

POSITION DESCRIPTION

Position Title	Library Services Support
Position Number	BR21
Department	Branch Services
Classification	Band 4
Date Approved	August 2024
Probationary Period	6 months
Mandatory Checks	Working with Children Check and National Police Check

Reports to	Branch Manager or Team leader
Supervises	Other branch staff, students and volunteers
Internal Liaisons	Manager Library Operations, Technical Services staff; Administration staff; Corporation Staff, Work experience students, Volunteers and other staff as required.
External Liaisons	Community groups and aged care facilities, Vision Australia, Council staff, Performers and presenters, building maintenance contractors, library users.

OUR ORGANISATION

Whitehorse Manningham Regional Library Corporation delivers high quality library services to the communities of Whitehorse and Manningham. The Corporation operates branch libraries at Blackburn, Box Hill, Bulleen, Doncaster, Nunawading, The Pines, Vermont South and Warrandyte. Online services are provided through www.wml.vic.gov.au.

POSITION OBJECTIVES

- Assist in the effective and efficient operation of library branch functions and undertake allocated responsibilities with a customer service focus.
- Assist and support the delivery of an effective and efficient Home Library Service.
- Undertake a range of branch administrative and maintenance duties.
- Contribute to the achievement of Corporate and Departmental goals.

KEY RESPONSIBILITY AREAS

Branch Services

Provide an effective, customer-focused circulation service through the application of continuous improvement and best practice principles in the following areas of activity:

- Smooth and effective operation of branch circulation functions through the appropriate deployment of library officers and shelvers.
- Ensure consistent application of circulation policies and procedures.

- Effective scheduling of tasks and production of reports as required.
- Oversee presentation of the public floor area and orderliness of the collections.

Participate as a team member in all facets of branch procedural and operational matters with a quality and customer service focus.

Train staff, work experience students and volunteers as required.

Contribute to effective branch operations through the application of continuous improvement and best practice principles, with a strong customer service focus.

Building Maintenance

Oversee logging and monitoring of building issues with effective communication to the Branch Manager.

Library Programs

Assist in the facilitation of programs at the library or online.

Where required, coordination of volunteers and learners participating in English Language programs.

Home Library Services

Assist in the delivery of the Library Outreach program.

Occupational Health and Safety

Contribute to a safe working environment in accordance with Occupational Health and Safety legislation and WMRLC policies and procedures.

ACCOUNTABILITY AND EXTENT OF AUTHORITY

The position is accountable to the Branch Manager or Team Leader for effectively undertaking allocated responsibilities. Responsibilities will generally be performed within specific guidelines, but with scope to exercise discretion in the application of established standards and procedures.

JUDGEMENT AND DECISION MAKING

The objectives of the work are well defined but the particular method, process or equipment to be used may be selected from a range of available alternatives. Guidance and advice are always available within the time available to make a choice.

KEY COMPETENCIES

Specialist skills and knowledge

- Ability to apply branch procedures and policies in order to provide a customer focused service.
- A thorough understanding of library circulation practices.
- Ability to effectively support the delivery of a Library Outreach Services program.
- Understanding of the clientele served.
- An understanding of the function of the position within its organisational context.

Management skills

- Ability to set priorities, plan and organise specified tasks and workflow.
- Ability to achieve work objectives within specified time frames.
- Ability to apply procedures appropriately.
- Problem solving skills
- Ability to supervise other staff and provide on the job training and guidance.

Interpersonal skills

- Sound, friendly, helpful and efficient oral and written communication skills.
- Ability to gain the co-operation of others.
- Ability to resolve customer service issues.
- Strong commitment to the provision of quality customer focused services.

- Support for the achievement of team objectives before individual goals.

QUALIFICATIONS AND EXPERIENCE

- Successful completion of ALIA recognised library technician qualifications or equivalent relevant experience.
- Relevant library experience.
- Valid Victorian driver's licence.
- The incumbent will be required to undertake a National Police Check at the time of commencement and at regular intervals there-after.

INHERENT REQUIREMENTS OF THE POSITION

The position includes a significant component of public floor desk duties. Substantial manual handling is an inherent physical requirement of working in this role.

Task	Performed Often (5+ times in one shift or sustained for 30 minutes)	Performed Sometimes (Less than 5 times in one shift)	Never / Rarely Performed
Passive			
Keyboard duties	✓		
Reading tasks	✓		
Writing tasks	✓		
Telephone duties (incoming and outgoing calls)	✓		
Sitting (extended periods)	✓		
Walking / Standing (brief periods)	✓		
Walking / Standing (extended periods)	✓		
Climbing stairs		✓	
Driving a car		✓	
Manual Handling			
Lifting / carrying < 20kg		✓	
Lifting / carrying > 20kg			✓
Pushing / Pulling trolleys	✓		
Bending, squatting or reaching	✓		
Repetitive arm / wrist movements	✓		
Bending or twisting spine	✓		
Looking up/down	✓		
Reaching forwards or sideways	✓		
Gripping or grabbing	✓		
Sensory			
Fine Hand Coordination		✓	
Hearing – hold direct conversation	✓		
Hearing – telephone	✓		
Visual – read materials and signage	✓		
Emotional			
Exposure to challenging conversations and behaviours		✓	
Dealing with grief and loss		✓	
Communicating with elderly patrons	✓		
Communicating with Non-English speaking patrons	✓		
Providing empathy and support	✓		

Note: This table is not an exhaustive of all the job factors, however forms a basic capability guide to the activities required to undertake the role.

HOURS OF DUTY

- Engaged on the basis of a 36 hour week pay scale
- The incumbent will be required to undertake shift work, including evening and weekend work.

REMUNERATION

In the range Band 4A – 4D

SELECTION CRITERIA

- Ability to effectively and efficiently undertake allocated branch responsibilities.
- Ability to support the delivery of a cost effective Home Library Service.
- Sound organisational and communication skills.
- Ability to liaise and communicate with a diverse range of people
- Ability to contribute as a team member with a quality and customer service focus.
- Ability to undertake supervisory responsibilities as required.
- Relevant computer skills.
- Experience in administrative tasks.
- Relevant qualifications and experience.

GENERAL EMPLOYMENT CONDITIONS

1. General Conditions

- WMRLC employees are required to observe all Corporation policies, codes of conduct and follow work instructions and relevant regulations.
- Employees are expected to manage Corporation records in accordance with the relevant policies and procedures.
- All positions may be required to work at any service point within the Region.
- Working conditions are governed by the WMRLC Enterprise Agreement.

2. OH&S and Risk Management

All staff are expected to:

- Follow established safe operating practices, procedures and instructions;
- Take reasonable care for their own OHS and that of their colleagues;
- Seek assistance when unsure of practices and procedures to perform a task;
- Report all hazards, incidents, injuries, near misses and potential risks as soon as practicable to their supervisor;
- Actively participate and contribute to preventative OHS strategies, audits, team meetings and training.

Staff in a supervisory role must ensure that safe work practices are observed and issue instructions in relation to or cease unsafe work practices in the workplace.

3. Equal Opportunity, Human Rights and Bullying

The Corporation is committed to the principles of Equal Opportunity and Human Rights and believes that all employees should be able to work in an environment free of discrimination and harassment. Staff are encouraged to support each other in creating and maintaining an environment that is free of harassment.

All employees of the Corporation have a responsibility to treat each other fairly and with respect and act in accordance with the Occupational Health and Safety, Equal Opportunity and Bullying in the Workplace policies. As an employer, the Corporation will not defend or support discriminatory actions of staff that are unlawful.

4. Code of Conduct

All staff are required to observe the standards of conduct and behaviour outlined in the Code of Conduct. A breach of the Code may result in counselling and disciplinary action. A substantial breach may result in termination of employment.

5. Privacy

The Corporation is committed to complying with the Victorian Privacy and Data Protection Act 2014. The Corporation recognises the importance of the privacy of personal information collected by the Library Service and is committed to ensuring that personal information is appropriately stored and managed. All employees are required to follow the Corporations Information Privacy Policy at all times.

6. Child Safety Commitment

The Corporation is committed to the safety and well-being of all children and young people participating in our programs and visiting our libraries. All employees are expected to adhere to the Corporation's Child Safe Policy, acknowledging their right to be treated with respect and protected from harm.

ACKNOWLEDGEMENT

I _____ have read and understood the position description and agree to perform in the position of Library Services Support as per the requirements of the position description.

(Employee signature)

Date

(Branch Manager / Team Leader)

Date