



## VACANCY ANNOUNCEMENT

*Open to all qualified current staff  
and external applicants*

# FAMILY & CHILDREN'S SERVICES SENIOR LIBRARIAN – EARLY LITERACY

(Full-time, exempt)

**Position # 220125004**

**DATE:** August 10, 2021

**LOCATION:** 20 N. Cascade Ave., Colorado Springs, CO 80903

**STARTING SALARY:** **\$24.05 per hour - \$30.08 per hour** + full benefits (For details about benefits, see: <http://ppld.org/jobs/benefits>)

**POSITION HOURS:** 40 hours per week:

**Flexible scheduling based on programming and library requirements.  
Monday-Friday 9 a.m. - 6 p.m.  
May have occasional shifts at other [PPLD Libraries](#)  
Evenings and weekends will be required for programs and other library requirements.**

**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:** Position remains Open Until Filled. Preference will be given to Application materials received by **September 16, 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, in accordance with Colorado law

**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 LIBRARIAN – FAMILY AND CHILDREN’S SERVICES (cont.)**

**POSITION SUMMARY:** Operates in a diverse environment to help fulfill the Library’s mission by providing comprehensive, patron-focused public services, planning/conducting programs, or participating in targeted activities for children and families. This position requires flexibility, collaboration, communication, and the ability to identify priorities and shift focus quickly. In order to help fulfill PPLD’s mission, we want a professional with a positive attitude, enthusiasm, creativity, and excellent interpersonal and teamwork skills.

### **ESSENTIAL FUNCTIONS:**

- Acts as a special resource provider in early literacy and brain development for Family & Children’s services.
- Compiles and analyzes data and research to assist with decision-making; makes recommendations for new initiatives or solutions to challenges. Anticipates challenges due to seasonal workflow, emerging technology and evolving community dynamics; helps set priorities for adapting to systemic change.
- Provides leadership for specialized projects, services, programs and activities related to divisional strategic goals and objectives; serves on project teams or committees.
- Plans and conducts programs district-wide related to strategic goals. Engages outside instructors, performers, authors, and volunteers to provide programming and training across the District.
- Communicates details of programs and services to and seeks input from library staff regarding planning, implementation, and evaluation of programs and services. Evaluates program suggestions from staff and patrons.
- Provides Baby Time, Toddler Time, Storytime, Music and Movement and early literacy training to new and existing staff. Provides work direction for assigned projects.
- Serves as a liaison to assigned community groups such as Alliance for Kids, community centers and preschools, and provides outreach to communicate information about library services and programs.
- Plans, coordinates, and implements assigned projects related to organizational goals and objectives, such as Kinderspark, and Bumps ‘n Babies.
- Manages early literacy section of PPLD Kids, online storytelling resources and oversees Storytelling collection (purchasing).
- LENA Start coordinator, recruits families and organizations to partner with PPLD. Conducts cohorts and regular communication with families.
- Keeps informed about Library and division information.
- Promotes library services through tours, demonstrations, talks, and displays; may teach classes on technology, or other division specific topic to customers.
- Provides specialized public services for customers as they visit the library, call on the telephone, or communicate in a virtual environment.
- Provides excellent internal and external customer service and maintains a courteous, positive image of the Library; maintains confidentiality in all customer and staff interactions; models exemplary customer service behaviors for library staff.
- Provides specialized assistance and information about library services, collections, and procedures; assists customers with an advanced level of assistance in finding materials or online information, technology support, and community resources.
- Provides individual readers’ advisory assistance, providing materials in requested formats that engage, enrich and inform. Provides expertise and training regarding developmental stages, interests, and literature for assigned age groups or target populations.

## **SENIOR LIBRARIAN – FAMILY AND CHILDREN’S SERVICES (cont.)**

### **ADDITIONAL DUTIES AND RESPONSIBILITIES:**

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

- Attends regular department meetings and scheduled All-staff meetings.
- Performs other job-related duties as assigned.

### **REQUIRED KNOWLEDGE, SKILLS, AND ABILITIES:**

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

- Thorough 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 thorough knowledge of library trends, processes and best practices.
- 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 customers, coworkers, and with staff at all levels.
- Demonstrates commitment to principles of intellectual freedom and all aspects of customer diversity.
- Ability to work independently and effectively organize daily work under general supervision.
- Ability to effectively train others.
- Ability to work as part of a team, demonstrating an excellent customer service attitude, especially towards families.
- Demonstrates ability to effectively use applications software, including Microsoft Word, Excel, Access, and Outlook, ILS system, along with standard office equipment.
- Demonstrates ability to exhibit sound judgment and demeanor in public interactions; thinks and acts appropriately under pressure.
- Demonstrates ability to work effectively as a team member, organize daily work and meet deadlines in a fast-paced, detail-rich environment.

### **EDUCATION AND EXPERIENCE:**

1. Requires an MLS or MLIS degree.
2. Requires a minimum of two years of library experience.
3. Two years’ experience in working with, and knowledge of child development and early literacy is preferred.
4. Bilingual ability is a plus in serving a diverse community.
5. **Requires a cover letter that addresses why you would be the best fit for this position.**

### **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. Position requires the ability to push a loaded book truck.

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.