

# Grand Prairie

T E X A S



The city of Grand Prairie is looking for an innovative and progressive leader with cutting-edge knowledge and skill to direct our library system into the future.

## ***Library Director***

### *Position Profile*

Grand Prairie Library System

## THE POSITION

The city is seeking a creative, energetic, innovative and progressive leader with a collaborative management style who will engage employees through teamwork and motivation, promote a diverse and inclusive environment within the department and keep our Library system, its programming and citizen/employee engagement cutting edge.

Our executive team is highly efficient, engaged in the industry, creative in business solutions and striving to make our city world class. The traits we focus on continually are:

- Ability to Market Services
- Integrity
- Being visionary and progressive
- Leading by example
- Strong communicator
- Decisive
- Being in touch with personnel and other departmental needs
- Approachable/friendly
- Engaging
- Strategic
- Innovative

The library director should plan and implement initiatives to enhance services and collections, further the creative use of emerging technologies in library services and operations, and develop regional partnerships where

applicable and strengthen collaborative efforts with regional and statewide library agencies. The library director is expected to demonstrate a commitment to Raving Fans service and maintain an open door policy. Outstanding communication and interpersonal skills are imperative to interact effectively with and gain the respect and trust of staff, city personnel, and the community we serve. The successful candidate will effectively set and achieve challenging goals with the staff, manage through change and monitor performance. The library director must be politically astute and effectively able to analyze issues, gather facts and make fair, appropriate and timely decisions with integrity. The library director works closely with other internal city department heads, the Mayor/Council or staff on any issues that arise.

## THE GRAND PRAIRIE LIBRARY SYSTEM

The city of Grand Prairie has three library facilities including a 40,000-square-foot Main Library; 10,000-square-foot full-service Branch Library and a small 3,000-square-foot branch library in a Recreation Center to serve our citizen base throughout our community. Our annual circulation is 325,000, with 230,000 collection items, more than 45,000 system-wide reference questions annually and an annual budget of \$2,051,413. We provide numerous services including database management, downloadable audiobooks and music, as well as ebooks.

## CITY MISSION STATEMENT

*Create Raving Fans by Delivering World Class Service*

## THE COMMUNITY

Conveniently located between Dallas and Fort Worth, Grand Prairie is the 15th largest city in Texas and in the top 150 nationwide. Grand Prairie, population 178,290, offers relaxation, family fun and friendly neighbors. With four school districts from which to choose, families have



Popular Summer Reading Program



Main Library



Betty Warmack Branch Library

many options when it comes to the education of their children. In Grand Prairie, families who have lived here for generations welcome newcomers who move here for the same reason the natives don't leave — location and hometown atmosphere.

The U.S. Census listed Grand Prairie as one of the fastest growing cities in the nation in 2005 and 2006. Money Magazine listed Grand Prairie a Best Place to Live in 2008. With a park system recently named Best in the Nation, businesses and residents feel right at home. Fifty-eight parks include the award-winning Summit Active Adult Center, a conference center, three recreation centers, golf courses, public swimming pools, softball and baseball complexes, soccer fields, tennis courts, a camp ground, beach parks, an aggressive skate park and football fields. With a ¼ cent sales tax devoted to parks, improvements to parks throughout the city are made annually.

More than 10 million people a year visit Grand Prairie's entertainment and tourist attractions: Premium Outlet Mall, Joe Pool Lake, Lone Star Park Class I Thoroughbred Horse Race Track, Verizon Theatre, Louis Tussaud's Palace of Wax, Ripley's Believe It Or Not, Traders Village flea market, historic Uptown Theater, Farmers Market, Turner Park Disc Golf Course and QuikTrip ballpark, home of the Grand Prairie AirHogs minor league baseball team.

## DEMOGRAPHICS

According to the 2010 U.S. Census, 42 percent of Grand Prairie residents are Hispanic, 30 percent are Caucasian, 20 percent are African-American, and 8 percent are other. Forty-two percent are 24 and younger, 45 percent are 25-54 years old and 13 percent are 50 and older. Single-family homes number almost 42,000 and multi-family



Children's Programming



Experienced Staff



Newly Renovated



Technology Services



Bowles Branch Library



Community Involvement

units total about 17,000. The median household income is \$51,000.

Grand Prairie boasts a wide range of housing stock for all income levels, from quaint older homes to spacious new homes. The average price of a new home is \$215,000.

## THE CITY GOVERNMENT

The city of Grand Prairie is a Council-Manager form of government. A Mayor and eight Council members provide policy direction. Six Council members represent single member districts. Two are elected at large.

The city provides a full range of services, from aviation to water, planning to public works, environmental services to parks, fire to ambulances, police to courts and more. The operating budget is \$223 million, with a General Fund budget of \$104 million. The city employs approximately 1,100 full-time employees and about 107 part-time or seasonal employees.

## LOCATION

The city is located directly between Dallas and Fort Worth. Just five minutes south of DFW International Airport, the city enjoys easy access to anywhere and everywhere on Interstates 20 and 30, State Highways 161 and 360, Loop 12 and Spur 303. Grand Prairie stretches 30 miles long by 8 miles wide and covers 81 square miles.

## THE REQUIREMENTS

### Experience

- Minimum of 5 (five) years in leading/managing a progressive organization, project, process or program.
- Demonstrated record of progressive responsibility and implementation of innovative programming and community outreach or involvement.



- Broad experience in all aspects of professional library service including reference, technical processing, programming, circulation and selection preferred.
- Experience working with a multicultural staff and community preferred.
- Demonstrated ability to work with community groups, profit and non-profit organizations and vendors.
- Ability to seek out and find creative funding to grow library resources and services.

## EDUCATION

Bachelor's degree required.

### Compensation and Benefits

The city of Grand Prairie offers a competitive starting salary, depending on qualifications and experience. A cell phone allowance and vehicle allowance included. The city participates in the Texas Municipal Retirement System (TMRS) at a 7% employee deposit rate with a municipal match of 2-1. A full range of leave and insurance benefits is provided. A relocation package will be considered.

### To be Considered

Please apply online at [jobs.gptx.org](http://jobs.gptx.org). Please submit an electronic cover letter and resume with your online application, as well as any other items you feel relevant to this application. Your cover letter should include the critical items identified below:

- Your current position and the number of employees you supervise
- Your innovative vision for the Grand Prairie Library System and Services, including technology solutions and customer service features or improvements
- The customer/community base served by your organization
- Highlights of innovative and progressive programming, business solutions, outreach and unique approach to business you have implemented in the last 5 years

Finalists will be subject to a comprehensive background check and other required employment screenings or tests. The position is open until filled; however, the first review is expected in early August 2013 with additional applicant testing and/or interviews offered for finalists to narrow down the candidate of choice.