**Position Title**: Librarian - Youth & Teen Services

**Supervisor Title**: Head of Youth & Teen Services

**FLSA Status**: Non-Exempt

**Last Updated**: July 2016

## Minimum Qualifications

MLS from an ALA accredited graduate school. Two years’ experience working with youth and/or teens and knowledge of youth and teen literature and services. Intermediate to advanced computer and information technology skills.

## Job Responsibilities

Under the supervision of the Head of Youth & Teen Services, develop, implement, and evaluate the department’s services, collections, and technology.

## Primary Duties

1. Provide friendly, efficient, and knowledgeable customer service.
2. Assume full responsibility for the operation and security of the library as needed (Librarian in Charge).
3. Regularly work the service desk and provide reference and reader’s advisory assistance.
4. Enforce policies, procedures, and guidelines governing patrons’ use of and behavior in the library. Redirect inappropriate patron behavior into conduct that is conducive to a welcoming, user-friendly, and peaceful atmosphere, particularly during after-school hours. When necessary, address escalated situations with consistency in a fair but firm and patient manner.
5. Select the assigned resources for the youth and teen collections and develop these collections in accordance with library policies and service goals.
6. Work with the Community Engagement Department to develop and present programs that respond to the needs and interests of the community, with a special emphasis on pre-school, youth, and teen.
7. Assist and instruct patrons using virtual resources, downloading digital content, using publicly available technology including computers, printers, copiers, scanners, fax, etc. in scheduled group programs or one-on-one training sessions.
8. Understand and use technology systems and equipment as outlined in the Lincolnwood Library Technology Core Competencies in the areas of hardware, operating system and file management, software applications, and internet.
9. Stay abreast of new technologies and library trends.
10. Collect accurate and up-to-date statistics about the use of the collection and library services.

## Additional Duties

* Serve as substitute representative to the Management Team as necessary.
* Communicate and cooperate effectively with the local school district to provide library services.
* Help promote services, resources, and programs by developing internal signage, bibliographies, and displays.
* Serve on committees of library and community organizations in order to identify resources and services that respond to the needs and interests of the community.
* Provide back-up assistance at the information services desk as needed.
* Assist with other duties and projects as assigned.

## General Performance Requirements – Annual Evaluation

In order to perform these duties effectively and in a manner consistent with the library’s commitment to high quality public service, the employee must possess, and will be expected to consistently exhibit, the following qualities and capabilities These performance categories are what the position's annual evaluation is based on.

* **Competence** relates primarily to technical aspects of the job: the ability to learn various job functions (including those that require computer competence), to perform them correctly and completely, and to understand why they are necessary and how they affect library operations and other staff members.
* **Productivity** is the ability to function efficiently and purposefully so as to produce the expected volume of useful work in a timely manner.
* **Initiative** is the capacity to view one’s duties broadly rather than narrowly, to be a “self-starter”, to anticipate problems or needs and be resourceful in handling them, to step forward to address issues without being specifically directed to do so, and to take responsibility for thorough and effective follow-through.
* **Commitment** is characterized by dedication and a sense of responsibility to co-workers and the library as well as to the job. Committed employees can be relied on to set a good example for co-workers. They consistently fulfill their work schedules, exhibit good work habits, meet deadlines, and give extra of themselves when necessary.
* **Judgment** is the ability to make appropriate decisions given both the situation at hand and the employee’s position at the library, to exercise discretion where needed, and to establish priorities correctly when performing their duties.
* **Teamwork** is the capacity to interact effectively with co-workers for the common good of the staff and the library. A cooperative, non-competitive spirit, supportiveness, courtesy, and respect for the feelings, circumstances, and perspectives of others all contribute to teamwork and staff cohesiveness. An ability to adapt to change and a willingness to accept direction and constructive criticism from a supervisor are also needed.
* **Effective Public Service and Interpersonal Contact** depends on attitude, demeanor, and appearance as well as on specific skills. Responsiveness, courtesy, helpfulness, the ability to speak and write clearly and grammatically, a neat personal appearance, and an orderly work space enhance customer satisfaction and project a positive image of the library with the public and others.
* **Professionalism** includes bringing to the job a body of knowledge and expertise in the field of library and information science that is characterized by a proficient implementation of library procedures, operations and services. It is also characterized by maintaining awareness of library trends, philosophies of service and technology as part of one’s own professional development. This entails attending workshops and conferences, reading professional literature and pursuing other methods of continuing education.
* **Leadership** is characterized by the willingness and the ability to assume responsibility. Employees who are leaders model the work habits, behaviors and attitudes expected of all library staff. Effective leaders exhibit creative problem solving skills and the ability to grow and develop in times of change.
* **Technology Proficiency** is characterized by the ability to adapt to new technologies regarding computers, audiovisual equipment, information management systems and other library systems. Employees are proficient in using library technologies; understand the critical and evolving role of technology in libraries; resolve routine problems without assistance; facilitate information access for patrons; demonstrate level of technical expertise appropriate to job function and a wiliness and ability to learn and apply new and emerging technologies. See Lincolnwood Library core Technology Competencies for details.