

**Douglas County Public Library**  
**Library Director In-Person Interviews**  
**5-11-22**

**Final Round Questions**

*Interview questions = 50 min*

*10 min candidate questions = 60 min*

1. What are three current trends facing libraries and how do you feel those trends would impact the Douglas County Public Library?
  2. Tell us about a challenging situation when you worked to earn trust and credibility with your team.
  3. Please describe, in detail, the process you would use to develop an annual budget request.
  4. What steps would you take to improve the service and visibility of the Zephyr Cove facility?
  5. Walk us through the process you'd use to determine service levels, staffing, and hours at our facilities.
  6. The library welcomes all sorts of uses and patrons. How will you balance the use of the facility with the need for community access?
  7. How have you motivated and mentored staff in the past?
  8. How do you intend on working with County elected officials and senior management to ensure continued funding – ideally with increases – for the library?
  9. How do you determine when a library program has exceeded its life span, needs to be expanded, or get replaced with a new program?
  10. What is a major lesson you've learned through your time as a library director? How will you apply that lesson here?
- **Candidate Questions.** (10 min)