

Position Description

Community Programs Librarian

Classification	Level 4
Status	Permanent full-time
Reports to	Coordinator Library Services
Position Objective	To contribute to the research, planning, implementation and evaluation of library programs and events, with the goal of strengthening the Library's relationship with the local community; and to contribute to the delivery of a quality library service, including collection maintenance and circulation procedures.
Last Review Date	December 2024

About the Team

The Town's Library Services are well regarded by the community and support the recreational, educational and technological needs of the community. Library staff are responsible for providing quality collections and excellent customer service, along with assisting in the provision of special services and programs at the library, and general administration duties.

Role Responsibilities

Community outreach:

- Based on a strategic assessment of community need, develop and implement innovative, diverse and inclusive programs that cater to the cultural, educational and recreational interests of community members (adult, youth, heritage, housebound, outreach and online)
- Promote literacy and learning opportunities with a focus on digital literacy, community capacity building and service delivery
- Deliver proactive outreach services and collaborate with community groups eg schools, childcare, volunteers
- Coordinate the implementation of programs and events, including the delivery of Storytime and Baby Rhyme Time.
- Collaborate/work closely with Town employees and relevant stakeholders to deliver an integrated, creative and strategic approach to events
- Contribute to the Library's strategic planning and initiate new services, projects and programs
- Promote and make accessible the library's collections
- Undertake regular evaluation of programs and events, adapting planning and delivery based on key findings.
- Lead the development, preparation, and dissemination of library publications
- Undertake collaborative program development that meets the needs of all age groups to enhance learning opportunities, including digital literacy and STEAM (Science, Technology, Engineering, Arts and Mathematics) programs.
- Monitor and respond to priorities and trends in public libraries and the local environment
- Maintain records, documentation and calendar of events to ensure effective delivery.
- Lead the marketing and promotion of Library programs, services and events
- Support local history programming

Other duties

- Complete rostered duties on the customer service desk in a prompt, courteous and efficient manner
- Attend staff meetings as requested
- Demonstrate a willingness to be flexible and fit into a variety of roles to meet the requirements of the organisation
- Any other duties, relevant to the position, as directed by the Coordinator Library Services

Work Health and Safety

All workers must:

- Demonstrate a strong commitment to work health, safety, and wellbeing by taking care / action to ensure own safety and the safety of others by complying with WHS legislative requirements as well as Town of Bassendean policies, procedures, guidelines, instructions, and safety management systems.

Other Job Requirements

The Town will assess applications and suitability against the above role responsibilities, leadership capability requirements and other requirements below.

- Experience in planning, promotion and delivering of public events
- Knowledge of Occupational Safety and Health principles

- Experience in Local Government or public libraries will be highly regarded
- Working with Children Check
- National Police Clearance Certificate.

Selection Criteria

- Ability to analyse and make recommendations on strategic direction for library programs
- Demonstrated communication, customer service and interpersonal skills
- Demonstrated organisation and time management skills and the ability to plan, organise and set outcomes
- Public library experience in a programming role
- Marketing/events programming experience

Agreement

The details contained in this document are an accurate statement of duties, responsibilities and other requirements of the job.

As the employee, I have reviewed and accept the statement of duties.

Name	Signature	Date	Checked by HR

As the Manager I have reviewed and confirm this is a current and relevant document.

Name	Signature	Date	Checked by HR

Capability Requirements

The following Capability Framework describes 16 capabilities across five core groups. Together the capability groups set out the core knowledge, skills, abilities and other attributes expected of this position.

1. Personal Attributes

Manage Self <i>Show drive and motivation, an awareness of strengths and weaknesses, and a commitment to learning</i>	<ul style="list-style-type: none"> ✓ Understands what needs to be done and steps up to do it ✓ Pursues own and team goals with drive and commitment ✓ Shows awareness of own strengths and weaknesses ✓ Asks for feedback from colleagues and stakeholders ✓ Makes the most of opportunities to learn and apply new skills
Display Resilience and Adaptability <i>Express own views, persevere through challenges, and be flexible and willing to change</i>	<ul style="list-style-type: none"> ✓ Adapts quickly to changed priorities and organisational settings ✓ Welcomes new ideas and ways of working ✓ Stays calm and focused in difficult situations ✓ Perseveres through challenges ✓ Offers own opinion and raises challenging issues
Act with Integrity <i>Be honest, ethical and professional, and prepared to speak up for what is right</i>	<ul style="list-style-type: none"> ✓ Maintains confidentiality of customer and organisational information ✓ Is open, honest and consistent in words and behaviour ✓ Takes steps to clarify ethical issues and seeks advice when unsure what to do ✓ Helps others to understand their obligations to follow the code of conduct, legislation and policies

	<ul style="list-style-type: none"> ✓ Recognises and reports inappropriate behaviour, misconduct and perceived conflicts of interest
Demonstrate Accountability <i>Take responsibility for own actions, commit to safety, and act in line with legislation and policy</i>	<ul style="list-style-type: none"> ✓ Follows through reliably and openly takes responsibility for own actions ✓ Understands delegations and acts within authority level ✓ Is vigilant about the use of safe work practices by self and others ✓ Is alert to risks in the workplace and raises them to the appropriate level

2. Relationships

Communicate & Engage <i>Communicate clearly and respectfully, listen, and encourage input from others</i>	<ul style="list-style-type: none"> ✓ Focuses on key points and communicates in 'Plain English' ✓ Clearly explains and presents ideas and technical information ✓ Monitors own and others' non-verbal cues and adapts where necessary ✓ Listens to others when they are speaking and asks appropriate, respectful questions ✓ Shows sensitivity in adapting communication content and style for diverse audiences
Community & Customer Focus <i>Commit to delivering customer and community focused services in line with strategic objectives</i>	<ul style="list-style-type: none"> ✓ Identifies and responds quickly to customer needs ✓ Demonstrates a thorough knowledge of services provided ✓ Puts the customer and community at the heart of work activities ✓ Takes responsibility for resolving customer issues and needs
Work Collaboratively <i>Be a respectful, inclusive and reliable team member, collaborate with others, and value diversity</i>	<ul style="list-style-type: none"> ✓ Encourages an inclusive, supportive and co-operative team environment ✓ Shares information and learning within and across teams ✓ Works well with other teams on shared problems and initiatives ✓ Looks out for the wellbeing of team members and other colleagues ✓ Encourages input from people with different experiences, perspectives and beliefs ✓ Shows sensitivity to others' workloads and challenges when asking for input and contributions
Influence & Negotiate <i>Persuade and gain commitment from others, and resolve issues and conflicts</i>	<ul style="list-style-type: none"> ✓ Builds a network of work contacts across the organisation ✓ Approaches negotiations in the spirit of cooperation ✓ Puts forward a valid argument using facts, knowledge and experience ✓ Asks questions to understand others' interests, needs and concerns ✓ Works with others to generate options that address the main needs and concerns of all parties

3. Results

Plan & Prioritise <i>Plan and organise work in line with organisational goals, and adjust to changing priorities</i>	<ul style="list-style-type: none"> ✓ Participates constructively in unit planning and goal setting ✓ Helps plan and allocate work tasks in line with team/project objectives ✓ Checks progress against schedules ✓ Identifies and escalates issues impacting on ability to meet schedules ✓ Provides feedback to inform future planning and work schedules
Think & Solve Problems <i>Think, analyse and consider the broader context to develop practical solutions</i>	<ul style="list-style-type: none"> ✓ Gathers and investigates information from a variety of sources ✓ Questions basic inconsistencies or gaps in information and raises to appropriate level ✓ Asks questions to get to the heart of the issue and define the problem clearly ✓ Analyses numerical data and other information and draws conclusions based on evidence ✓ Works with others to assess options and identify appropriate solutions

Create & Innovate <i>Encourage and suggest new ideas and show commitment to improving services and ways of working</i>	<ul style="list-style-type: none"> ✓ Researches developments and trends in the industry ✓ Thinks about issues and opportunities from different viewpoints ✓ Links together unrelated ideas or events to generate insights ✓ Identifies improvements to work systems, processes and practices
Deliver Results <i>Achieve results through efficient use of resources and a commitment to quality outcomes</i>	<ul style="list-style-type: none"> ✓ Takes the initiative to progress own and team work tasks ✓ Contributes to the allocation of responsibilities and resources to achieve team/project goals ✓ Consistently delivers high quality work with minimal supervision ✓ Consistently delivers key work outputs on time and on budget

4. Resources

Finance <i>Be a responsible custodian of council funds and apply processes in line with legislation and policy</i>	<ul style="list-style-type: none"> ✓ Presents basic financial information clearly and in an appropriate format ✓ Uses funds and records financial transactions in line with financial audit and reporting obligations ✓ Makes expenditure decisions within budget limits ✓ Uses financial and other resources responsibly and helps others understand their obligations to do so
Assets & Tools <i>Use, allocate and maintain work tools appropriately and manage community assets responsibly</i>	<ul style="list-style-type: none"> ✓ Uses a variety of work tools and resources to enhance work products and expand own skill set ✓ Ensures others understand their obligations to use and maintain work tools and equipment appropriately ✓ Contributes to the allocation of work tools and resources to optimise team outcomes
Technology & Information <i>Use technology and information to maximise efficiency and effectiveness</i>	<ul style="list-style-type: none"> ✓ Shows confidence in using core office software and other computer applications ✓ Makes effective use of records, information and knowledge management systems ✓ Supports the introduction of new technologies to improve efficiency and effectiveness.
Procurement & Contracts <i>Understand and apply procurement processes to ensure effective purchasing and contract performance</i>	<ul style="list-style-type: none"> ✓ Helps others understand and comply with basic ordering, receipting and payment processes ✓ Contributes to the identification of business requirements, deliverables and expectations of suppliers ✓ Provides objective input to evaluation processes for proposals and tenders ✓ Works with suppliers and contractors to ensure that goods and services meet time and quality requirements