

## **Any Town Public Library: Youth Services Librarian (Job #2019-15)**

Any Town Public Library is seeking an energetic rockstar of a children's librarian to provide world-class programming and services for our community's children, teens, and families. Successful candidates will be adventurous and innovative, often thinking outside the box and not afraid to take risks. They should be confident, outgoing performers who will crush it in front of a large audience.

### Essential Functions of the Job:

- Expertly providing service at the Youth Services desk including circulation, reference and readers' advisory services.
- Performing energetic storytimes and other programs for children and teens that will draw a big crowd and bring the house down.
- Confidently planning, promoting and implementing fresh, innovative teen and tween library programs.
- Being a technology ninja for our young patrons.
- Forging new partnerships and delivering outreach services to new, unexpected places.

### Required Minimum Qualifications:

- Masters in Library Science required.
- Minimum of four years of professional library experience providing reference and readers' advisory services and programming with children and/or young adults.
- Minimum of two years of collection development for children and/or young adults.
- Extensive knowledge of child and adolescent development.
- Minimum of two years of experience with taking a leadership role on a workgroup or task force.
- Minimum of two years of experience in mentoring other employees or volunteers.
- Minimum of two years of experience with library reference and circulation processes and procedures.
- Reliable transportation to attend training, meetings, or other assigned duties at other branches or off-site locations.
- Excellent written and verbal English language skills essential.

## **Bias in Job Descriptions Activity**

Working alone or in small groups:

1. Underline words and phrases in the job description that might appeal to one demographic group while discouraging another group from applying.
2. Compare the job functions with the required minimum qualifications. Are all of the qualifications essential to fulfill the job duties? Could candidates with other education and/or work backgrounds perform the required tasks? Could some of the qualifications be preferred instead of required?
3. Rewrite the job description to remove biased words and phrases. Rewrite the required minimum qualifications to reflect what is truly essential education and experience to fulfill the job duties.