

**City of Altoona
Position Description**

Title: Library Director

Department: Library

Reports to: Library Board

Date: August, 2021

I. GENERAL PURPOSE: The Library Director has overall responsibility for all aspects of library services provided to citizens. The position functions on behalf of the Board of Trustees and under its review and direction. The Library Director is responsible for implementing policies, procedures and directives of the Library Board and manages, supervises and administers all aspects of the day-to-day operations of the Library. The Library Director provides overall direction and leadership to all Library employees.

This job description does not constitute an employment agreement between the employer and employee and is subject to change by the employer as the needs of the employer and requirements of the job changes.

II. SUPERVISION EXERCISED: The director is responsible for the recruitment, hiring, supervision, training, evaluation, and termination (if necessary) of all library staff in conformity with library policy and state and federal laws. The Library Director supervises the Circulation Manager, Youth Services Librarian; Communications Associate, Circulation Clerks, Pages, and Volunteers.

III. ESSENTIAL DUTIES AND RESPONSIBILITIES: The duties listed below are intended only as illustrations of the various types of work that may be performed. The omission of specific statements of duties do not exclude them from the position if the work is similar, related or a logical assignment for the position.

A. Working with the Library Board

1. Provide administrative support to the Board
2. Assist Board President in preparing agendas for monthly and special meetings – post as needed
3. Compile and distribute background materials for agenda items
4. Assist and encourage continuing education of Board members
5. Keep Board informed about new programs and services to be considered
6. Provide orientation of new Board members
7. Develop a draft version of the annual budget to be reviewed and approved by the Board
8. Present the approved budget to the City for their approval
9. Assist the Board in developing policies and procedures; implement policies and procedures
10. Bring issues facing the library to the Board with options and recommendations for dealing with the issues
11. Conduct ongoing evaluation of existing programs, services, policies and procedures and submit recommendations for improvement to the Board

B. Public Service Activities

1. Operate library with a philosophy of service which puts the needs of patrons first and respond to their needs in a positive, helpful, friendly and creative manner
2. Develop and oversee a variety of service programs designed to meet the needs of a diverse public
3. Loan a wide variety of materials to users of all ages and provide reference and information services, public programming and access to electronic information
4. See to it that all library services are designed to be accessible to everyone in the community including individuals with disabilities
5. Maintain records showing all programs offered and number of attendees at the programs
6. Conduct ongoing evaluation of existing library programs, services, policies and procedures and submit recommendations for changes to the Board
7. Investigate value, costs and logistics of adding new services, new media and new technologies
8. Assist patrons in Reader's Advisory services and reference work
9. Assist patrons with computer needs

C. Collection Development and Technological Services

1. Select or direct selection of materials based upon a collection development policy which has been approved by the Board
2. Review the development policy regularly to be sure it is consistent and up-to-date
3. Oversee and participate in the acquisition and processing of these materials, after decisions have been made about which materials to add to the library's collection
4. Oversee and participate in the circulation of library materials with other libraries in the system and through inter-library loans
5. Maintain a public catalog of materials of all materials in the collection
6. Process materials to provide appeal, protection and control
7. Develop and maintain a regular weeding schedule
8. Oversee shelving and organization of materials
9. Help maintain current patron database
10. Provide friendly and efficient assistance to users checking out materials and requesting information on specific topics
11. Requisition supplies and select materials for purchase
12. Maintain current knowledge of new developments in library technology

D. Supervise Staff and Implement Personnel Policies

1. Hire employees and enforce personnel policies; evaluate and discipline employees
2. Conduct regular staff meetings
3. Train staff
4. Facilitate staff continuing education
5. Recommend improvements in staffing, organization, personnel policy, salaries and benefits to Board
6. Be responsible for the safety of all employees
7. Maintain confidential personnel records
8. Create and maintain a positive work environment showing respect for all employees

E. Develop Budget and Manage Money

1. Develop first draft of annual budget for City funding and present it to the Board
2. Present Board approved budget to City
3. Work with Board finance committee on annual budget for all expenditures
4. Submit all bills to the Board for monthly approval prior to payment
5. Prepare annual reports for the Wisconsin Department of Public Instruction
6. Apply for grants
7. Account for donations and memorials; thank donors

F. Develop Policies and Procedures

1. Ensure policies and their implementation are provided in a consistent and fair manner
2. Develop new policies and procedures as needed and present to the Board for their approval
3. Enforce library rules to protect library property

G. Plan for the Future

1. With appropriate input from the Library Board, draft a long range / strategic plan for the library and monitor the plan's progress / implementation
2. Be familiar with the WI Public Library Standards
3. Develop a technology plan for the library

H. Advocate and Promote the Library

1. Plan and direct a public relations program promoting special events and new services at the library
2. Assist and guide volunteer groups (ie., Friends of the Library) wishing to help the library by promotions, fund raising, etc.
3. Represent the library at the system level and actively participate in professional library organizations
4. Keep the City of Altoona updated on library activities and attend City Council meetings when necessary
5. Make presentations to local civic groups
6. Represent the library on community boards and committees

I. Manage the Library Facility

1. Oversee the care and maintenance of the library facility and grounds
2. Assure that all library interior areas are clean and clutter free
3. Supervise custodial staff
4. Review building needs and report them to the Board

J. Record Keeping

1. Provides a monthly report to the Library Board which includes updates on programming, circulation statistics, new items added, new library card registrations, and library statistics
2. Prepare annual state report for review and approval by the Board
3. File municipal and county funding requests
4. Prepare other required reports in a timely manner

IV. WORKING CONDITIONS:

A. Physical Demands of the Position

1. Ability to work in confined spaces
2. Ability to bend / twist / reach
3. Far vision at 20 feet or further; near vision at 20 inches or less
4. Fingering: keyboarding, writing, filing, sorting, shelving and processing
5. Handling: processing, picking up and shelving books
6. Lifting and carrying 50 pounds or less
7. Pushing and pulling objects weighing 300-400 pounds on wheels
8. Sitting, standing, walking, climbing, stooping, kneeling and crouching
9. Talking and hearing; use of telephone

B. Environmental / Working Conditions: Flexible working hours – occasional evening and weekends

C. Equipment Used:

Audio-visual equipment, book truck, calculator, camera, copy machine, fax machine, library automation system, telephone, computer, disc cleaner for DVDs and CDs, alarm system, thermostats, other electronic devices

D. Educational Requirements:

1. Master's Degree from an ALA accredited Institution
2. Grade 1 Wisconsin Public Library Certification
3. Maintain required certification through necessary course work and/or qualifying continuing education
4. Three years of progressively responsible public library experience required, or five years of experience in a service institution with comparable demands and responsibilities (i.e., staff supervision, working directly with the public, working with governing boards or bodies) preferred
5. Proficiency in use of computers, office software, automated databases, and internet access