

Town of Vail, Colorado

**LIBRARY DIRECTOR**



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## VAIL, COLORADO

The Town of Vail, Colorado, is a premier international ski and resort destination, one of Colorado's crown jewels, and a spectacularly beautiful mountain town that many have called home since its founding. Nestled in a pristine, aspen-lined valley along the banks of Gore Creek in the White River National Forest, Vail (area 8.3 sq mi, elev. 8,150 ft) is prized the world over for its excellence, sophistication, and commitment to its core values, such as environmental stewardship, conservation, and sustainability.

Even though the daytime population swells to 35,000 in-season, the town maintains a friendly, small-town feel to its 5,305 residents.

Vail's founders have ties to the U.S. Army's 10th Mountain Division during World War II. After years of carefully searching for the perfect location, they opened a ski resort on Vail Mountain in 1962. Residents quickly incorporated the town in 1966. From the beginning, Vail's founders dedicated themselves to quality and service and envisioned a series of highly ambitious goals for the resort and the town. Through committed hard work over time, they met and exceeded all of these goals. For example, Vail has hosted the FIS Alpine World Ski Championships three times and has established itself as one of the premier mountain resort communities in the world. Vail is the first certified sustainable destination in the United States



(Global Sustainable Tourism Council). St. Moritz, Switzerland; St. Anton, Austria; and Yamanouchi-Machi, Japan, are sister cities.

Today, Vail is a true community and a thriving alpine town, full of world-class culture, diverse shops and restaurants, and abundant amenities, including public art. Residents and visitors enjoy a high quality of life, ample town-owned open space, 5,289 skiable acres, outdoor recreation in every season, 17 miles of recreation paths including the Gore Valley Trail, special events year-round, an outdoor amphitheater named for Vail's most famous resident, President Gerald R. Ford, and the Betty Ford Alpine Gardens, the highest botanical gardens in the world. The Vail Recreation District manages area parks, the John A. Dobson Ice Arena, and the Vail Golf Course (18 holes). The Vail Interfaith Chapel serves many denominations, and the Vail Public Library is a community treasure.

Located 97 miles west of Denver along I-70, Vail is about two hours from Denver International Airport. The Eagle County Regional Airport serves the town. Major employers and stakeholders include Vail Resorts, Vail Health Hospital, the U.S. Forest Service, the Colorado Department of Transportation, Eagle County, the Vail Chamber and

Business Association, and the Vail Valley Foundation, among others. The Steadman Clinic provides elite sports medicine treatment.

For more information about the Town of Vail, please visit <https://www.vail.gov>.

### TOWN ORGANIZATION

Vail operates under a home-rule charter (1972) and a council-manager form of government, including a seven-member town council. Citizens vote on four council members every two years, with the top three vote-getters winning four-year terms, and the fourth-highest winning a two-year term. All are limited to eight consecutive years of service. Council members then elect the mayor and the mayor pro tem from within their number every two years.

The town council hires the town manager, who is the town's chief executive and administrative officer. Municipal services include police and fire protection, public works, community development, economic development, library, housing, and the town bus service, one of the largest free transportation systems in the country. The FY 2024 Budget is \$134.8 million (\$69.3M municipal services, \$63.1M capital, \$2.4M debt service), supporting 350 FTE.

### QUICK FACTS

Population .....	5,305
Size .....	8.3 sq mi
Elevation .....	8,150 ft
2024 Town of Vail Budget ....	\$134.8M (CIP \$63.1M)
Town of Vail FTE.....	350

**VAIL PUBLIC LIBRARY AND THE DIRECTOR**

Starting in January, 1964, on five shelves of the Vali-hi Books 'n Things bookstore on Bridge Street in Vail, and later operating in the basement of the Municipal Building (town hall) in the early-1970s, the Vail Public Library opened the doors of its current environmentally friendly facility with a dedication on July 4, 1983. The library features an "earth-sheltered, energy-conscious design" that won recognition for distinguished accomplishment in library architecture from both the American Institute of Architects and the American Library Association. With plenty of natural light, a stone fireplace, and beautiful views, the library is warm and welcoming, offering a boutique-like experience for all who visit.

This career opportunity is available with the recent retirement of the library director, who served the library and the community for nearly 17 years. The library director reports to the deputy town manager and also serves as a member of the town's leadership team. The library is a town department funded through the town's municipal services budget. The library's 2024 annual budget of \$2.23 million supports 8.66 FTE, a total of 16 persons.

The most recent major renovation (\$2.1 million) was in 2013. Friends of Vail Library provide generous financial support to supplement the departmental budget. For more information about the Vail Public

**LIBRARY FACTS**

2024 Library Budget .....	\$2.23M
Library FTE.....	8.66 (16 persons)
Customers .....	95,000/year
Circulation (books and materials, nearly half of which are electronic).....	47,409/year
Collection	
print .....	43,700
e-books .....	85,151
video.....	10,332
Programming: Children's programming is the most popular, with nearly 4,000 attendees in 2023, compared to adult programming, with 1,058 attendees	



Library, please see "Library Facts" above, or visit <https://vaillibrary.com>.

**QUALIFICATIONS**

A four-year degree in a relevant field of study; at least five to ten years of progressively responsible experience in library management; knowledge of library best practices, trends, issues, and industry software and databases; or any equivalent combination of education and experience are all required. A master's degree in

library science, library information science, or a related field is also required. Although Vail intends to offer access to town-owned housing as part of this opportunity, applicants are on notice of the high cost of living here and are encouraged to complete their due diligence prior to submitting an application.

**THE IDEAL CANDIDATE**

Vail's next library director is a naturally curious, emotionally

**WHAT HAPPENS WHEN**

Absent unforeseen circumstances, the recruitment will follow the schedule below. Be mindful of the filing deadline and final interview dates, which are unlikely to change.

**SCHEDULE**

Filing Deadline: .....	May 20, 2024	Recommendation of Candidates: .....	June 4, 2024
Preliminary Interviews: .....	May 28-29, 2024	Finalist Interview Process: .....	June 13-14, 2024



intelligent, and experienced leader, who recognizes the Vail Public Library as both a deeply cherished community institution and as a major amenity valued by Vail's many visitors from around the world. Knowledgeable and proficient in all aspects of library science and management, the

preferred candidate also loves books and libraries, and believes in their importance. Because Vail was built on exceptional guest service and an insistence on quality, the next library director must have a proven track record in these areas.

The next director is experienced and skilled at developing and managing a departmental budget, and in identifying alternative revenue sources when appropriate, including grants and their management. She or he will maintain and increase the high quality of the library's print and digital collections and programming.

The ideal candidate has expert-level inward- and outward-facing communication and presentation skills, and the ability to relate to persons from every walk of life. She or he enjoys public speaking and civic engagement, and welcomes working with a committed volunteer base. The next director will navigate effectively between the library and town hall, ensure a strong connection between the two, and avoid silos.

To be successful, the library director must be level-headed, empathetic, patient, and free of ego, fully embracing the public service nature of this role. She or he is quietly confident and listens actively.

The successful candidate will ensure the capable, dynamic, and passionate library staff functions

as an effective, professional, and positive team. The next director communicates expectations clearly and leads a culture of fairness, trust, and accountability. She or he supports meaningful professional development for the staff, and advocates for them appropriately. The ideal candidate delegates effectively and avoids micromanagement.

Finally, the next library director appreciates Vail not only as a premiere world-class ski destination and a Colorado state treasure, but also as the small-town mountain community it still is, and as her or his home.

### **TOTAL COMPENSATION**

The hiring range for this position is \$125,000 to \$160,000, and appointment will be made depending upon the qualifications of the selected candidate. In addition, the following benefits are provided: medical, dental, life, AD&D, and long-term disability insurances; flexible spending accounts (health care, dependents); and various EAP programs. Retirement benefits customary to the position are offered: 401(a) automatic, and 457(b) optional. This position enjoys paid vacation, sick leave, and holidays. Relocation assistance and access to town-owned housing are subject to negotiation.

### **APPLY**

To be considered for this excellent professional opportunity, please email only your cover letter and resume to [apply@columbialtd.com](mailto:apply@columbialtd.com), naming your files Last.First.CL and Last.First.Resume. Receipt of your submittal will be acknowledged within two business days. All applicants will be updated on their status following the Recommendation of Candidates.

If you have any questions regarding the recruitment process, or this opportunity, please feel free to call Andrew Gorgey directly at (970) 987-1238. For more information, visit the Columbia Ltd website: <https://columbialtd.com>.