



Position Announcement: Executive Director, HBCU Library Alliance

Organization Overview

The Historically Black Colleges and Universities (HBCU) Library Alliance is a vibrant, membership-driven organization representing 93 academic libraries dedicated to empowering HBCUs and their communities. Founded in 2002 and incorporated as a non-profit 501(c)(3) entity in 2006, the Alliance is governed by an elected Board of Directors. The Alliance fosters collaboration, innovation, and resource sharing among its members, promoting the value of academic libraries in higher education.

Mission

The HBCU Library Alliance aims to transform and strengthen its membership by developing leaders, preserving collections, and planning for the future of HBCU libraries.

Position Summary

The HBCU Library Alliance seeks a transformative and dynamic Executive Director (ED) to lead the organization into its next chapter of success. This visionary leader will be responsible for overall leadership, strategic direction, and management, working closely with the Board of Directors, staff, and member libraries to fulfill the organization's mission and goals. The ED will advocate for the interests of academic libraries and explore new opportunities for collaboration and funding.

Key Responsibilities

Leadership and Management

- Provide visionary leadership to advance the organization's mission and strategic goals.
- Oversee day-to-day operations, ensuring effective management of resources, staff, and programs.
- Collaborate with library deans and directors to promote innovation and professional development.
- Board Development.

Strategic Planning

- Partner with the Board of Directors to develop and implement the strategic plan.
- Monitor emerging trends in academic libraries and respond with innovative initiatives.
- Evaluate the effectiveness of programs and make data-driven recommendations.

Financial Management

- Oversee the organization's budget, ensuring financial sustainability and responsible resource allocation.
- Identify funding opportunities and develop proposals for grants and sponsorships.
- Provide regular financial reports to the Board, ensuring transparency and accountability.

Membership Engagement

- Cultivate strong relationships with current and prospective members, ensuring their needs are met.
- Develop strategies to enhance member engagement, retention, and recruitment.
- Organize events, workshops, and conferences to facilitate networking and professional development.

Advocacy and Outreach

- Represent the Alliance at national and regional conferences, advocating for academic libraries.
- Build partnerships with educational institutions and other organizations to promote collaboration.
- Develop communication strategies to raise awareness of the Alliance's mission and activities.

Qualifications

- **Education:** Master's degree in Library Science or Information Science
- **Experience:** Minimum of 7-10 years in progressive library management, with a strong understanding of academic libraries.
- Experience or knowledge of non-profit management and regulations is desired.

Skills

- Proven leadership in a membership-driven organization.
- Excellent communication, interpersonal, storytelling, and public speaking skills.
- Strong strategic thinker with innovative program development abilities.
- Experience in financial management, fundraising, and grant writing.
- Proven success in people development, coaching, mentoring, teambuilding, and conflict resolution.
- Experience working with Boards to include effectively implementing Board-directed initiatives.
- Experience in stewarding organizational resources effectively.
- Ability to work in and manage a remote workforce.

Compensation

The hiring salary range is competitive and negotiable based on experience, accompanied by an excellent benefits package.

Application Process

Interested candidates should submit a resume, cover letter, and three professional references to **HBCULAHR@hbculibraries.org** by July 11, 2025. The HBCU Library Alliance is an equal opportunity employer and encourages applications from individuals of all backgrounds.

Join us in shaping the future of HBCU libraries!