

Deputy Director - Charles County Public Library (MD)

Charles County Public Library seeks a collaborative, service-oriented, and operationally skilled leader to serve as its next Deputy Director. Guided by its mission to create opportunities for the community to engage, discover, and learn, CCPL is a trusted Charles County anchor that enhances lives and supports communities through welcoming library spaces, responsive public service, strong collections, technology access, programming, and community connection. CCPL includes four library branches located in La Plata, Indian Head, and Waldorf, as well as a branch inside the Charles County Detention Center and a 24-hour library kiosk at the Nanjemoy Community Center. Plans are underway for a new 28,00 square foot La Plata Library, with a budget of more than \$23 million. CCPL also brings its services directly into the community through a fleet of outreach vehicles, including a Mobile Library truck, the Discovery Lab technology-focused sprinter van, and a smaller Outreach Van.

Reporting to the Executive Director, the Deputy Director provides systemwide leadership for library operations and public services across CCPL. This position plays a key role in supporting branch operations, customer service, collections, programming, public technology, facilities, data services, and day-to-day operational effectiveness while helping translate organizational priorities into consistent, high-quality service across the Library.

The Deputy Director supervises assigned managers and staff, including branch management, collection development, and data services staff, and works collaboratively across departments to support communication, accountability, professional development, and effective decision-making. The Deputy Director also assists the Executive Director with budget development, strategic planning, policy recommendations, capital planning, Board matters, organizational initiatives, and special projects, and serves as acting Executive Director when designated.

The ideal candidate will be a sensible, steady library leader who enjoys collaborating across departments, leading managers and staff, solving operational challenges, and strengthening public service. They will bring strong management and communication skills, sound judgment and accountability, experience with public library operations, and a commitment to excellent library service. Leadership experience that includes fostering constructive labor-management relations in a unionized environment will be especially valuable as CCPL navigates its newly unionized workplace.

Located in Southern Maryland, **Charles County** with a population of more than 175,000 residents, offers a distinctive mix of historic communities, natural beauty, outdoor recreation, and regional access. Residents enjoy more than 28,000 acres of parks, recreation facilities, and open space, along with trails, boat ramps, fishing access, arts and community events, and notable destinations such as Mollows Bay–Potomac River National Marine Sanctuary, Historic Port Tobacco, and sites connected to Maryland’s Underground Railroad history. With La Plata as the county seat and Washington, D.C., Northern Virginia, and the Chesapeake Bay region within reach, Charles County offers an appealing balance of community connection, affordability, history, and access to the broader metropolitan area.

Minimum qualifications include a Master's degree in Library Science or Library and Information Science from an ALA-accredited institution; a minimum of five years of management experience; and the ability to obtain and maintain [Professional Librarian Certification](#) from the Maryland State Department of Education within six months of hire.

Preferred qualifications include five years of public library management experience, preferably in an administrative role within a mid-sized or large library system; experience working in a unionized environment; and labor negotiation experience. Equivalent combinations of education, training, and experience may be considered.

Compensation: The salary range is **\$113,400–\$148,400**. An excellent fringe benefits package is included.

Interested candidates may apply [here](https://ccplonline.org/about/careers/) (<https://ccplonline.org/about/careers/>). This position closes on **Sunday, August 23**.

Visit our [website](https://bradburymiller.com/open-positions/) (<https://bradburymiller.com/open-positions/>) to access the latest version of this announcement in full, along with all related links.