



**Saline District Library  
Position Opening**

**Title:** **Library Director**

**Salary/Compensation:** \$92,700 - \$120,500 (depending on qualifications); vacation, sick, and holiday time; medical, dental, vision; life insurance; short-term and long-term disability; MERS 401(a) defined contribution plan with employer match; optional MERS deferred compensation; employer-provided FSA

**Status:** Full time, 40 hours per week

**Reports to:** Saline District Library (SDL) Board of Trustees

**Overview:**

The next Director of the Saline District Library is an approachable, high-visibility leader who enjoys being out in the community as much as they enjoy being in the library. This candidate is as comfortable interacting with community members and groups as they are adept at presenting a budget to the library board. Relationship building is a key priority. The ideal candidate keeps an authentic open-door policy and thrives on collaboration. They understand that a library grows by listening to all stakeholders (including the staff), empowering a strong management team, partnering with the Library Board, and embedding the library into the fabric of the Saline community.

**Essential Duties and Responsibilities:**

- Provides adaptable, forward-thinking leadership to the Library Team and Board
- Manages all aspects of library operations, including budget development and presentation to SDL Board of Trustees
- Oversees the selection of library materials to maintain a balanced collection
- Develops and implements Library programs, policies, and staffing plans that meet the needs of the community and broaden community outreach
- Works with stakeholders to formulate and implement the next 5-year strategic plan
- Directs all aspects of employee experience, including hiring, training, evaluation, promotion and termination
- Establishes effective working relationships and use appropriate judgment, initiative, and resourcefulness when interacting with employees, Library Board members, professional contacts, other administrators
- Employs effective interpersonal, communication, and leadership skills to engage staff in Library program planning and development and encourage staff professional development
- Establishes and maintains effective, positive working relationships with other governmental agencies, civic and community groups, and the general public
- Maintains records and prepares comprehensive reports on Library operations, including programs offered, collection changes, funding options, and other related issues
- Allocates and deploys appropriate resources to maintain a safe, clean and welcoming Library facility

- Works effectively with the Friends of the Saline District Library

### **Required Qualifications:**

- A graduate degree in Library/Information Science from a graduate program accredited by the American Library Association
- A minimum of seven years of public library experience post-degree, of which at least four (4) years have been in a supervisory or administrative capacity, preferably as a director or assistant director
- Possession of or the ability to obtain upon hire a Michigan Level I Professional Library Certification
- Comprehensive knowledge of the principles and practices of library science and administration
- Demonstrated ability to administer and manage library services
- Demonstrated record of sound fiscal management and budgetary planning
- Ability to motivate and inspire library staff – emphasizing team building, and collaboration
- Commitment to building relationships and partnerships with residents, organizations and other community stakeholders
- Significant knowledge of current and emerging trends and best practices in public libraries
- Significant knowledge of the application and use of technology in libraries, including artificial intelligence
- Significant knowledge of the basic principles of building maintenance
- Significant knowledge of marketing, fundraising, grants administration, and contract negotiation
- Demonstrated strong verbal and written communication skills

**To Apply:** Submit a completed Saline District Library employment application, available at [Employment Opportunities – Saline District Library \(salinelibrary.org\)](https://salinelibrary.org/employment-opportunities), along with a cover letter, resume and three references to [directorsearch@salinelibrary.org](mailto:directorsearch@salinelibrary.org).

**Please apply by Sunday, October 18, 2026 at 9 pm.**

### **Additional Information:**

[Library Director Job Description](#)

[Library Director Candidate Profile](#)

[2022-2026 SDL Strategic Plan](#)

### **Saline District Library is an Equal Opportunity Employer**

### **About the Saline District Library:**

The Saline District Library is a Class 5 district library, serving approximately 28,000 residents of the Saline Area Schools District, comprised of the City of Saline, Saline Township, and portions of Bridgewater, Freedom, Lodi, Pittsfield, and York Townships. The Library is governed by a seven-member board, with four trustees appointed by the City of Saline and three appointed by Saline Area Schools. The Library is well funded, with a millage in perpetuity and another supplemental millage that expires in 2035. The annual operating budget is \$3.1 million. There are 11 full-time staff members and 32 part-time staff members. The Library has an active Friends group. The Saline district is an active community with a thriving downtown area and excellent schools.

A recently renovated 33,000 square foot building set on 14 wooded acres in the heart of Saline, SDL received a SalineBeGreen award from the Saline Environmental Commission in 2016 in recognition of a variety of environmental efforts, including installing a solar array, maintaining a rain garden, and hosting educational events on environmentally conscious topics.