



## Executive Profile

Chief Executive Officer  
Calgary Public Library

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May 2021

## Calgary Public Library

Calgary Public Library is an award-winning network of 21 locations. It is one of the largest library systems in North America, receiving more than 7 million visits annually. Calgary Public Library offers library services, community space, outreach, and access to technology and programs for every age, ability, ethno-cultural group, and socio-economic status. The strategic vision of the Library is potentials realized and the Library seeks to achieve that vision by connecting people to ideas and experiences, inspiration, and insight. In operation for over a century, the Library now has over 720,000 active members, with an annual circulation over 15 million.

In 2019, Calgary Public Library unveiled a new four-year strategic plan. Potentials Realized is the unifying vision of this plan, which promotes the values of Inclusion, Curiosity, and Collaboration and strives to improve the quality of life for Library members. Each strategy contains three priorities that shape the Strategic Initiatives for each year of the plan.

We recognize that the place we now know as Calgary has a deep history. In the spirit of Truth and Reconciliation, we recognize the ancestral territories, cultures, and oral practices of the Blackfoot people, the Iyârhe Nakoda Nation, the Beaver people of the Tsuut'ina Nation, and the Métis Nation of Alberta, Region 3. Calgary Public Library serves the community on this traditional land and we honor all people who share, celebrate, and steward the Treaty 7 territory of Southern Alberta.

### **Mission, Values, Vision**

#### **MISSION**

Empowering community by connecting you to ideas and experiences, inspiration and insight.

#### **VISION**

Potentials realized.

#### **INCLUSION**

The Library upholds the principles of a just society, chief among them respect, dignity, and equity. We engage in open, meaningful dialogue and deepen our understanding to inform Library practice and create an environment that is inclusive of all.

#### **CURIOSITY**

The Library doesn't settle for what we already know. We explore new ideas, consider fresh perspectives, and seek to innovate. It is our curiosity, teamed with our creativity, that ensures we continue to achieve. We use our imaginations to set and exceed our own high standards.

#### **COLLABORATION**

Our decisions are better and our impact greater when we work with our colleagues, our members, and our partners.

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## Chief Executive Officer, Calgary Public Library

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### Position Description

#### Chief Executive Officer

Calgary Public Library is seeking an inspiring leader to execute and enhance upon the Library's achievements and to ensure the continued delivery of its mission. The CEO will understand the values and direction of the Library as defined in the strategic plan and will lead the organization in delivering on these objectives. The CEO is a people builder and leader, community and socially minded with an ability to connect with not for profit and private sectors, donors, and government partners equally. Reporting to the Library Board; the successful candidate will continue to attract and maintain relationships with key stakeholders and continue to build upon the Library's stability and strengths.

### Key Accountabilities

The role of CEO is demanding and rewarding, requiring an exceptional combination of leadership, a demonstrated track record of achievement, and a variety of personal and professional attributes equal to the challenge of this role.

- Work with the Library Board to deliver on the vision, mission and strategic direction for the Library
- Enhance and evolve the Library's image, reputation, and value within the diverse communities the Library serves
- Work closely with the Library Board on all aspects of the Library operations including strategic and financial objectives and measures; advocacy; and stakeholder, partner, and community relations
- Oversee a budget exceeding \$60 million annually and be accountable for the long-term operating and capital budgets and financial plans
- Inspire, challenge and lead a staff of over 700 employees (full- and part- time) and over 3,000 volunteers
- Communicate, motivate, and guide to realize the organization's goals
- Ensure the appropriate measures and tools are in place to measure organizational performance
- Mentor and develop a strong leadership team
- Fulfill an active role in the provincial, national and international library communities to benefit from shared experience, identify best practices, and encourage public library awareness and development
- Build coalitions and partnerships across sectors; identify and leverage unique opportunities
- Establish effective government relations with key stakeholders from various levels of government
- Build organizational capacity and strengthen the Library's ability to fulfill its mission over time and have a positive impact on Library members and communities
- Introduce and apply strong risk management skills and thought process to manage and steer throughout the entire organization
- Support the Calgary Public Library Foundation in its fundraising activities and donor stewardship

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### Candidate Profile

The CEO has a deep passion for libraries and their place in society, which continues to evolve. They will demonstrate a personal and organizational commitment to Truth and Reconciliation, and actively promote equity, diversity and inclusion. They are intrinsically respectful and collaborative, while also strategic and decisive. While adhering to strong ethics and values in achieving their objectives, they build consensus among others and consistently consider the long-term impacts of decisions. The CEO is accountable, creative, and innovative in approaching problems. A clear and effective communicator, the CEO builds upon strengths in others. The CEO will have a commitment to community engagement and promotes the library as a community hub and connector.

### Desired Education and Experience

- A post-baccalaureate degree or certification, or equivalent combination of education, skills, and experience relevant to the public library sector
- Senior Leadership experience within a complex library system or comparable public institution
- Demonstrated community leadership and track record of community engagement
- Financial acumen and experience with significant or complex budgets
- Previous experience navigating budget constraints to ensure effective allocation of funds
- Demonstrated ability to establish and maintain successful partnerships and common cause across diverse sectors

### Location

#### Calgary, Alberta

Calgary, Alberta, is a vibrant, fast growing city with a population exceeding 1.2 million people. Located at the base of the Rocky Mountains, Calgary is the major urban center for southern Alberta and is home to the second largest number of corporate head offices in Canada. Calgary is a world energy capital and has the youngest and most educated population of any major city in Canada. Calgary is ranked among the top five most liveable cities in the world by The Economist Intelligence Unit for a seventh straight year. Calgary is a vibrant city that offers the best of all worlds: a cosmopolitan and multicultural city and breathtaking outdoor adventure in pristine wilderness.



As one of the world's most livable cities, Calgary has a thriving art, culinary, and cultural scene. The EPCOR Centre forms the core of the live-arts district; the Jubilee Auditorium and the Saddledome provide the other large venues in Calgary for regular and touring live performances. The city hosts the Calgary Philharmonic Orchestra, Calgary Opera, and the Alberta Ballet. The theatre scene is equally inviting with the internationally recognized One Yellow Rabbit Theatre Company offering a progressive alternative theatrical experience alongside over a dozen other community theatres. Calgary is also home to the Calgary Stampede. Touted as "the greatest outdoor show on earth", the Stampede is an annual rodeo, exhibition and festival held every July.

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Few cities in the world have access to natural beauty like Banff, Lake Louise, Waterton, and the Kananaskis Valley - and this is all within a two-hour drive from the city. Along with breathtaking views, the Rockies are an outdoor enthusiast's dream with year-round activities from world class downhill skiing to challenging mountain hiking terrain and all the leisurely yearlong activities between. Anyone can find something to do from day trips to month long excursions, and the Rocky Mountains keep the outdoor activity community strong in Calgary. Further information about Calgary, Alberta can be found at <https://www.visitcalgary.com/> or <https://en.wikipedia.org/wiki/Calgary>.

### Additional Information

- Read more about the Calgary Public Library and the many exciting opportunities underway on their website at <https://calgarylibrary.ca/>
- To explore this opportunity further, please send your resume in confidence to [opportunities@boyden.com](mailto:opportunities@boyden.com)

### Boyden Team

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### Company Information

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### Confidentiality

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