

ORBIS CASCADE ALLIANCE



POSITION PROFILE
EXECUTIVE DIRECTOR
APRIL 2023



ABOUT ORBIS CASCADE ALLIANCE

The Orbis Cascade Alliance is a nonprofit consortium of 38 colleges and universities in Oregon, Washington, and Idaho. The Alliance, one of the nation's premier library consortia, is governed by an elected Board of Directors and a 38-member council of library deans and directors. Alliance work is grouped into program areas: Shared Content, Technical Services, Systems, Diversity & User Experience, Resource Sharing, and Unique and Local Content. In addition to its members, the Alliance extends services to more than 280 libraries, museums, archives, and historical societies in seven Western states. The Alliance employs ten staff members and operates as a virtual organization with all staff currently residing in the Pacific Northwest.

The Executive Director oversees a budget for core operations of \$2.4 million. This is directly related to staff and program activities.

Approximately \$19 million is billed to members and affiliate members and paid to vendors for subscriptions and fees for services, including the electronic resources program, a shared, integrated library system, and the courier service.

In 1993, a group of five public universities in Oregon founded the Orbis consortium with a grant from the Meyer Memorial Trust. In the years following, the consortium expanded to include private institutions as well as more public institutions in the state of Oregon. In 1997, Orbis introduced patron-initiated borrowing over its combined collections.

In 2003, two existing academic library consortia in the Pacific Northwest, Orbis and Cascade, merged to establish the Orbis Cascade Alliance. Since then, the membership in the Alliance has grown to serve over 275,000 FTE students.

To learn more, visit: <https://www.orbiscascade.org/>

Mission

Orbis Cascade Alliance pushes the boundaries of what is possible in libraries through strategic collaboration in the Pacific Northwest. To advance member institutions, we create and deliver innovative, sustainable, and essential library programs and resources.

Location

Optimally the successful candidate will live in the Pacific Northwest and be comfortable working in an environment that is mostly remote but also includes important in-person work. The executive director will be focused on building strong relationships with the Board, Council, central staff, and member libraries. We expect prospective candidates to discuss their approach to leading an organization using a mix of remote and in-person interaction.

MEMBERS

Central Oregon Community College
Central Washington University
Chemeketa Community College
Clackamas Community College
Clark College
Eastern Oregon University
Eastern Washington University
George Fox University
Gonzaga University
Lane Community College
Lewis & Clark College
Linfield University
Mt. Hood Community College
Oregon Health & Science University
Oregon Institute of Technology
Oregon State University
Pacific University
Portland Community College
Portland State University
Reed College
Saint Martin's University
Seattle Pacific University
Seattle University
Southern Oregon University
The Evergreen State College
University of Idaho
University of Oregon
University of Portland
University of Puget Sound
University of Washington
Walla Walla University
Warner Pacific University
Washington State University
Western Oregon University
Western Washington University
Whitman College
Whitworth University
Willamette University

STRATEGIC PLAN & PRIORITIES

The Alliance recently completed a strategic planning process and identified four Strategic Priorities for implementation in FY 2024-26.

- Optimize digital resource sharing through strategic use of tools and content.
 - *Considers full range of digital resource sharing options, including, but not limited to e-book licensing (to allow interlibrary loan), controlled digital lending from physical collections, and implementation of shared digital resource sharing systems or platforms.*
- Realize the vision of being one collection in ways that improve service for users and create capacity for members.
 - *Considers potential expansion in collaborative collection activities, shared investment, or cross-institutional use of either physical or digital collections; including, but not limited to shared print initiatives, shared digital collection licensing, and shared collection management and assessment activities.*
- Leverage open content and practices to support educational equity and member sustainability.
 - *Considers opportunities to incorporate open access and affordable content into Alliance shared content/collections programs or to provide unique value in supporting member institution open education activities and goals.*
- Foster a vibrant community that offers inclusive engagement for member library staff.
 - *Considers community-building and community engagement strategies designed to foster meaningful connections across member institutions, grow member library staff professional networks and informal mentorship and, as appropriate, address the needs of specific groups of library workers—whether based on area of work or social identity—for affinity-based community.*

Diversity, Equity, and Inclusion

The Orbis Cascade Alliance is committed to fostering a diverse, equitable, and intentionally inclusive community. Diversity, equity, and inclusion (DEI) are core values of the Alliance and align with the Alliance’s [vision statement](#) of “advancing transformative learning and research and creating equity in higher education.” These values carry across Alliance programs and services. The Diversity and User Experience Team provides broad support and leadership on user experience, informed by the Alliance’s dedication to DEI and anti-racist principles, broad accessibility of services and resources, and community building and sharing. The Diversity, Equity, and Inclusion Standing Group (DEISG), established under the auspices of the Diversity and User Experience (DUX) Team, promotes and coordinates DEI initiatives in the Alliance and sponsors educational opportunities including an [Anti-Racism Training Series](#).



THE OPPORTUNITY

Executive Director

Under the general direction of the Board of Directors, the Executive Director is the chief executive officer of the Alliance. The Executive Director is guided by the mission and strategic goals of the organization and is responsible for the implementation of the policies, objectives, and overall financial and administrative management of the organization. The Executive Director is an ex officio non-voting member of the Board and Council. The Executive Director shall have other such powers and duties as may be prescribed by the Board, Council, or the Bylaws.

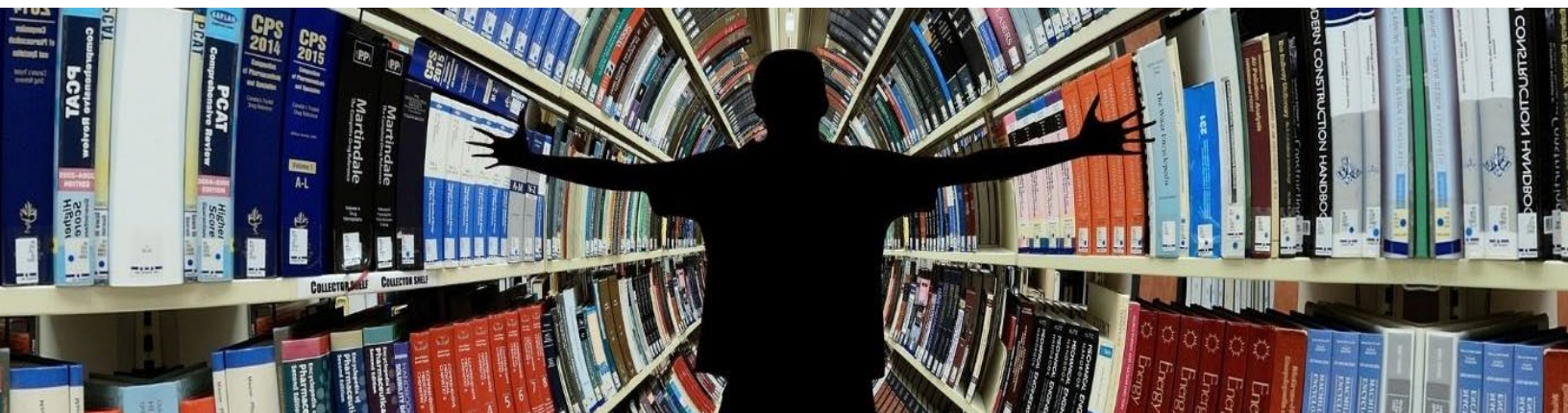
Essential Functions:

Leadership & Supervision of Alliance Staff (75%)

- Administers overall operation of the organization.
- Leads, supports, and mentors Alliance Staff.
- Allocates resources for greater program efficiency and effectiveness.
- Documents policies and plans of committees and working groups.
- Manages grants and contracts, ensuring fulfillment of continuing contractual obligations and organizational governance.
- Procures legal advice as necessary.
- Collaborates closely with the Treasurer to prepare and monitor the annual budget and handles financial matters key to maintaining the overall financial health and sustainability of the organization.
- Serves as primary representative of the corporation to partners, allied organizations, vendors, and granting agencies.

Collaboration with the Officers and the Board of Directors in conducting the affairs of the Alliance (25%)

- Provides information, advice, and counsel to the Board, Council and other work groups in the creation of policies, programs, and strategic directions of the Alliance.
- Guides the development of current and long-range goals and strategies and their implementation.
- Supports Alliance committees, teams, and working groups, monitors their work, and facilitates strong communication within and among various groups.
- Fosters collaborative relationships among members and with staff.
- Works with the higher education community to address issues and initiatives of common interest.
- Other duties as required.



QUALIFICATIONS

Required:

- Master's degree in Library/Information Science, Business Administration, Nonprofit Management, Public Administration or related field.
- Strong nonprofit leadership skills, and demonstrated evidence of essential leading, planning and influencing skills necessary to create and sustain long-term organizational success (minimum of 5 years of experience).
- A minimum of five years of significant supervisory, strategic, financial, and project management experience.
- Demonstrated commitment to advancing DEIB (diversity, equity, inclusion, and belonging) in the workplace with concrete strategies, initiatives, and outcomes.
- Demonstrated ability to work successfully in a highly collaborative environment and to function effectively as a member of a strong leadership team and/or governing board.
- A history of fostering positive working relationships and motivating others to obtain organizational goals.
- Superior communication skills, with the ability to be an articulate, engaging, and persuasive advocate.

Preferred:

- Demonstrated experience in building partnerships across various constituent groups.
- Experience articulating, leading, implementing, and sustaining a strategic vision for an organization.
- Evidence of success in managing complex budgets and large-scale projects.
- Experience with assessment and evaluation methods.

Knowledge, Skills, and Abilities:

- The ability to convincingly share the importance of and to express an appreciation for the value of library participation in a variety of organizations, consortia, and alliances to leverage resources, expand access to the world's information, and create extra benefit for their community of users.
- A background working with or in a library and/or having a sincere interest in the mission and future of libraries.
- Knowledge of information technology trends and appreciation of the importance and impact of technology in academic libraries.
- Future-focused mindset and an ability to assess various strategic paths to enable the organization to achieve enhanced capacity.

Salary and Benefits

Orbis Cascade offers a competitive salary and benefits package.

Employment Conditions

This is a full-time 12-month position where all staff work remotely and currently reside throughout the Pacific Northwest region.



TO APPLY

Confidential review of applications will begin immediately and continue until the position is filled; parties who apply by **June 9, 2023** will be given first consideration. **Applicants should submit PDF versions of a CV/resume and cover letter. In the cover letter applicants should describe their interest and professional qualifications, as well as how they have successfully supported and advanced the values and principles of diversity, equity, inclusion, and belonging in their prior professional experiences and places of work.**

To apply online, go to: <https://theapplicantmanager.com/jobs?pos=su355>

For nominations or further information:

Kristen Farha

Senior Consultant
Summit Search Solutions, Inc.
Direct: 316-650-0069
kfarha@summitsearchsolutions.com

Jan M. Asnicar

Senior Consultant/Project Leader
Summit Search Solutions, Inc.
Direct: 913-339-8928
jasnicar@summitsearchsolutions.com

Orbis Cascade Alliance is an equal opportunity employer that embraces diversity in the workplace.



[Summit Search Solutions, Inc.](https://www.summitsearchsolutions.com) is a boutique executive search firm dedicated to serving education and nonprofit communities nationwide. Based in Asheville, NC, Summit has a team of experienced recruiting consultants in strategic locations across the country including, California, Kansas, Maryland, New York, and North Carolina.



ABOUT THE PACIFIC NORTHWEST

The Pacific Northwest is geographically diverse and affords one the opportunity to enjoy several mountain ranges (Coast Mountains, Cascade Range, Olympic Mountains, Columbia Mountains, and Rocky Mountains) as well as coastal features of the Pacific Ocean such as the Puget Sound and powerful rivers such as the Columbia. Major metropolitan areas include Seattle, Tacoma, Spokane, and Portland. All are close in proximity to various national and state parks where various types of outdoor activities can be enjoyed. There are likewise flourishing music, theater, art, and dance communities as well as college and professional sports teams.

Also known for its innovation, entrepreneurial mindset, and international orientation, this region embraces diversity and is considered an educational center for both the United States and Canada. The economy of the region is varied, but some of the world's largest and most successful technology companies such as Microsoft, Intel, Expedia, and Amazon.com are in the region and Aerospace also plays a large economic role.

