

# Role Description

## Librarian (Library Network)

Role Description Fields	Details
Cluster	Education
Department/Agency	TAFE NSW
Division/Branch/Unit	Student Experience Group
Position Description no	10090-01
Classification/Grade/Band	Librarian Grade 1
Senior executive work level standards	Not Applicable
ANZSCO Code	224611
PCAT Code	1225492
Date of Approval	April 2022
Agency Website	<a href="https://www.tafensw.edu.au/">https://www.tafensw.edu.au/</a>

### Agency overview

TAFE NSW's purpose is to skill the workforce of the future. It is Australia's leading provider of vocational education and training with over 500,000 annual enrolments and a proud history for setting the benchmark for quality service. As the NSW public provider, it supports the NSW Government's priority to grow skills for the economy and jobs of tomorrow. Critically, TAFE NSW plays a vital role in providing vocational education in rural and regional NSW, and job training pathways for the most vulnerable in the community.

TAFE NSW offers the best of campus-based delivery as well as flexible, online and work-based learning. The TAFE NSW values of Customer First, Collaboration, Integrity and Excellence guide our team in strengthening communities, delivering world-class training for our students and producing job ready graduates for employers. The operating environment for TAFE NSW is dynamic as we leverage our scale, expertise, passion and reputation to meet the rapidly changing VET landscape.

TAFE NSW is committed to its students and customers and the role it plays in changing lives and opening up opportunities through learning.

### Primary purpose of the role

This position is responsible for providing professional library and information services, assisting in the development, coordination and promotion of front-line innovative customer-focused library and information services and systems that support the education goals and future directions of TAFE NSW.

## Key accountabilities

1. Deliver relevant and responsive high-quality face to face and online information and library services to meet the needs of TAFE NSW's diverse customers.
2. Provide information literacy instruction to develop effective independent use of information resources.
3. Provide support and referral to customers, assisting them with their information and learning needs.
4. Liaise with teaching and other staff to provide library and information services.
5. Contribute to the development, maintenance and evaluation of relevant high-quality, library and information collections and library guides meeting the information needs of customers.
6. Promote library and information services to a range of stakeholders to maximise their use and contribute to local and state-wide Communities of Practice.
7. Maintain currency in current and emerging technologies and educational trends.
8. Reflect TAFE NSW's values in the way you work and abide by policies and procedures to ensure a safe, healthy and inclusive work environment.
9. Place the customer at the centre of all decision making.
10. Work with the Line Manager to develop meaningful performance development and review plans.

## Key challenges

- Responding to changes in technology.
- Changing customer learning needs and study requirements.
- Working in virtual environments.

## Key relationships

### Internal

Who	Why
Line Manager	<ul style="list-style-type: none"><li>• Receive leadership, advice and support.</li></ul>
Library Service team member	<ul style="list-style-type: none"><li>• Inform, share and collaborate on delivering consistent and responsive library services.</li></ul>
TAFE NSW staff	<ul style="list-style-type: none"><li>• Promote services, facilities and resources available.</li><li>• Instruct, inform and advise on effective utilisation of resources and facilities.</li></ul>

### External

Who	Why
Vendor/Suppliers	<ul style="list-style-type: none"><li>• Liaise on products and services if required.</li></ul>

## Role dimensions

### Decision making

- Makes decisions that may have a minor impact externally within defined parameters and based on sound subject matter knowledge and professional judgment.

- Matters requiring a higher level of approval are referred to the Reporting Line Manager.

## Reporting line

Assigned line manager

## Direct reports

Nil

## Budget/Expenditure

TBA

## Essential requirements

1. A valid Working with Children Check (required prior to commencement).
2. Eligibility for Associate membership of Australian Library and Information Association (ALIA) and an ALIA accredited library and information science qualification.
3. Demonstrated sound knowledge of library and information service concepts principles and theory, and a sound understanding of library systems, practices, procedures and current developments.
4. Demonstrated understanding of the technologies relevant to libraries and ability to support changing library technologies.
5. Willingness and ability to travel as per business requirements

## Capabilities for the role

The [NSW public sector capability framework](#) describes the capabilities (knowledge, skills and abilities) needed to perform a role. There are four main groups of capabilities: personal attributes, relationships, results and business enablers, with a fifth people management group of capabilities for roles with managerial responsibilities. These groups, combined with capabilities drawn from occupation-specific capability sets where relevant, work together to provide an understanding of the capabilities needed for the role.

The capabilities are separated into focus capabilities and complementary capabilities

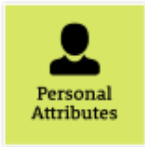
## Focus capabilities

*Focus capabilities* are the capabilities considered the most important for effective performance of the role. These capabilities will be assessed at recruitment.

The focus capabilities for this role are shown below with a brief explanation of what each capability covers and the indicators describing the types of behaviours expected at each level.

## Focus capabilities

Capability group/sets	Capability name	Behavioural indicators	Level
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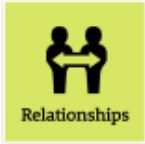
### Manage Self

Show drive and motivation, an ability to self-reflect and a commitment to learning

- Adapt existing skills to new situations
- Show commitment to achieving work goals
- Show awareness of own strengths and areas for growth, and develop and apply new skills
- Seek feedback from colleagues and stakeholders
- Stay motivated when tasks become difficult

Intermediate

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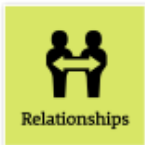
### Communicate Effectively

Communicate clearly, actively listen to others, and respond with understanding and respect

- Focus on key points and speak in plain English
- Clearly explain and present ideas and arguments
- Listen to others to gain an understanding and ask appropriate, respectful questions
- Promote the use of inclusive language and assist others to adjust where necessary
- Monitor own and others' non-verbal cues and adapt where necessary
- Write and prepare material that is well structured and easy to follow
- Communicate routine technical information clearly

Intermediate

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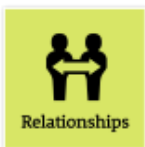
### Commit to Customer Service

Provide customer-focused services in line with public sector and organisational objectives

- Focus on providing a positive customer experience
- Support a customer-focused culture in the organisation
- Demonstrate a thorough knowledge of the services provided and relay this knowledge to customers
- Identify and respond quickly to customer needs
- Consider customer service requirements and develop solutions to meet needs
- Resolve complex customer issues and needs
- Cooperate across work areas to improve outcomes for customers

Intermediate

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### Work Collaboratively

Collaborate with others and value their contribution

- Build a supportive and cooperative team environment
  - Share information and learning across teams
  - Acknowledge outcomes that were achieved by effective collaboration
  - Engage other teams and units to share information and jointly solve issues and problems
  - Support others in challenging situations
  - Use collaboration tools, including digital technologies, to work with others
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Intermediate



### Think and Solve Problems

Think, analyse and consider the broader context to develop practical solutions

- Identify the facts and type of data needed to understand a problem or explore an opportunity
- Research and analyse information to make recommendations based on relevant evidence
- Identify issues that may hinder the completion of tasks and find appropriate solutions
- Be willing to seek input from others and share own ideas to achieve best outcomes
- Generate ideas and identify ways to improve systems and processes to meet user needs

Intermediate



### Technology

Understand and use available technologies to maximise efficiencies and effectiveness

- Demonstrate a sound understanding of technology relevant to the work unit, and identify and select the most appropriate technology for assigned tasks
- Use available technology to improve individual performance and effectiveness
- Make effective use of records, information and knowledge management functions and systems
- Support the implementation of systems improvement initiatives, and the introduction and roll-out of new technologies

Intermediate

## Complementary capabilities

*Complementary capabilities* are also identified from the Capability Framework and relevant occupation-specific capability sets. They are important to identifying performance required for the role and development opportunities.

Note: capabilities listed as 'not essential' for this role are not relevant for recruitment purposes however may be relevant for future career development.

Capability group/sets	Capability name	Description	Level
	Display Resilience and Courage	Be open and honest, prepared to express your views, and willing to accept and commit to change	Foundational
	Act with Integrity	Be ethical and professional, and uphold and promote the public sector values	Intermediate

	Value Diversity and Inclusion	Demonstrate inclusive behaviour and show respect for diverse backgrounds, experiences and perspectives	Intermediate
	Influence and Negotiate	Gain consensus and commitment from others, and resolve issues and conflicts	Foundational
	Deliver Results	Achieve results through the efficient use of resources and a commitment to quality outcomes	Foundational
	Plan and Prioritise	Plan to achieve priority outcomes and respond flexibly to changing circumstances	Intermediate
	Demonstrate Accountability	Be proactive and responsible for own actions, and adhere to legislation, policy and guidelines	Foundational
	Finance	Understand and apply financial processes to achieve value for money and minimise financial risk	Foundational
	Procurement and Contract Management	Understand and apply procurement processes to ensure effective purchasing and contract performance	Foundational
	Project Management	Understand and apply effective planning, coordination and control methods	Foundational