

**Palos Verdes Library District  
Librarian I  
On-Call**

Last reviewed: January 2017  
Salary Range: 50

**PURPOSE**

The professional librarian is a leader in developing and providing a full range of technical and/or direct library services to the community and performs a variety of professional librarian duties including development of programs and services for target audiences, reference, collection development and management, and/or cataloging. Professional librarians are proactive in identifying current community needs and projecting future needs and take the initiative to help the library identify better ways of providing library services.

The Librarian I is the entry-level class in the professional Librarian series and is designed to provide incumbents with the experience and training necessary to plan, organize, and provide library program services at the journey level with a minimum of supervision. Work may involve assignments in any library service area that requires the application of fundamental library science principles and practices including young readers services, adult services, reference, collection development, or cataloging. Assignments are typically limited in scope and within the design and procedural framework established by higher-level employees. As knowledge and experience are gained, the work becomes broader in scope; assignments are more varied, and are performed with more independence.

**EXAMPLES OF ESSENTIAL JOB FUNCTIONS** (Illustrative Only)

*Management reserves the right to add, modify, change or rescind the work assignments of different positions and to make reasonable accommodations so that qualified employees can perform the essential functions of the job.*

**Essential duties include, but are not limited to, the following:**

- Performs professional responsibilities independently and with minimal supervision.
- Advises and assists library customers; demonstrates the use of library resources.
- Provides reference and readers advisory services to customers.
- Performs bibliographic searches using both print and non-print sources.
- Responds to suggestions, requests, or concerns from library users or community members.
- Identifies and anticipates changing community needs and changes in technology or library best practices and develops plans, services, and programs to address these changes.
- Remains knowledgeable about technological advances and societal trends that impact library services.
- Organizes, maintains, and catalogs/indexes a variety of print and digital materials, including government documents, maps, and pamphlets.
- Participates in meetings and continuing education programs as appropriate.
- Participates in meetings, committees, or projects intended to enhance services or promote consistent policies and procedures across the District.
- Represents the District at professional meetings as required.
- Attends and completes required training and courses.

Perform other duties as assigned.

**Education, Licensure, and Experience:**

*Any combination of training and experience that would provide the required knowledge, skills and abilities is qualifying. A typical way to obtain the required qualifications would be:*

Librarian I: A Master's degree from an accredited college or university with major coursework in library science or substantially equivalent education and experience and to be capable of carrying out the full range of duties of a professional librarian. Must possess and maintain a valid California Class C driver's license and have a satisfactory driving record.

**QUALIFICATIONS****Knowledge of:**

- Techniques for providing a high level of customer service to the public, volunteers, vendors and contractors and District staff, in person and over the telephone.
- Principles, practices, procedures, techniques, and materials of professional library work, including library reference, collection development, and other professional library services.
- Principles and techniques used in bibliographic research.
- General library materials selection standards.
- Library services and available resources.
- Techniques for promoting and publicizing library services, programs, and events
- Recent developments, current literature, and sources of information related to library services.
- Applicable Federal, State, and District laws, codes, and regulations including administrative policies and procedures.
- Modern office practices, methods and computer equipment.
- Computer applications related to work, including word processing and spreadsheet software.
- English usage, grammar, spelling, vocabulary, and punctuation.
- Principles, practices and techniques of public relations.

**Ability to:**

- Perform professional library tasks as assigned including reference, readers advisory, program and service development, collection development, and cataloging.
- Communicate clearly, concisely, and persuasively both verbally and in writing.
- Use computer and other technology, including software, hardware, and the Internet sufficient to be able to assist customers, conduct research, prepare reports, and use email and other communications technologies.
- React tactfully and diplomatically during interactions with staff, the public, community groups, etc. while appropriately adhering to and enforcing sound library policies, procedures, and practices.
- Maintain a strong service orientation and a demonstrated dedication to quality customer service.
- Establish and maintain cooperative working relationships with colleagues.

**Physical Demands**

Must possess mobility to work in a standard office setting and use standard office equipment, including a computer; to operate a motor vehicle and to visit various District and meeting sites; vision to read printed materials and a computer screen; and hearing and speech to communicate in person, before groups, and over the telephone. This is primarily a sedentary office classification although standing in work areas and walking between work areas may be required. Finger dexterity is needed to access, enter, and retrieve data using a computer

keyboard, typewriter keyboard or calculator, and to operate standard office equipment. Positions in this classification frequently bend, stoop, kneel, reach, push, and pull drawers open and closed to retrieve and file information. Positions in this classification occasionally lift and carry reports and records that typically weigh less than 25 pounds.

**Environmental Elements**

Employees work in an office environment with moderate noise levels, controlled temperature conditions and no direct exposure to hazardous physical substances. Employees may interact with upset staff and/or public and private representatives in interpreting and enforcing departmental policies and procedures.

**Working Conditions**

Required to work flexible schedules including evenings, weekends, and holidays.