



STATE OF NEVADA
Department of Administration
Division of Human Resource Management

CLASS SPECIFICATION

<u>TITLE</u>	<u>GRADE</u>	<u>EEO-4</u>	<u>CODE</u>
LIBRARIAN IV	37	B	4.106
LIBRARIAN III	35	B	4.109
LIBRARIAN II	33	B	4.112
LIBRARIAN I	31	B	4.115

SERIES CONCEPT

Librarians are typically assigned to the Nevada State Library, Archives and Public Records (NSLAPR) Division and perform a broad range of professional level duties in support of a library that organizes and provides access to a wide selection of materials in a variety of formats. Incumbents perform administrative work in planning, coordinating and directing activities within one or more functional areas of the library including, but not limited to, acquisitions; cataloging; reference; circulation; collection maintenance; serials; document delivery/interlibrary loan; government documents; library services for the blind and physically disabled; and/or statewide library development.

Perform informational needs assessments and develop library collections appropriate to the mission of the library; review new materials, study publishers' lists and stay abreast of current review sources to select material in all formats; develop and implement collection development policies including assessing donations for inclusion in the collection.

Participate in developing policy recommendations regarding the organization, access and delivery of information; provide training for paraprofessional staff regarding policy implementation; plan for print and current and emerging technologies and related electronic resources to accommodate growing and/or changing library collections and library environments.

Respond to requests for information from State agencies, researchers and the public; confer with patrons to determine the type and scope of information desired; use research techniques, knowledge of information resources and technology to locate resources and provide information or materials; assist patrons in the use of resources and equipment; refer requests to subject specialists as appropriate.

Perform original cataloging, advanced copy cataloging, and metadata to provide electronic access to bibliographic records and retrieval or access to materials in the library's collection; evaluate books and other materials to determine subject matter for proper classification; prepare authority records for loading to the local automated library system; consult with systems coordinator to maintain integrity of shared bibliographic databases; act as resource person for cataloging and metadata inquiries within the State.

Establish, develop and maintain statewide resource sharing agreements for interlibrary loans, reciprocal borrowing, consortial information and resource sharing; establish and participate in regional, national and international information sharing.

Develop, manage, and implement programs and projects for statewide library development; provide consultative services, advice and technical assistance to other libraries, agencies of the State, political subdivisions, planning groups and other entities and organizations.

Design and develop the library's website; ensure electronic access to the library collection by patrons and other libraries.

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SERIES CONCEPT (cont'd)

Manage the development and organization of the State Publications Distribution Center and Federal Depository Library; review federal publications distributed through the depository system to maintain current knowledge of the collection; review and select new material for the collection; evaluate the collection to purge outdated publications and determine which non-depository items will be added to the collection; monitor changes in State and local government; ensure documents are received in compliance with statute; receive, catalog, process and distribute documents.

Using public relations techniques and communications, promote information services and coordinate activities with other agencies; inform library users and non-users of new and traditional materials and services available through the library.

Monitor and evaluate the changing information needs and desires of both library users and non-users; stay abreast of trends and changes in the provision of contemporary library and information services including e-resources and social media.

Evaluate resources and make continuous improvements in library services, programs and activities.

Train, supervise and evaluate the performance of professional, paraprofessional and support staff as assigned.

Perform related duties as assigned.

CLASS CONCEPTS

Librarian IV: Under administrative direction of an Assistant Administrator, incumbents may perform the duties described in the series concept and either:

- 1) Manage a major functional unit of the NSLAPR that includes several smaller units; supervise other professional librarians and their staff; develop program budgets for the unit; coordinate the work of the assigned unit with other units in the library; provide advice and technical assistance to agencies of the State, political subdivisions, planning groups and other entities and organizations; plan and conduct workshops for State employees and others; assist the Assistant Administrator in the development and revision of policies and procedures for new and existing programs; or
- 2) Provide statewide consultative services, advice and technical assistance to other libraries, agencies of the State, political subdivisions, planning groups and other entities and organizations; conduct continuing studies and analyses of library problems; plan and conduct institutes and workshops for Librarians, public library trustees, library interested personnel and others; research, coordinate and manage State and federal grants to libraries statewide; write private, State and federal grant applications for the NSLAPR; provide assistance and leadership to libraries statewide including review and monitoring of programs, services and building projects; develop, manage and implement programs and projects for statewide library development; assist the Assistant Administrator in the development and revision of policies and procedures for new and existing programs.

Librarian III: Under general direction, incumbents perform all or part of the duties described in the series concept; provide specialized expertise and services with scope and impact beyond the agency; perform complex, technical or specialized duties in subunits or sections of the division; and may supervise professional, technical or support staff.

Manage special library services, sections or programs to meet specific needs, contracts or State programs assigned to the NSLAPR, such as the State Publications Distribution Center.

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CLASS CONCEPTS (cont'd)

Librarian II: Under general direction, incumbents perform all or part of the duties described in the series concept and may supervise professional, technical or library support staff. This is the journey level in the series.

Librarian I: Under close supervision, incumbents typically perform/learn all or part of the duties described in the series concept. Progression to the next level in the series may occur upon meeting the minimum qualifications, satisfactory job performance and with the approval of the appointing authority. This is the entry level/trainee class in the series.

MINIMUM QUALIFICATIONS

SPECIAL REQUIREMENT:

- * Applicants must attach copies of their college or university transcripts indicating the successful completion of required credits in library science at the time of application.

INFORMATIONAL NOTES:

- * The required 21 college or university credits in library science must have included instruction in each of the following subjects: organization and administration of a library; cataloging and classifying of materials for a library; reference, bibliography and service; selection of materials for a library; literature for children and young adults; the use and selection of educational media and audio-visual equipment; and the use of computers in a library and in the study of library science.
- * Per NAC 379.010, the credit requirements are not applicable to an applicant who holds a Master's degree in library science from an institution accredited by the American Library Association.

LIBRARIAN IV

EDUCATION AND EXPERIENCE: Master's degree in a program accredited by the American Library Association and three years of professional library experience which included responsibility for a combination of at least four of the following: original cataloging/metadata, reference, e-resources, social media, government publications, collection development, project management, budget preparation and administration, grant administration and/or supervision of professional, technical or support staff; **OR** Bachelor's degree from an accredited college or university which included 21 semester credits in library studies and four years of professional library experience as described above; **OR** Associate's degree from an accredited college or university which included 21 semester credits in library studies and five years of professional library experience as described above; **OR** graduation from high school or equivalent which included 21 semester credits in library studies; and seven years of library experience as described above, six years of which were at the professional level; **OR** one year of experience as a Librarian III in Nevada State service which included 21 semester credits in library studies; **OR** an equivalent combination of education and experience as described above which included 21 semester credits in library studies. *(See Special Requirement and Informational Notes)*

ENTRY LEVEL KNOWLEDGE, SKILLS AND ABILITIES (required at time of application):

Detailed knowledge of: State, federal and contractual laws governing libraries. **Working knowledge of:** advanced practices and concepts of collection development; management of reference services and e-resources; State and agency administrative regulations, policies and procedures; organizational development. **Ability to:** plan and organize the activities, services and operation of library programs and manage multiple programs, projects and activities; develop and implement effective policies and procedures; provide technical expertise and advice to subordinate staff; analyze, design, implement and evaluate customized library services; prioritize and reallocate resources effectively; plan and develop budgets and locate sources of

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MINIMUM QUALIFICATIONS (cont'd)

LIBRARIAN IV (cont'd)

ENTRY LEVEL KNOWLEDGE, SKILLS AND ABILITIES (required at time of application): (cont'd)
 funding; conduct needs assessments; proactively initiate and develop professional relationships with outside agencies and organizations; identify sources of external funding to augment library budgets; negotiate and manage licensing agreements and contracts; implement new e-resources, social media and technology systems; work with community groups at all levels; develop and administer grants, programs and projects; work independently and as part of a team; *and all knowledge, skills and abilities required at the lower levels.*

FULL PERFORMANCE KNOWLEDGE, SKILLS AND ABILITIES (typically acquired on the job):
Detailed knowledge of: agency goals and criteria related to the assigned functional area of the library.
Working knowledge of: principles and practices of management and supervision; budget preparation and administration; grant application, management and reporting procedures; local government tax and revenue structures; library building plans and programs; State budgeting, accounting and purchasing procedures and regulations.

LIBRARIAN III

EDUCATION AND EXPERIENCE: Master's degree in a program accredited by the American Library Association and two years of professional library experience which included a combination of at least three of the following: original cataloging/metadata, reference, e-resources, social media, managing government publications and/or assisting in collection development; **OR** Bachelor's degree from an accredited college or university which included 21 semester credits in library studies and three years of professional library experience as described above; **OR** Associate's degree from an accredited college or university which included 21 semester credits in library studies and four years of professional library experience as described above; **OR** graduation from high school or equivalent; 21 semester credits in library studies; and seven years of library experience as described, five years of which were at the professional level; **OR** one year of experience as a Librarian II in Nevada State service which included 21 semester credits in library studies; **OR** an equivalent combination of education and experience as described above which included 21 semester credits in library studies. (*See Special Requirement and Informational Notes*)

ENTRY LEVEL KNOWLEDGE, SKILLS AND ABILITIES (required at time of application):
Detailed knowledge of: development of specialized collections. **Working knowledge of:** principles and practices used in providing specialized services. **General knowledge of:** resources and services available through professional associations; grant-writing procedures. **Ability to:** participate in library policy determination; monitor and respond to trends in society regarding information services, librarians, and the library profession; design appropriate library programs and information services based on community use and needs studies; develop and maintain a specialized library collection; develop and maintain professional relationships with representatives of libraries, agencies and organizations; plan for advancements in technology; negotiate licensing agreements and contracts; write successful grant applications; establish work priorities, delegate assignments and train, motivate and supervise staff; *and all knowledge, skills and abilities required at the lower levels.*

FULL PERFORMANCE KNOWLEDGE, SKILLS AND ABILITIES (typically acquired on the job):
(These are identical to the Entry Level Knowledge, Skills and Abilities required for Librarian IV.)

LIBRARIAN II

EDUCATION AND EXPERIENCE: Master's degree in a program accredited by the American Library Association and one year of professional library experience] which included a combination of at least three of the following: original cataloging/metadata, reference, e-resources, social media, government publications and/or collection development; **OR** Bachelor's degree from an accredited college or university which included

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MINIMUM QUALIFICATIONS (cont'd)

LIBRARIAN II (cont'd)

EDUCATION AND EXPERIENCE: (cont'd)

21 semester credits in library studies and two years of professional library experience as described above; **OR** Associate's degree from an accredited college or university which included 21 semester credits in library studies and four years of library experience as described above, three of which were at the professional level; **OR** graduation from high school or equivalent; 21 semester credits in library studies; and seven years of library experience as described above, four years of which were at the professional level; **OR** one year of experience as a Librarian I in Nevada State service which included 21 semester credits in library studies; **OR** an equivalent combination of education and experience as described above which included 21 semester credits in library studies. (*See Special Requirement and Informational Notes*)

ENTRY LEVEL KNOWLEDGE, SKILLS AND ABILITIES (required at time of application):

Working knowledge of: professional library principles, methods, materials and practices; professional ethics, including copyright and intellectual freedom issues; review sources and collection development principles and practices; legal and regulatory environments of libraries; appropriate computer hardware and software applications for library functions and services; how people communicate needs, search for and receive information; established cataloging rules and formats; the national, regional and State system for interlibrary loans. **General knowledge of:** principles and practices of training and providing work direction to others. **Ability to:** establish and maintain cooperative working relationships within and outside the library; read and critically evaluate descriptive and instructional materials; research, plan and implement new programs and services; participate in agency, department and statewide planning; develop and implement appropriate organizing and classification schemes; function as an information librarian in most environments; apply evaluation criteria to select appropriate research sources; train and supervise staff as assigned; establish work priorities and delegate assignments; market and promote library services and information; *and all knowledge, skills and abilities required at the lower level.*

FULL PERFORMANCE KNOWLEDGE, SKILLS AND ABILITIES (typically acquired on the job):
(*These are identical to the Entry Level Knowledge, Skills and Abilities required for Librarian III.*)

LIBRARIAN I

EDUCATION AND EXPERIENCE: Master's degree in a program accredited by the American Library Association; **OR** current enrollment in an academic program leading to a Master's degree in a program accredited by the American Library Association and two years of paraprofessional library experience; **OR** Bachelor's degree from an accredited college or university which included 21 semester credits in library studies and two years of paraprofessional library experience; **OR** Associate's degree from an accredited college or university which included 21 semester credits in library studies and four years of paraprofessional library experience; **OR** graduation from high school or equivalent; 21 semester credits in library studies; and seven years of paraprofessional library experience; **OR** an equivalent combination of education and experience as described above which included 21 semester credits in library studies. (*See Special Requirement and Informational Notes*)

ENTRY LEVEL KNOWLEDGE, SKILLS AND ABILITIES (required at time of application):

Working knowledge of: library principles, methods, materials and practices; basic print and electronic information sources; the role and mission of libraries; organization and classification of materials; reference interview methods. **General knowledge of:** federal and State laws applicable to libraries. **Ability to:** communicate effectively both orally and in writing; use library classification systems; assess user information needs and satisfy those needs; conduct effective information searches; work independently and as part of a team; establish and maintain positive working relationships with library patrons, co-workers and others; instruct patrons in the use of library materials and equipment; interview patrons to determine their needs and

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MINIMUM QUALIFICATIONS (cont'd)

LIBRARIAN I (cont'd)

ENTRY LEVEL KNOWLEDGE, SKILLS AND ABILITIES (required at time of application): (cont'd)
 respond with the appropriate level and extent of information. **Skill in:** the operation of a personal computer and peripheral equipment.

FULL PERFORMANCE KNOWLEDGE, SKILLS AND ABILITIES (typically acquired on the job):
(These are identical to the Entry Level Knowledge, Skills and Abilities required for Librarian II.)

This class specification is used for classification, recruitment and examination purposes. It is not to be considered a substitute for work performance standards for positions assigned to this class.

	<u>4.106</u>	<u>4.109</u>	<u>4.112</u>	<u>4.115</u>
ESTABLISHED:	1/1/61	1/1/61	1/1/61	1/1/61
REVISED:	10/1/62	10/1/62	10/1/62	10/1/62
REVISED:	10/25/74	10/25/74	10/25/74	10/25/74
REVISED:			5/31/79	5/31/79
REVISED:			6/10/81R	
			5/7/82PC	
REVISED:	6/11/82-3			
REVISED:	12/19/85-12			
REVISED:	7/1/89R			
	3/13/90PC			
REVISED:	7/1/91P	7/1/91P	7/1/91P	7/1/91P
	3/13/90PC	3/13/90PC	3/13/90PC	3/13/90PC
REVISED:	7/1/03P	7/1/03P	7/1/03P	7/1/03P
	3/22/02PC	3/22/02PC	3/22/02PC	3/22/02PC
REVISED:	7/29/16UC	7/29/16UC	7/29/16UC	7/29/16UC
REVISED:	9/18/20PC	9/18/20PC	9/18/20PC	9/18/20PC