

**CITY OF ARCADIA**  
**PRINCIPAL LIBRARIAN – CHILDREN’S SERVICES**

**DEFINITION**

Under general direction, to supervise, plan, and administer Children’s Services programs, collections and services; and to provide responsible staff assistance to a Library Services Manager.

**SUPERVISION EXERCISED**

Exercises direct supervision over professional, para professional, technical, and clerical staff as well as volunteers.

**EXAMPLES OF IMPORTANT AND ESSENTIAL DUTIES**

Supervise and coordinate a variety of operational activities for the Library including building maintenance, publicity content, patron relations, personnel issues, budget and the selection and purchase of Library collections, supplies and equipment.

Develop, implement, and evaluate programs, collections, products, staffing and services for Children’s Services. Review current practices, and implement collections, programs and services in line with the Library’s Strategic Plan and the community at large.

Manage and participate in the development and administration of the Children’s Services annual budgets; direct the forecast of funds needed for staffing, equipment, materials, and supplies; direct the monitoring of and approval of expenditures; direct and implement adjustments as necessary.

Select, train, motivate, and evaluate assigned personnel; provide or coordinate staff training; work with staff to correct deficiencies; implement discipline and termination procedures. Meet with staff to identify and resolve problems; assign work activities, projects, and programs; monitor work flow; review and evaluate work products, methods, and procedures.

Provide general and specialized reference, reader's advisory, referral, and information services to patrons in a variety of formats including but not limited to in-person, chat, e-mail, telephone and virtual reference; aid patrons in the selection of materials, collections, and resources.

Identify patron informational needs; assist patrons in locating appropriate information sources; perform manual and electronic searches of sources in a variety of formats; instruct patrons and staff in the use of the Library and its resources and equipment.

## **EXAMPLES OF IMPORTANT AND ESSENTIAL DUTIES**

Supervise, coordinate and keep current the various Children's collections, both physical and electronic. Make decisions regarding dated materials, gifts, usefulness and numbers of copies to retain in the collection.

Collaborate with Adult and Teen Services on collections of mutual interest. Provide timely, relevant and quality collections based on professional reviews, professional collection development practices and community requests to best meet the needs of the local community.

Perform a variety of public relations duties; make public speaking appearances before local groups and organizations; promote Library usage through programming, public relations, and tours.

Maintain a variety of records and statistics; conduct research projects as requested; prepare a variety of reports.

Participate on a variety of internal and external committees, boards, and task forces; attend and participate in professional group meetings; stay abreast of new trends and innovations in the field of library and information science and the community at large.

Maintain and continually update knowledge of new and existing library materials and technologies. Supervise and coordinate the selection of all new Children's materials, in physical and electronic formats.

Seek out and maintain local community contacts; initiate, develop and maintain positive relations with patrons, stakeholders and policy makers within the community as relevant to local library operations and services.

Coordinate the selection and acquisition of new machinery, equipment, supplies, and technical components.

Respond to and resolve inquiries and complaints.

Participate in the design, update and implementation of the Technology Plan as it pertains to Children's Services. Provide updates for the Library web pages and social networking sites.

Operate a variety of office equipment.

Supervise and coordinate potentially new collections and services, working with a variety of vendors and other library selections as needed.

May serve as back-up systems Manager for the Library's automation system and PC's, including scheduling, reports and basic troubleshooting.

Coordinate development, implementation, evaluation and promotion of comprehensive Library services, programs and activities for children and their families ages fourteen and under that promote lifelong learning, the love of reading, technology and information literacy.

Coordinate, plan, and oversee the annual Summer Reading Program and its related activities, programs, and services.

Prepare, build and maintain relationships with community groups and present in-service and outreach programs to parent groups, PTA's, schools, stakeholders and other community organizations.

Oversee overall appearance of the Children's Room to provide a warm and welcoming environment for ages zero through fourteen including bulletin boards and displays; prepare and mark collections, programs and services.

Select and/or oversee material for specialized teacher requests and assignment alerts.

Stay abreast of new and popular children's and young adult materials, authors, and awards; maintain and continually update knowledge of new trends and innovations in library service to children and families.

### **OTHER JOB RELATED DUTIES**

Perform related duties and responsibilities as assigned.

### **JOB RELATED AND ESSENTIAL QUALIFICATIONS**

#### **Knowledge of:**

Modern and complex principles and practices of Library and Information Science.

Operations, services and activities of a public library system including materials and services available, electronic and Internet resources and familiarity with popular and standards formats of technology.

Principles of supervision, training, and performance evaluation.

Procedures, methods and techniques of reference, research, programming and marketing.

Principles and practices of classification, indexing, and organization of library materials.

Principles and practices of collection development.

Policies, procedures, and functions of the Library.

Developmental stages of children, youth and teens.

Pertinent Federal, State, and local laws, codes, and regulations.

Principles and procedures of record keeping and report preparation.

Principles and practices used in dealing with the public, City government, stakeholders, a governing Library Board and the community at large.

**Skill to:**

Operate modern office equipment including computer equipment.

Operate a variety of audio-visual and specialty equipment.

**Ability to:**

Develop and implement library programs and services applicable to the needs of patrons and the community.

Perform professional library tasks in Children's Services.

Supervise, train, and evaluate assigned staff.

Respond effectively to requests and inquiries from the general public.

Assist Library patrons in response to reference and related Library questions.

Interpret and explain Library policies and procedures.

Prepare and administer annual budgets; allocate limited resources in a cost effective manner.

Apply Library materials acquisition, evaluation, selection, and classification standards and policies.

Prepare and maintain accurate and complete records.

Collect, compile, and analyze information and data.

Prepare and deliver oral presentations.

Prepare clear and concise reports in a timely manner.

Meet and deal tactfully and effectively with the public while providing excellent customer service.

Exercise good judgment, flexibility, creativity, and sensitivity in response to changing situations and needs.

Communicate clearly and concisely, both orally and in writing.

Establish, maintain, and foster positive and harmonious working relationships with those

contacted in the course of work.

**Minimum Qualifications:**

**Experience:**

Four years of responsible professional library experience including some administrative and supervisory experience.

Experience with collection development, managing budgets, programming and report writing.

**Training:**

Equivalent to a Master's degree in Library Science from an ALA accredited college or university.

**Special Requirements:**

*Essential duties require the following physical skills and work environment:*

Ability to work in a busy public library environment.

**Effective Date:** January, 1999

**Revised:** May, 2012