



## VACANCY ANNOUNCEMENT

*Open to all qualified current staff  
and external applicants*

# SENIOR LIBRARY ASSOCIATE – CREATIVE SERVICES LIBRARY 21C

**(40 hours per week, non-exempt)**

**Position # 180131607**

**DATE POSTED:** June 18, 2021

**LOCATION:** 1175 Chapel Hills Dr., Colorado Springs, CO 80920

**STARTING WAGE:** **\$19.57** per hour - **\$24.01** per hour+ full benefits (for benefits information, please see: <http://ppld.org/jobs/benefits>)

**POSITION HOURS:** **40** hours per week per the following schedule:

Monday	: 10 a.m. - 7 p.m.
Tuesday	: 10 a.m. - 7 p.m.
Wednesday	: 10 a.m. - 7 p.m.
Thursday	: 10 a.m. - 7 p.m.
Friday	: OFF
Saturday	: 8 a.m. - 5 p.m.
Sunday	: 10a.m. - 1p.m. (rotation, every 6 weeks)

**Schedule will change within a few months to support Library's expanded hours.**

**Note:** Regular schedule may be subject to minor changes due to required meetings, training events, etc. Also, management may require modifications to a position's schedule, days, times and locations at any time as the needs of the Library District change.

### APPLICATION PROCEDURE:

1. Complete a PPLD online application located at [ppld.org/Jobs](http://ppld.org/Jobs) at the Application Tab
2. Attachments should be submitted online in the following file types: .doc, .docx, .xls, .xlsx, .pdf, .htm
3. **Requires resume and cover letter. Applications will not be considered without a resume and cover letter.**
4. If you require an accommodation to complete your job application, please contact the Human Resources Office at (719) 531 - 6333, ext. 6380 or send an email to [sgollapalli@ppld.org](mailto:sgollapalli@ppld.org)

**CLOSING DATE:** Applications materials must be received by **July 01, 2021 at 9:59 p.m. MDT**

### CONDITIONS OF EMPLOYMENT:

#### All selected candidates...

- are required to complete a Department of Homeland Security I-9 Form at the time of hire and must be able to provide acceptable documentation in order to verify his/her legal right to be employed in the U.S. (pursuant to the Immigration Reform and Control Act of 1986). Pikes Peak Library District participates in E-Verify.
- are subject to a full reference and background investigation including verification of identification (including verification of Social Security number using USCIS E-Verify), education, former employment, and criminal history.
- may be uniformly tested for job-related skills and required physical abilities.
- may be required to undergo a physical examination *after* a job offer is extended in order to ensure that the job's physical requirements are met.
- must understand and comply with PPLD's drug-free workplace policy.
- understand and agree that they have been hired at the will of the employer and that employment may be terminated at any time, with or without reason, and with or without notice.

**EOE**

As an **Equal Opportunity Employer**, Pikes Peak Library District does not discriminate on the basis of race, color, religion, sex, age, national origin, disability, pregnancy, sexual orientation including gender expression, military status, or any other status protected by law or regulation. It is our intention that all qualified applicants are given equal opportunity and that selection decisions be based on job-related factors. The library reserves the right to hire more than one person per advertised vacancy.

## **SENIOR LIBRARY ASSOCIATE – CREATIVE SERVICES (cont.)**

**Position Summary:** Operates in a diverse environment to help fulfill the Library's mission by providing increasingly complex patron-focused public service, creating programs, and developing targeted activities for a designated age group or service area.

### **Essential Functions**

*Functions listed are intended only as illustrations of the various types of work performed. The omission of specific duties does not exclude them from the position if the work is similar, related or a logical assignment to the position.*

- Plans, creates, and delivers District-wide programs; creates program materials/handouts to promote programs; orders program supplies; and trains program volunteers.
- Provides increasingly complex direct public services to patrons as they visit the library, call on the telephone, or communicate in a virtual environment. Works combined circulation/service desks.
- Engages in community outreach and programming and/or book talks with schools, businesses, or other community groups to expand visibility and partnerships with the library and community in conjunction with Pikes Peak Library District's communications and marketing initiatives.
- Provides oversight to districtwide events and services with Librarian/Managerial direction.
- May create and maintain social media platforms to showcase events, programs, and services in conjunction with Pikes Peak Library District's Communications Department.
- Has in-depth knowledge of specialized areas of the collection and assists in maintaining that collection; trains and assists other staff in the use or maintenance of that collection and specific patron needs; may index Special Collections materials; may recommend material purchase to Collection Management.
- Performs job duties specific to Collection Management/Special Collections if position is in Collection Management/Special Collections.
- Acts as a resource provider for specific service areas, including targeted age groups, technology programming and support, Creative Services equipment and activities, special collections, or the Educational Resource Center.
- Provides guidance and training to other staff or volunteers and takes a lead role in volunteer selection and placement, as assigned by supervisor.
- Provides support for specialized projects, services, programs, and activities related to Services strategic goals and objectives.
- Provides excellent customer service and maintains a courteous, positive image of the Library; maintains confidentiality in all patron and staff interactions.
- Provides higher level technology support to patrons, including providing individualized assistance that requires expert knowledge of equipment and software.
- Provides more advanced reference assistance.

### **Additional Duties and Responsibilities**

*Duties are considered non-essential and include the following:*

- Performs other support activities such as troubleshooting computer and office equipment, compiling data, and monitoring/ordering office supplies.
- Acts as person-in-charge as assigned; assumes responsibility for safe and effective daily operation of the library in the absence of a supervisor; ensures that security and safety reports are completed accurately and submitted as required.
- Keeps informed about library and department information.
- Attends regular department meetings and scheduled staff meetings.
- Performs other job-related duties as assigned.

## **SENIOR LIBRARY ASSOCIATE – CREATIVE SERVICES (cont.)**

### **Required Knowledge, Skills, and Abilities**

*The employee is expected to perform or possess the following:*

- Knowledge of the Pikes Peak Library District's policies and procedures and ability to follow them.
- Ability to act as an ambassador of Pikes Peak Library District by promoting its mission and vision to the public.
- Demonstrates knowledge of current library services and trends.
- Ability to work independently and effectively organize daily work under general supervision.
- Knowledge of more complex computer technology and applications and ability to effectively train others.
- Ability to work as part of a team, demonstrating an excellent customer service attitude and meet deadlines in a fast-paced, detail-rich environment.
- Demonstrates flexibility to actively support change in order to meet strategic goals and objectives.
- Demonstrates excellent verbal and written communication skills; maintains effective relationships with patrons, coworkers, and with staff at all levels.
- Demonstrates ability to effectively use applications software, including Microsoft Word, Excel, Access, and Outlook, along with standard office equipment.
- Demonstrates ability to exhibit sound judgment and demeanor in public interactions; thinks and acts appropriately under pressure.

### **Education and Experience:**

1. Requires 4 years applicable work experience or a Bachelors Degree; Bachelor's Degree preferred.
2. Requires a minimum of two years of library experience or other customer service experience (library experience preferred).
3. Requires experience with computer equipment and software applications.
4. Bilingual ability is a plus in serving a diverse community.

### **Physical and Environmental Conditions:**

Work is primarily conducted in an office setting that provides comfortable lighting, temperature and air conditions. Position requires the ability to sit and use a computer or standard office equipment for extended periods. Position requires the ability to stand for extended periods of time. Position requires the ability to occasionally reach, bend, climb, twist and squat. Position requires the ability to lift up to 35 pounds. Ability to push a loaded book truck required.

Work environment involves everyday risks or discomforts that require normal safety precautions typical of such places as offices or meeting rooms, e.g. use of safe work place practices with office equipment, and/or avoidance of trips and falls and observance of fire regulations.