

Des Moines Public Library (IA) - Director

The Des Moines Public Library (IA) Board of Trustees is seeking a **visionary and strategic thinker** to lead the organization as the library's next Director. This leader will **possess exceptional communication skills** and will **inspire staff** to excel in their roles while also fostering an environment that promotes growth within the organization and innovation to meet evolving community needs. The Director **collaborates with the Library Board of Trustees to formulate and update library policies** and maintains an up-to-date strategic plan to **implement those policies**. The Director should be **flexible** and able to **creatively adapt** to changing circumstances within the library, the community and city and state government.

The Des Moines Public Library (DMPL) is a cornerstone of the community, providing free access to information, resources, and lifelong learning opportunities for all. DMPL has six branches throughout the city, including the Central Library downtown, designed by British architect David Chipperfield. It employs approximately 70 full-time staff along with 65 temporary and part-time members. From bestselling books and interactive workshops to free WiFi, historical archives, storytimes for children, and the library-of-things, the library offers something for all ages and interests. DMPL provides a range of digital resources, including eBooks, audiobooks, streaming media, newspapers and periodicals, and research databases. The library hosts an array of events and programs year-round at all locations, such as book clubs, Central's rotating Art Gallery, the annual Summer Reading program, a variety of community outreach initiatives, and the celebrated AVID (Authors Visiting in Des Moines) speaker series. The library also meets community needs with services such as Library by Mail for homebound patrons, reservable meeting rooms, notary services, test proctoring, and access to Community Fridges. Tech Central, the library's innovation lab, encourages hands-on exploration of technology and creative projects. Guided by its mission to educate, inspire, and connect the lives of Des Moines residents, the library is a space where ideas thrive, communities come together, and everyone can access materials and services to help them lead their best lives.

The vital and vibrant city of Des Moines is proud to serve as Iowa's state capital, the county seat of Polk County, and the most populous city in the state. Centrally located in Iowa, Des Moines spans approximately 90 square miles, is home to an estimated 215,000 residents, and is part of a metropolitan area of over 750,000 residents. Its downtown, where hundreds of new apartments and condos have been built in the past decade, is a magnet for young professionals. The city has a balanced and diversified economy, serving as the financial, commercial, industrial, trade, transportation, and health care center of Iowa. The community is a cultural center for the state and home to several world-class institutions, including Des Moines Performing Arts, which hosts touring Broadway shows; the Des Moines Symphony; the Des Moines Art Center, a modern and contemporary art museum; the prestigious Pappajohn Sculpture Park; the Des Moines Metro Opera; and the World Food Prize headquarters. Des Moines hosts festivals year-round, including the Des Moines Arts Festival, the World Food and Music Festival, the Drake Relays, and the Iowa State Fair. The metro area also boasts the Lauridsen Skatepark, the largest skatepark in the U.S.; an extensive network of bike trails; and a growing network of water trails, which will soon include a downtown whitewater kayaking course.

Responsibilities: The ideal candidate will become a highly visible public figure who will cultivate positive relationships with local government and community residents, effectively manage and oversee the annual budget, collaborate with the Library Foundation to assure the delivery of quality programming, champion intellectual freedom, and have extensive knowledge of the philosophies, principles and current best practices of public library operations. The Director will work with governmental financial management and accounting procedures, manage personnel, and communicate effectively both orally and in writing. For a full list of responsibilities, please see the job description linked below.

Qualifications: A master's degree in library science from an American Library Association-accredited program is required. The ideal candidate will have at least five years of experience in management and administration, budget oversight, customer service, programming development, or other relevant work in a similarly sized public library system. The Director is required to establish residency within the City of Des Moines within 12 months of hire.

Compensation: The position has a salary range of **\$138,500 – \$197,000** (with placement negotiable dependent on experience and qualifications) and comes with an excellent fringe benefits package.

For further information, contact Bradbury Miller Associates. This position closes on **Sunday, August 24, 2025**.

Metropolitan Library System (OK) - Chief of Staff

The Metropolitan Library System (OK) is looking for a communicative and experienced executive to serve as Chief of Staff. This individual will provide strategic and operational leadership across the library system that serves the entirety of Oklahoma County, including over 800,000 people across suburban, urban, and rural areas. The mission of the Metropolitan Library System is to connect diverse communities with resources and experiences that educate and enrich lives. With 20 physical locations, the library benefits from a supportive community, a thriving Friends of the Library organization, and a Library Endowment Trust. The library is governed by the Metropolitan Library Commission of Oklahoma County, which consists of 27 members representing each municipality that has a library or library extension within its boundaries.

The commission has delegated direction and administrative oversight of the library to the Chief Executive Officer. The Chief of Staff will report directly to the Chief Executive Officer and will work diligently to improve and strengthen current services and operationalize strategic goals. This role will ensure internal alignment, supervise designated chiefs, and promote a culture of accountability, collaboration, and data-informed decision-making. Keen organizational awareness, a nuanced approach to leadership, an ability to assess situations effectively, advocate for action, and prioritize messaging, are key traits for this role. The ideal candidate will have executive-level experience leading large teams across multiple layers of management, with a demonstrated ability to drive organizational effectiveness and accountability. This strategic, big-picture thinker will possess change management skills and the capability to contribute innovative ideas and guide a dynamic, evolving public service organization.

Oklahoma City is a vibrant and growing metropolis that enjoys more than 235 days of sunshine each year. It offers a rich variety of culture, cuisine, attractions, and amenities, providing a lively atmosphere without the stress often associated with larger cities. Outdoor enthusiasts can enjoy recreation and exercise at locations such as Lake Hefner, Lake Overholser, Myriad Botanical Gardens, and nearly 100 miles of multi-use trails throughout the city. Oklahoma City is also home to numerous cultural attractions, including the Oklahoma Museum of Art, the Oklahoma City National Memorial & Museum, the National Cowboy & Western Heritage Museum, and performance venues like the Civic Center Music Hall and the Armstrong Auditorium. As the twentieth largest city in the United States, Oklahoma City truly has something for everyone.

Responsibilities: This individual will participate as a member of the Executive Team, making high-impact decisions; demonstrate sound professional judgment; represent the CEO publicly and engage with community organizations, partners, and stakeholders as a key spokesperson. They will assess long-term community needs, actively engage the community in shaping the library's vision; collaboratively develop policies, priorities, and objectives aligned with strategic direction and ensure sustained relevance; establishes key performance metrics for library programs and services, analyzes relevant data; anticipates and resolves guest service and operational challenges; serves as acting CEO with full authority to make commitments in their absence. The Chief of Staff demonstrates organizational awareness and political sensitivities; provides prompt and respectful service to internal and external guests, anticipates needs and resolves concerns; represents the library at external events and engages with high-level stakeholders. For a complete listing of responsibilities, see the linked job description below.

Qualifications: The minimum qualifications for this role are a master's degree in library and information science/studies from an ALA-accredited program; and seven years of progressively responsible leadership experience in executive-level leadership or senior management, including supervision of multiple departments or teams. Experience working directly with or supporting a CEO or comparable executive leader or team, providing high-level operational and strategic support across multiple functions is preferred.

Compensation: The hiring salary range is \$106,912 – \$181,563 (with placement negotiable dependent on experience and qualifications) and an excellent fringe benefits package.

For further information, contact Bradbury Miller Associates. This position closes on Sunday, September 7, 2025.