

Executive Director – Baltimore County Public Library (MD)

The **Baltimore County Public Library** Board of Library Trustees seeks a strategic, collaborative, and community-centered leader to serve as the next **Executive Director**. Serving more than 830,000 residents through 19 branches, four bookmobiles, and a virtual branch, BCPL is one of Maryland's major public library systems and a vital civic, educational, and cultural resource for communities throughout Baltimore County. Guided by its mission to provide opportunities to explore, learn, create, and connect, BCPL offers welcoming public spaces, strong collections, mobile and digital services, technology access, lifelong learning opportunities, and partnerships that strengthen community life. Reporting to the Board of Library Trustees, the Executive Director provides systemwide leadership for BCPL's strategy, operations, finances, staff, partnerships, and public service priorities.

The next Executive Director will have an important opportunity to strengthen connection, communication, and shared direction across BCPL while supporting a workplace culture where staff feel informed, valued, and equipped to serve the community well. Working in partnership with the board, leadership team, staff, County partners, and community stakeholders, the director will help align resources, facilities, services, and priorities to meet evolving community needs.

Baltimore County (MD) offers a distinctive mix of vibrant communities, historic main streets, waterfront recreation, rural landscapes, and easy access to the cultural and educational opportunities of the greater Baltimore-Washington region. The county combines convenience with a wide range of quality-of-life amenities, including parks, trails, Chesapeake Bay tributaries, local restaurants, festivals, arts and music venues, and outdoor recreation throughout the year. With two international airports as well as two large cities in close proximity, Baltimore County residents have access to a diverse metropolitan region that includes history, world-class entertainment, and experiences that can only be found in the county.

Minimum requirements include a master's degree in library science from an accredited-ALA program; at least five years of experience as a professional librarian, including at least two years of experience in an administrative or supervisory capacity; and the ability to obtain and maintain [licensure as a Professional Public Library Director](#) in the State of Maryland. **Residency within the Baltimore County Public Library service area is required within six months of hiring date.**

Preferred qualifications include experience leading a multi-branch public library system or comparably complex public service organization; experience working with a governing board; experience developing, managing, presenting, or advocating for operating and/or capital budgets; experience working with elected officials, county or municipal government, community partners, donors, foundations, or other external stakeholders; experience in a unionized environment; and a record of advancing diversity, equity, inclusion, accessibility, intellectual freedom, and community-responsive service.

Compensation: The hiring salary range is **\$225,000 – \$245,000**, with placement negotiable depending on experience and qualifications. An excellent fringe benefits package is included.

Interested candidates should submit their resume through the application [portal](https://bradburymiller.com/open-positions/) (https://bradburymiller.com/open-positions/) by selecting the position and then the “Apply” button. For further information, contact [Bradbury Miller Associates](https://bradburymiller.com/contact/) (https://bradburymiller.com/contact/). This position closes on **Sunday, July 26**.

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