

County Librarian 1

Job Description: This professional position is responsible for the management of a county library facility with no other branches. This employee provides leadership and guidance to staff, delivers and manages local library service, assists patrons directly, advocates for the library with the community, and performs related work as apparent or assigned. Work involves frequent public contact, is accomplished in accordance with Fontana Regional Library (FRL) policy, guidelines, and procedures, and may involve driving a library vehicle. Work is performed under the general direction of the Regional Director.

Job Duties

Job descriptions are intended to present a descriptive list of the range of duties performed by employees in the job. Descriptions are not intended to reflect all duties performed within the job. Any one position may not include all listed duties.

1. Supervises, develops, trains and promotes county library staff.
2. Recruits, interviews, and selects county library staff.
3. Suspends, disciplines, and terminates county library staff in coordination with the Regional Director.
4. Oversees the coordination, training, and direction of volunteers and community service workers.
5. Ensures compliance with federal, state, and local laws, regulations, and codes, as well as all FRL system policies and procedures.
6. Keeps the Regional Director informed on personnel issues as they affect the operations of the library.
7. Maintains confidentiality and privacy of protected information.
8. Directs the planning, delivery, and promotion of the county library through the development of marketing materials, use of social media, and community outreach.
9. Directs the development and delivery of public services at the county library.
10. Provides specialized research assistance to patrons.
11. Responsible for county library collection development.
12. Oversees technical services activities for the county library.
13. Works at a public services desk on a regular basis.
14. Responsible for preparation of reports and statistics for county library service.
15. Responsible for security and maintenance of the county library facility.
16. Responsible for furnishings, fixtures, and equipment in the county library.
17. Advises and participates in the development of new library buildings or renovations within the county.
18. Develops and manages the county library budget in coordination with the Regional Director and the Finance Officer.
19. Participates in local and regional fundraising activities.
20. Collaborates with other departments to identify funding sources and develop and manage grants.
21. Works to bolster support for library service from local government and library boards.
22. Works with local library board and library support organizations to develop and maintain citizen interest and participation in the growth and development of the county library.
23. Establishes and maintains viable relationships with community agencies and institutions; develops partnerships to enhance library system awareness and promote services.
24. As a member of the senior management team, participates in strategic planning and developing policies and procedures for the library system.

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25. As a member of the regional supervisory team, participates in information sharing, leadership training and development, and tactical planning.
26. As a member of the regional finance committee, participates in financial planning for the library system.
27. As a member of the marketing and advocacy committee, participates in the development and implementation of the marketing plan for the region.
28. As a member of the strategic planning committee, participates in planning, implementation, and evaluation of long and short-term goals and objectives.
29. Supports organizational goals and objectives by participating in library system, community, and statewide collaborations.
30. Maintains current knowledge of trends and innovations in management and the library field.
31. May be required to perform work assignments concurrently.
32. Responsible for maintaining a safe and secure working environment.
33. Evening and weekend work required.
34. Some travel required.

Qualifications

The qualifications listed below are representative of the competencies and training required to perform this job successfully

Knowledge, Skill, and Abilities:

1. Thorough knowledge of public library principles and practices.
2. Thorough knowledge of library circulation, catalog, and Dewey Decimal Classification systems.
3. Thorough knowledge of current reading trends and interests of diverse populations.
4. Thorough knowledge of specific needs of service population.
5. Knowledge of governmental budget development and administration.
6. Knowledge of effective employee supervisory techniques and practices.
7. Knowledge of marketing techniques.
8. Knowledge of federal, state, and local labor laws.
9. Knowledge of leadership, motivation, team-building, and conflict resolution practices.
10. Expertise in planning and organizing work, and handling interruptions.
11. Ability to read and interpret architectural plans.
12. Ability to accurately count money.
13. Ability to give attention to detail.
14. Proficiency in effectively communicating orally and in writing.
15. Ability to effectively work with diverse populations.
16. Possess excellent interpersonal skills including tact, courtesy, and discretion.
17. Ability to take direction.
18. Ability to consistently use good judgment.
19. Ability to work as a member of a team.
20. Expertise in working independently and exercising initiative.
21. Ability to work well under pressure.
22. Proficiency in using a variety of library equipment and technology.



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23. Proficiency in effectively using various computer applications.
24. Possess a current driver's license valid in the State of North Carolina.

Education and Experience:

1. Master's Degree in Library Science from American Library Association accredited library school required.
2. Degree or Certificate in Business or Public Administration or equivalent experience preferred.
3. Three years of professional public library experience required.
4. Three years of customer service experience required.
5. Two years of supervisory experience required.
6. North Carolina Public Librarian Certification preferred.

Physical and Environmental Conditions

These conditions are representative of those that must be met by an employee to successfully perform the functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the job functions.

1. Work requires physical effort in the handling of materials, boxes, tools, book trucks, or equipment up to thirty pounds in non-strenuous work positions.
2. Work requires normal range of human positions and movement including standing, walking, climbing, balancing, stooping, kneeling, crouching, crawling, reaching, stretching, lifting, pulling, pushing, and sitting.
3. Work requires good hand dexterity and coordination for computer and other related duties.
4. Work requires clarity of speech, hearing, and vision to enable the employee to communicate effectively with coworkers and the public.
5. Work environment involves everyday risks or discomforts that require normal safety precautions.
6. Must occasionally deal with unruly or potentially dangerous individuals in library facilities.