

Kenosha Public Library

Kenosha, Wisconsin



Assistant Director Recruitment



KENOSHA
PUBLIC LIBRARY



THE CITY OF
KENOSHA
CHART A BETTER COURSE

OUR COMMUNITY: BIG CITY POSSIBILITIES, SMALL TOWN CONNECTIONS



No matter where you are in Kenosha you aren't far from:

- 5 lakefront beaches on Lake Michigan
- 130 miles of bike trails
- Over 70 park and conservation sites throughout the city, on approximately 1,000 acres of land
- 5 award-winning museums
- A burgeoning arts district
- All that Chicago, Milwaukee, and Madison have to offer
- Year-round community festivals and celebrations



OUR GROWTH

 **LEARN MORE
ABOUT KENOSHA**



Kenosha, Wisconsin is a city rich in history and community spirit, nestled in the southeastern corner of Wisconsin along the shores of Lake Michigan. With a population of nearly 100,000, it is the fourth largest city in Wisconsin. Kenosha's history, cultural heritage, and recent development paint the picture of a vibrant community.

Throughout its history, Kenosha has been renowned as a hub of manufacturing. Countless skilled craftsmen and workers have toiled in the factories that have dotted its lakeside and urban landscapes. From iconic names like Simmons Mattress, Snap-on Tools, and S.T. Cooper & Sons (now Jockey International), to stalwarts such as American Brass and a host of automobile manufacturers like Jeffrey, Nash, Rambler, American Motors, and more recently Chrysler, Kenosha has been their home. While manufacturing remains a vital part of Kenosha's economy, the landscape has evolved beyond automotive production. Today, it's a vibrant tapestry of diverse and cutting-edge products. Kenosha takes great pride in its rich industrial heritage, yet looks forward with anticipation to a future ripe with possibilities across various sectors.

TOP TEN LARGEST PRIVATE EMPLOYERS IN KENOSHA

1. Amazon
2. Snap-on*
3. Uline
4. Associated Wholesale Grocers
5. Gordon Food Service
6. Jockey International*
7. Kenall Manufacturing*
8. InSinkErator
9. Ocean Spray
10. Roundy's

*Headquarters

KENOSHA: IN THE CENTER OF IT ALL

Lake Geneva, WI: **35 miles**
Downtown Milwaukee: **40 miles**
Downtown Chicago: **66 miles**
Madison, WI: **110 miles**
Green Bay, WI: **150 miles**
Indianapolis, IN: **250 miles**
Minneapolis, MN: **350 miles**

OUR LIBRARIES

Kenosha Public Library has five neighborhood locations, two outreach vehicles, and opened its newest location - a library dedicated to children and their caregivers in June 2024. With a team of 84 dedicated team members, KPL serves as the resource library for the Kenosha County Library System.

AWARDS

- 2018 SirsiDynix Power of Libraries Award Winner
- 2020 Wisconsin Library Association Library of the Year Award
- 2021 IMLS National Medal Finalist
- 2023 Jerry Kline Community Impact Prize Honorable Mention



Southwest Library

Traditional one-story brick and stone structure originally constructed in 1981, then expanded to 42,300 sq. ft. in 2004. Location of Administration, Collections, and host of Kenosha Community Media.



Northside Library

Traditional 24,600 sq. ft. one-story brick and stone structure built in 1993. Northside offers general library services and is the headquarters for Mobile Outreach Services.



Simmons Library

Built in 1900, designed by Daniel H. Burnham, located in Library Park, and placed on the National Register of Historic Places in 1974. Offering general library services to adults and children in 8,000 sq. ft.



Uptown Library

One-story built in 1925 offering general library services to adults and children. Occupancy is approximately 50% Library, 50% Literacy Council. 4,073 sq. ft. (2,274 upstairs, 1,799 downstairs).



KPL Kids @ Uptown Lofts

Located on the ground floor of the Uptown Lofts, our new Children's Library will span 7,632 square feet, filled with activities and stories to delight young minds and inspire them to thrive.



Bookmobile

The Bookmobile, a 40 ft. rear engine bus vehicle acquired in 2004, provides mobile outreach services throughout the city and county of Kenosha.



Book Truck

Joining the Outreach fleet in 2019, a smaller book truck was added servicing a number of schools and assisted living facilities, delivering titles to homes, and appearing at events.

LEARN MORE

**KENOSHA COUNTY
LIBRARY SYSTEM**

**COMMUNITY
LIBRARY**



WE VALUE

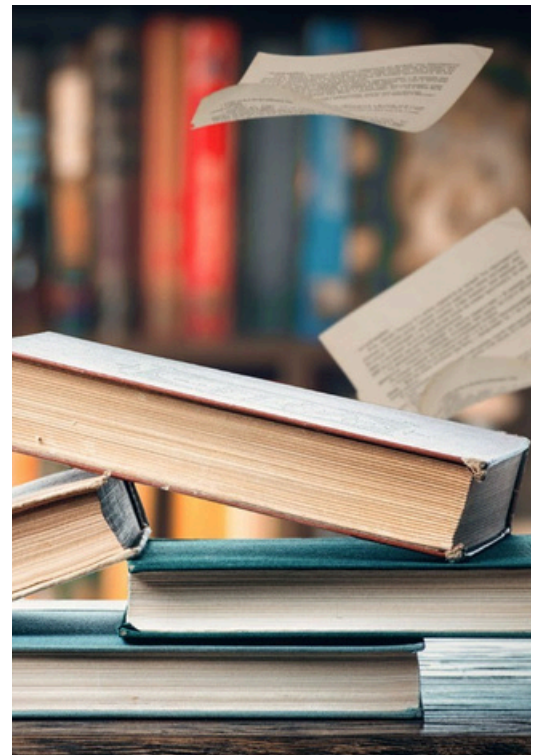
Intellectual freedom, compassionate professionalism, collaboration, diversity, equity, and inclusion.

OUR MISSION

The Library is an inclusive, welcoming community that strengthens neighborhoods, inspires shared learning, and nurtures curiosity.

OUR VISION

The Kenosha Community will be universally literate, civically engaged, and embrace multiple cultures and generations.



OUR FOCUS



STRENGTHENING NEIGHBORHOODS

- + Actively contribute to prosperous, healthy neighborhoods.
- + Build a culture of understanding and discourse in our community that nurtures trust and mutual respect.
- + Support collaborative efforts among community organizations.

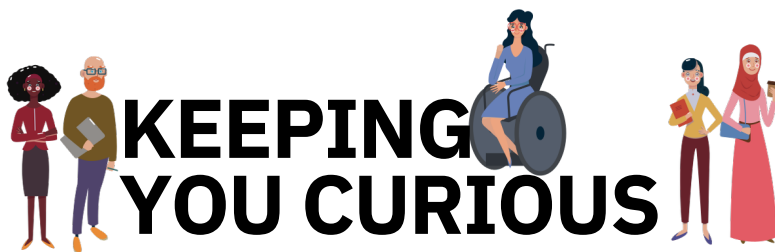
LEARN MORE

**BUSINESS PLAN
ANNUAL REPORT
CITY OF KENOSHA WEBSITE
KENOSHA AREA BUSINESS
ALLIANCE WEBSITE
KENOSHA CHAMBER
WEBSITE
KENOSHA UNIFIED
SCHOOL DISTRICT WEBSITE
BUILDING OUR FUTURE
ANNUAL REPORT**



INSPIRING LEARNING

- + Narrow the digital divide in Kenosha through increased technology access, education and opportunities to utilize resources.
- + Support the health and well-being of our citizens by offering access to experts.
- + Provide cultural programs to encourage patrons to engage in their local and global community
- + Prepare children for lifelong success by initiating, contributing to, and supporting community-wide Early Literacy education efforts.
- + Increase out-of-school support for youth in kindergarten through 12th grade and their families.
- + Teach people of all ages the critical thinking skills needed to safely access, analyze and contextualize information.



KEEPING YOU CURIOUS

- + Emphasize the importance of play and creativity through passive and active programming.
- + Encourage experimentation and engagement with new experiences by offering low-stakes and no-fail environments.
- + Strengthen the Kenosha Public Library's reputation as a place of wonder and inspiration.
- + Offer a wide-ranging collection that appeals to a multitude of interests across all age groups.

OUR TEAM



“ KPL is the foundation of our community. Libraries play a fundamental role in learning for all ages by providing access to books, ideas, resources, support of literacy, promote lifelong learning and serve as a gathering place all regardless of socioeconomic status or location. Libraries have evolved into full-service community centers that aim to meet a wide variety of civic and social needs. The Library Board of Trustees is proud to support this amazing work. ”

Georgia Owens, Board Trustee
Kenosha Public Library Foundation Treasurer

LEARN MORE

[KPL LEADERSHIP](#)

[KPL LIBRARY BOARD](#)

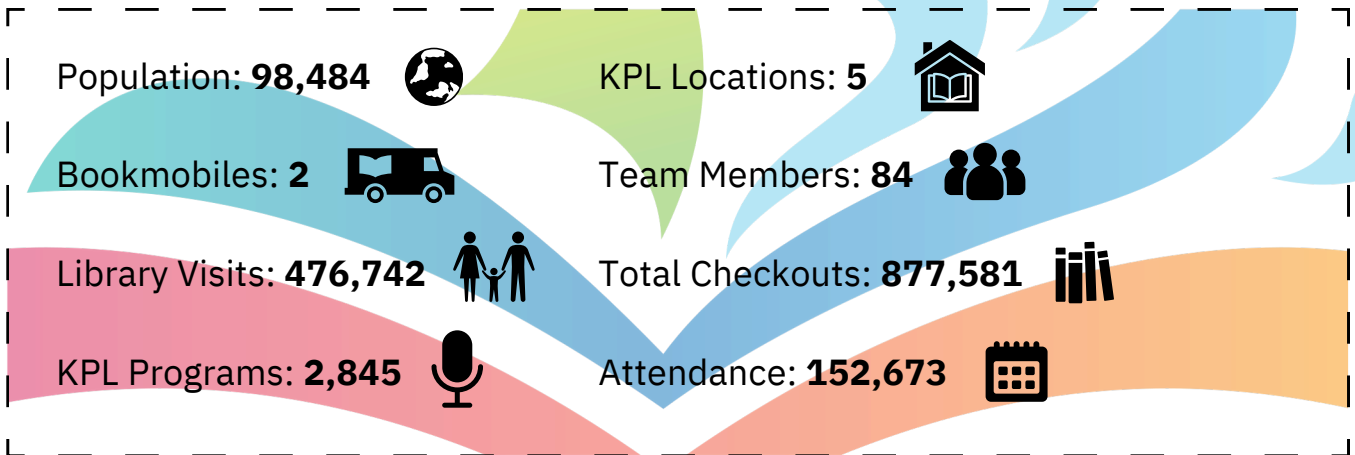
[KPL FOUNDATION](#)

[FRIENDS OF THE LIBRARY](#)

[SEE OUR TEAM IN ACTION](#)



2024 BY THE NUMBERS



ORGANIZATIONAL LEADERSHIP. COMMUNITY IMPACT.

The Kenosha Public Library is seeking an experienced, forward-thinking Assistant Director to help guide daily operations, nurture high-performing teams, and support an inclusive, vibrant library system that serves over 98,000 residents.

Working closely with the Library Director and executive team, this position plays a key leadership role in shaping how KPL delivers exceptional public service through strong internal operations, strategic programming, and supportive staff development.

If you're a skilled administrator with a passion for leading people, optimizing systems, and fostering a culture of innovation and collaboration, this opportunity is for you.



THE POSITION

The Assistant Director serves as a core member of the library's leadership team and directly supervises public service managers across Youth and Family Services, Outreach, and Branch Operations. The role provides operational oversight, coordinates system-wide planning for programs and outreach, and partners with the Director in areas such as policy development, public service evaluation, and capital project planning.

This position is not just about maintaining library functions—it's about building capacity, strengthening internal systems, and supporting the teams that power KPL's day-to-day success.

Key Responsibilities:

- Direct daily operations across multiple library departments and locations
- Supervise and mentor managers and coordinators, supporting a collaborative and accountable workplace
- Guide strategic program planning, outreach alignment, and service evaluation
- Participate in long-range planning, budget collaboration, and policy review
- Serve as acting director when needed and support emergency response readiness
- Champion staff development, innovation, and operational excellence

THE IDEAL CANDIDATE

To be successful in this position, you will need to be:

A TEAM BUILDER who:

- Coaches and supports managers to lead with confidence and clarity
- Builds trust through consistency, empathy, and follow-through
- Recognizes potential and cultivates staff development and growth

An ORGANIZATIONAL STRATEGIST who:

- Connects long-term vision to day-to-day planning
- Brings sharp analytical and operational skills to complex projects
- Helps prioritize resources and staffing to meet evolving community needs

A SERVICE-MINDED ADMINSTRATOR who:

- Understands the importance of internal systems that support community-facing work
- Supports the development and coordination of inclusive, responsive programming
- Partners across departments to deliver seamless, thoughtful library experiences



OUR ORGANIZATION

Kenosha Public Library serves as the resource library for the Kenosha County Library System and operates five neighborhood branches, two outreach vehicles - including a newly opened children's library. With a team of 84 dedicated professionals, KPL was honored with the 2020 Wisconsin Library Association Library of the Year Award and continues to be recognized for its commitment to equitable access, literacy, and lifelong learning.

We value intellectual freedom, compassionate professionalism, collaboration, diversity, equity, and inclusion in all aspects of our service and workplace culture.

COMPENSATION & BENEFITS

Starting annual salary: \$93,948

- 96 hours of vacation with an increase to 136 total hours after one year of employment.
- 96 hours sick time, accrued monthly
- 12 paid holidays
- 2 days Personal Time Off awarded on January 1
- Employer paid life insurance
- Participation in the Wisconsin Retirement System with an employer match of mandatory contribution.
- Premium free High Deductible Health Plan
- Employee Wellness Clinic
- Employer Paid Dental Insurance
- Optional Vision and Supplemental Insurance Plans
- Optional Health Savings Account
- Tuition Reimbursement
- Professional Development Opportunities



READY TO LEAD?

Join a dynamic and trusted public institution at a pivotal time of opportunity. You'll help guide a talented team and deliver operational excellence in a city rooted in community and looking toward the future.

It is the intent of Library Leadership to keep the names of the applicants confidential. However, the names of the finalists will be released a few days prior to the final interviews.

The following timeline, subject to change, has been established:

Applications due: June 6, 2025

[Apply Online Here](#) 

