

EXECUTIVE DIRECTOR

RUTHERFORD COUNTY LIBRARY SYSTEM

Position Profile:

The Board of Directors of the Rutherford County Library System (RCLS) is seeking an Executive Director to lead one of Tennessee's most dynamic and rapidly growing public library systems.

Rutherford County is a vibrant and growing community located southeast of Nashville, with a population approaching 400,000 residents. The Rutherford County Library System operates six library locations and two bookmobiles and continues to explore opportunities for expansion to meet the needs of this fast-growing region.

RCLS is a governmental nonprofit agency funded by Rutherford County and the municipalities of Eagleville, Murfreesboro, and Smyrna, Tennessee. While closely connected to these funding partners, the Library System is governed independently by its own Board of Directors. The Board consists of eleven members: four appointed by the Rutherford County Commission, four appointed by the Murfreesboro City Council, two appointed by the Smyrna Town Council, and one appointed by the Eagleville City Council.

The Board seeks a collaborative and experienced leader with highly developed interpersonal skills and a demonstrated ability to accept, share, and delegate responsibility. The successful candidate will work closely with the Interim Director and the Manager of the Linebaugh Library branch during the transition period and onboarding process.

The Executive Director should possess experience with municipal budgeting, organizational management, and facilities oversight. Strong leadership skills, sound judgment, and a commitment to transparency and accountability are essential. The successful candidate will foster a positive organizational culture where employees are respected, supported, and empowered to contribute their best work.

As the public face of the Library System, the Executive Director will build and maintain strong relationships with community stakeholders, funding partners, and civic organizations. Responsibilities include regularly attending meetings of the Rutherford County Commission, Murfreesboro City Council, Smyrna Town Council, and Eagleville City Council, as well as representing the Library System within civic, educational, governmental, and nonprofit organizations throughout the community.

This is a full-time, exempt position with a **minimum** salary of \$115,000, with additional compensation negotiable based on qualifications and experience. RCLS offers a comprehensive benefits package that includes paid vacation and sick leave, health insurance through Cigna, participation in the Tennessee Consolidated Retirement System (TCRS), and other benefits available to eligible employees. All candidates will undergo appropriate background and credit checks by a third-party provider.

Interested candidates should submit a meaningful cover letter and resume through the application [portal](#) by selecting the position and then the “Apply” button. The job description is also available on the [portal](#). For further information, please visit rclstn.org or contact David Couter at dcouter@rclstn.org. This position closes on Tuesday, June 30, 2026.