

**LIBRARY ASSOCIATE – I&R TEEN FOCUS and FLOATER**

Pay Grade: Full time salary  
Full benefits including insurance, sick leave and vacation hours

Hours: 2080 hours a year (roughly 40 hours a week) (scheduling may include Saturdays, Sundays and/or evenings)

Department: Information and Reference Department

Job Mission: To perform reference and other types of assistance to patrons

**Job Requirements:**

1. Be at least eighteen years of age and be a high school graduate with at least some college credits/degree
2. Strong written and oral communication skills with knowledge of various communications styles
3. Ability to physically move stacks of reading and/or audio-visual materials
4. Ability to perform reference work in both print and electronic mediums with an emphasis on working with teens
5. Ability to perform routine and assigned duties while under either direct or indirect supervision
6. Ability to work with computer software such as Microsoft Office products and other similar programs and to use hardware such as cameras, scanners, copiers, computers, etc.
7. Ability to generally aid patrons with physical disabilities in obtaining Library materials and services
8. Ability to perform routine circulation and history departmental functions and programming duties if needed
9. Ability to supervise other staff as needed
10. Ability to work weekends and evenings as assigned
11. Possess exceptional organizational skills and be detail oriented
12. Broad knowledge of the library's patron demographics and ability to show respect and sensitivity for cultural differences; convey an interest in diverse backgrounds and perspectives
13. Superior customer service skills

**Job Description:**

1. Perform general reference activities in-person, over the phone and through electronic means
2. Assist in providing answers for directional questions
3. Assist with maintaining materials in proper order on the shelves (read the shelves) and maintain the condition of the shelves (dust/clean, straighten, etc.)
4. Assist with material processing for circulation
5. Provide training for staff or patrons on the usage of library resources as needed
6. Assist with teens' collections development and maintenance
7. Assist with development, promotion, and execution of pertinent library programming and services to meet the informational, educational and recreational needs of teenagers
8. Ability to cover the desk in any department when needed (float)

9. Assist in maintaining patron behavior
10. Keep library building neat and in good order, including but not limited to dusting, cleaning computers, wiping down tables, sweeping, and emptying trash cans
11. Assists with departmental opening and closing duties
12. Perform other committee, departmental and Library duties as assigned by the Director

Updated 10/2022