

## **LIBRARY, MUSEUM & ARCHIVES—PROFESSIONAL**

Job Classification

Adopted: September 30, 2007

Revised: July 1, 2009

### **JOB FAMILY CONCEPT**

This family consists of four levels. Levels are distinguished by the complexity and scope of work, degree of independence and autonomy, and level of supervision received. Positions in this family have a significant administrative role or provide professional-level duties for one or more library, museum or archives program/service areas. This job family is distinguished from the Library, Museum & Archives Technician job family by the requirement for advanced education/experience,

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- Contribute to professional association activities, including publications and presentations
- Serve on internal committees to assist with unit and campus management, planning, and governance
- Provide leadership in evaluation, selection, and implementation of new technologies.
- Prepare proposals and administer funded projects
- Serve as a foreign language or subject resource

## LEVELS AND COMPETENCIES

The primary distinction between levels is reflected in the Level Descriptors. As levels increase, the scope, complexity, and degree of independence increase. Higher levels may perform duties of lower levels. Education and experience are stated at the minimum threshold for the level. Additional education or experience may be desirable for some positions.

### Level 1

**PCLS: 02721**

**\*\*\*Alternate PCLS: 09274**

**Grade 78  
Non-Exempt**

### ***Descriptors***

Work is performed under administrative supervision. Oversee OR perform professional level duties in a unit, collection, function, or specialized program that is limited in complexity\* OR scope\*. Incumbents apply broad knowledge of principles, methods, practices, and resources to perform routine professional duties in several functional areas of work including: answering and researching reference requests, conducting presentations, cataloging, and assisting in writing sections of a proposal. Plan and perform the administration of program activities. In conjunction with higher level managers and/or senior administrator(s), develop processes and participate in the planning process. May lead\*\* staff.

### ***Knowledge, Skills, and Abilities***

Working knowledge of specialized collection or service area. Working knowledge of the principles, practices, and current developments of the profession. Working knowledge of the methods of classifying, cataloging and organizing materials. Working knowledge of research methods and tools such as on-line databases, web-based resources, and other reference materials used in locating materials and compiling information. Project management skills. Excellent interpersonal and presentation skills. Ability to lead\*\*.

### ***Education and Experience\*\*\*\****

Bachelor's degree in related field and one year experience in relevant field (e.g. information science, museum studies, field of specialization, etc), or an equivalent combination of training and experience.

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**Level 2**

**PCLS: 02722**

**\*\*\*Alternate PCLS: 09280**

**Grade 80**

**Exempt**

***Descriptors***

Work is performed under general direction. Direct a unit and budget OR is responsible for multiple components of a comprehensive or specialized program or project that is moderate in complexity\* OR scope\*. Act as a specialist in an assigned area that performs more diverse and complicated work that may include record creation, cataloging, classification, conservation, and restoration. Respond to moderately complex\* requests for information. Create reports for use in executive level meetings. Identify financial needs and write proposals to secure funding. Negotiate partnerships, agreements and contracts with external organizations and agencies. In consultation with higher-level managers, recommend new program creation, participate in creating new programs, develop processes and participate in the planning process. Supervise\*\* staff. This level is distinguished from level one by supervisory\*\* responsibility, the advanced knowledge in a specialized subject, specialized collection or service area, the increased latitude to commit the unit/department to expenditures, determine priorities, and involvement in responding to requests for information. Decisions made at this level may impact the policy of another unit.

***Knowledge, Skills, and Abilities***

Same as level one, plus: Advanced knowledge of specialized collection or service area. Advanced knowledge of the principles, practices, and current developments of the profession. Advanced knowledge and skill in research methods and tools such as on-line databases, web-based resources, and other reference materials used in locating materials and compiling information. Knowledge of grant writing processes and ability to write proposals. Advanced knowledge of the methods of classifying, cataloging and organizing materials. Ability to synthesize information from multiple sources to create comprehensive reports. Ability to develop and implement policy. Ability



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***Knowledge, Skills, and Abilities***

Same as level three, plus: Expert knowledge of university-wide policies and/or responsibilities.

Ability 2r. cm/lm0 Do@e, plus: Expert knowledge(screat 0.implement 1 rsity-widus: Expert know Tcls)7(ert s