efforts across the library system to integrate new technologies and service models.

Budget and Financial Oversight: Ensure the effective management of the County Library's budget, including tracking expenditures, forecasting needs, and supervising capital project budgets. Prepare and present reports to county leadership on financial and operational progress.

Award Winning County Libraries

County Libraries are often recognized by the library industry for their quality and equity. The San Diego County Libraries have won the following awards:

- **2024 Finalist, National Medal, Institute of Museum and Library Services**
- **Certified by the Sustainable Library Initiative**

National Association of Counties (NACo)

- **2022 Achievement Award**
 - Story Trails
 - Little Free Libraries
- **2021 Achievement Award**
 - Digital Library Project



Minimum Qualifications

Applicants must possess the following:

A master's degree in Library Science or Library and Information Science from an accredited U.S. college or university or a certified foreign studies equivalency AND five years of experience that demonstrates the ability to perform the essential functions of the classification. Experience must include three years of management level experience and at least one year of supervision.

Compensation

The anticipated hiring range is \$163,000 - \$168,000 Annually. Salary placement for this position is dependent upon the qualifications of the successful candidate. Salary reviews are performance-based and goal-oriented.

Our comprehensive benefits showcase our commitment to employees.

- 15 days of paid vacation, 13 days of paid sick leave, 10 days of paid executive time off, 12 paid holidays, and a total of 3 days of Emergency Child and Older Adult Care leave
- Medical, dental, and vision insurance plans
- Disability Insurance, Life Insurance, and Accidental Death & Dismemberment Insurance
- Flexible Management Benefit Package – a monthly credit that may be used to select benefits from a group of options
- Defined benefit retirement program
- Reciprocity with other governmental retirement systems may be granted; for further information, [click here](#) to visit the website for the San Diego County Employees Retirement Association.
- Deferred Compensation Program 457 and 401(a) plans
- May be eligible for relocation allowance up to \$20,000





Application Process and Recruitment Schedule

1. Complete the online application at www.sandiegocounty.gov/hr
2. Select the current job posting link: 24222909U
3. Attach your resume at the Attachment step of the application.
4. Attach a copy of your degree, transcripts, or certified foreign equivalency.

Interested applicants are encouraged to apply as soon as possible

- The Department of Human Resources will remove personally identifiable information from all new recruitments. This practice, called Blind Applicant Screening, will hide a candidate's personal information that could influence or bias a hiring decision. Personal information includes name, phone number, address, gender, age, and race. This process will help contribute to a fair and equitable selection process leading to a more diverse and inclusive workforce.
- Please make sure to update the Work History in your application profile to match your resume. Hiring managers will only receive the redacted application (without resumes) to determine which candidates they will interview. Resumes will be sent to hiring managers at the time interviews are scheduled.

Contact Information

- You may direct any questions regarding the application or selection process to [Bryan Faircloth](#), Executive Recruiter and questions regarding the position to [Lydia Lopez](#), Group HR Director.



The County of San Diego is committed to valuing diversity and practicing inclusion because our diverse workforce is our greatest asset, and our customers are our number one priority.



As an employer of over 19,000 employees, the County of San Diego is an organization committed to veteran hiring, retention, and professional development. We recognize the contributions and sacrifices made by our veterans and value the unique expertise and leadership qualities they bring to our workforce. We strive to provide veterans with the resources and tools necessary to maximize their employment opportunities and to assist veterans with their transition into civilian life by applying the valuable skills, knowledge, and training acquired in service to positions and career paths at all levels within our large organization.

