



Cromaine is the Cultural Center of Hartland...and our community appreciates that

A beautiful new addition has been completed, under budget, and we finally have spaces for our staff to continue to create new and innovate traditional library services and collections. As the Cultural Center of Hartland, Hartland's Cromaine is expected by its community to offer music and art, as well as all of the science, engineering and technology engagement possible for all ages. **We have a full-time Adult Services Librarian position** available with collection and programming responsibilities for adults. All of our Librarians are cross-trained for Adult, Youth, Teen, and Circulation. You may not do a story time, but you'll probably assist with desk coverage in Youth, Teen, and at Circulation as well as some other programming (Quidditch Tournament anyone?) If you have some special interests and skills, we'll find a way for you to share those with our community, too! In 2017, Hartland's Cromaine celebrated its 90th year of service with a big splash, including the grand opening of the new space. **We are the place to connect—with warm and friendly staff, the Web, and the community. If that's your desire, interest, and future vision, too, then we need you!**

Cromaine District Library is located near the intersection of M-59 and US-23—easy to get to from Detroit, Lansing, Ann Arbor, and Flint. Hartland's Cromaine (built in 1927, expanded in 1980, and again in 2017) has the elegant Community Room, a large physical collection and large digital collection, plus two new smaller meeting rooms, a Youth Program Room, and three new study rooms as a result of the little addition to this building. **We also have a serious commitment to outreach, participating in many events and exhibits beyond our walls** as well as finding new ways to be active outside this building in a busy community.

Cromaine wins grants, including several National Endowment for the Arts' The Big Read. Grants for technology in Youth, local business sponsorships for the summer concert series, exhibits from the Smithsonian and to be a pilot for a national grant program—we are a place to connect to culture, music, technology, makers, as well as reading in every format. **Many of the grants support a very full event calendar** (check it out at WWW.CROMAINE.ORG). We are an OverDrive (TLN's Download Destination) plus Advantage, hoopla, and RB Digital (Zinio) library. We also offer Kanopy and Universal Class services supporting our lifelong learners. We welcome new technologies and ways to improve collections and services, taking seriously every patron request for both popular materials and those more esoteric. **We pay MLS librarians from \$19.50 to \$20.50 per hour to start**; 40 hours per week with half-hour paid lunch; includes some evenings and weekends with Sundays at time and one-half. MLA membership and national conference attendance (in rotation) paid. Full-time positions at Cromaine have paid vacation, sick, and business time (available after completion of the introductory period), plus holiday pay, paid birthday, and paid bereavement leave. Health insurance (an HSA plan) is provided for the employee and the employee may purchase health insurance for dependents at the library's rates. Dental insurance, optical coverage, life insurance, short- and long-term disability are all provided for the employee. You may purchase several AFLAC plans at the library's rate with a pre-tax deduction. **TIAA-CREF defined contribution retirement is provided at 10% employer contribution and immediately vested with no required employee match.**

Share your love for popular materials, new technologies, and public service with a community that loves its library and its library staff even more. Send your application (available at WWW.CROMAINE.ORG), resume and a cover letter to "Librarian" at PO Box 308. Or send by email (preferred to be "green") to brentola@cromaine.org as soon as possible—**position applications received prior to March 25 preferred; applications accepted until filled.**

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WWW.CROMAINE.ORG

CROMAINE DISTRICT LIBRARY
Hartland, Michigan

Adult Services Librarian – 40 hours per week

REPORTS TO: Adult Services Manager

JOB SUMMARY: Provides services to adults of all ages, but may also serve children, tweens, and teens, their caregivers, teachers, and adults who work with them; helps patrons to use the library effectively and assists with collection development and library programs for all ages.

An employee in this position may be called upon to do any or all of the following essential functions. These examples do not include all of the duties which the employee may be expected to perform. To perform this job successfully, an individual must be able to perform each essential function satisfactorily.

DUTIES AND RESPONSIBILITIES

Essential Job Functions

Reference & Reader's Advisory

Provide effective, positive, and personalized reference and reader's advisory services in person, by telephone, and e-mail, using print, nonprint, and electronic resources at least.

Conduct efficient reference interviews to determine information need and best sources to use.

Move through the library regularly to check with patrons regarding their information needs.

Provide assistance and instruction to the public on the use of the library, its materials, electronic information sources, and the computer catalog.

Assist library users with electronic information sources and the computer catalog as well as devices that provide access to both.

Initiate ILL and purchase requests promptly.

Collection development

Select and order materials based on reviews, catalogs, recommendations and patron requests.

Preview new materials being added to the collection in order to know what is available and provide it quickly to the patron.

Evaluate collection in assigned areas regularly for development or weeding.

Compile bibliographies, blog posts, path finders, files and reports in print or electronically, participating in social media expression.

Library Events & Public Relations

Assist with arrangements and publicity for events, exhibits, displays, and other activities of community interest.

Prepare and conduct experiences on-site and in a variety of outreach settings.

Assist with newsletter, web site, social media and other forms of communication to the community.

Promote the library through tours and outreach activities.

Computer

Keep up to date with new technology and ways of accessing information.

Perform basic hardware troubleshooting in order to resolve equipment problems as quickly as possible.

Other

Maintain statistics on use of library resources as well as report statements regarding outcomes.

Act as back-up for the other departments, including Circulation, as needed.

Participate in professional meetings and continuing education activities.

Stay current with changes in library services through continuing education, reading professional journals and networking through professional associations and colleagues.

Other duties as assigned.

MINIMUM QUALIFICATIONS

The requirements listed below are representative of the knowledge, skills, abilities and minimum qualifications necessary to perform the essential functions of the position.

Education, certification and training

Masters degree in Library Science, or 30 credit hours toward the degree with the intent of completion, from an ALA accredited library school.

Professional Librarian's certificate from the Library of Michigan.

Public library experience in Adult Services preferred.

Skills and abilities

Genuine interest in providing superior public service.

Ability to achieve and maintain cooperative and effective relations with members of the general public and with other employees.

Solid knowledge of popular reading materials, reference tools, and electronic resources.

Ability to select appropriate reading materials for the assigned collections.

Ability to present innovative and traditional programs for all ages, but especially adults.

Ability to prepare attractive library exhibits.

Ability to work independently and take initiative.

Ability to use and teach a variety of technologies, including operating systems, integrated library systems, software for communications and graphics, web design, and others.

Excellent oral and written communication skills in English.

Physical abilities

Physically able to operate a variety of machinery and equipment, including office equipment such as computers, calculators, copiers, facsimile machines, CD/DVD players.

Ability to stand or sit for extended periods of time to use computer workstations, including keyboard and visual display terminal.

Strength to push or pull a loaded book cart which can weigh in excess of 100 pounds on level floor and up ramp, to lift or maneuver onto cart loads of up to 50 pounds, and to carry cartons of books of reasonable weight (25 pounds or less)

Must be able to pay close attention to details and concentrate on work
Requires the ability to compare and/or judge the readily observable, functional, structural or compositional characteristics (whether similar or divergent from obvious standards) of data or things

Time management ability to set priorities in order to meet assignment deadlines

Sufficient clarity of speech and hearing or other communication capabilities which permit effective communication

Sufficient vision or other powers of observation to permit employee to read books and patron requests

Sufficient manual dexterity which permits the employee to type and record library files

Sufficient personal mobility and physical reflexes which permits the employee to re-shelve library materials and work at public service desks

Other

Flexibility in scheduling, including the ability to work evenings, Saturdays, and Sundays.

The qualifications listed above are intended to represent the minimum skill and experience levels associated with performing the duties and responsibilities contained in this job description. The qualifications should not be viewed as an expression of absolute employment or promotional standards but as general guidelines and should be considered along with other job related selection or promotional criteria.

PHYSICAL DEMANDS AND WORK ENVIRONMENT

While performing the duties of this job, the employee is regularly required to talk or hear, and occasionally required to travel to other locations. The employee is frequently required to sit, stand, walk, reach with hands and arms, use hands to

finger, handle, or feel, and stoop, kneel, or crouch. The employee regularly must lift and/or move moderately heavy objects. Specific vision requirement of the job include near vision, distance vision, color vision, and peripheral vision.

The physical demands and work environment characteristics described above are representative of those an employee encounters while performing the essential function of the job.

Adopted 8/98; rev. 12/01, 10/02, 6/09, 6/12, 6/14, 1/16, 6/16