



Illinois Heartland Library System

Job Description

Position Title: CMC Cataloger

FLSA: Exempt

Location: All

Employee Type: Full-time

Pay Type: Salaried

Fiscal Classification: Library Professional

Salary Grade: 7

Summary:

The Cataloger performs original and copy cataloging, database maintenance, authority control, and provides training and support for libraries. This position also resolves cataloging problems, provides advice, conducts training and presentations, and provides information on best practices and policies in cataloging. This is accomplished by keeping current on relevant programs and services that enhance the ability of library staff to provide quality information to patrons in an effective and efficient manner.

Essential Duties and Responsibilities:

Administrative Duties

- Develop constructive and cooperative working relationships with internal staff, staff from libraries, and other relevant community leaders.
- Keep records of actions taken for libraries.
- Provide accurate and timely information in a language and format that is easily understood by library staff and colleagues.
- Consult with libraries to resolve cataloging and database problems, report trends in bibliographic services, answer questions, and discuss options for handling library materials.

CMC Cataloger Duties

- Perform original and complex cataloging of all formats of library materials to facilitate their identification, access, and use.
- Interpret and apply Resource Description and Access (RDA), Library of Congress Subject Headings (LCSH), Dewey Decimal Classification (DDC), Library of Congress Classification (LCC), and OCLC's Bibliographic Formats and Standards in cataloging and classifying library materials.
- Provide access to bibliographic records for all libraries in Illinois.
- Develop and deliver presentations to library staff and others, promoting the CMC and cataloging concepts.
- Perform database maintenance for bibliographic records.
- Create Name Authority Cooperative (NACO) authority records.

CMC Cataloger (continued)

- Load Machine-Readable Cataloging (MARC) record files or export MARC records for Illinois libraries and communicate necessary changes.

Supervised by: Bibliographic Grant Manager

Supervises: None

Minimum Education and Experience:

- MLS degree from an ALA accredited library school with coursework in cataloging, or at least five years of experience in original and copy cataloging preferred.
- Five years of experience in classification of all formats of library material using Resource Description and Access (RDA), Dewey Decimal and Library of Congress classifications, LC subject headings (LCSH), and MARC records highly preferred.
- Experience with computerized cataloging databases and experience in OCLC Connexion preferred.
- Experience with training and presenting, in-person or online, preferred.

Licenses or Certifications Required: Valid driver's license or ability to travel.

Knowledge, Skills, and Abilities Required:

- Good working knowledge of the principles and procedures of professional library work including methods, practices, and techniques of library cataloging and classification.
- Excellent knowledge of computerized cataloging.
- Excellent knowledge of standard bibliographic sources and verification tools.
- Good knowledge of professional library theories, issues, and trends.
- Knowledge of principles and methods for curriculum and training design, teaching and instruction for individuals and groups, and the measurement of training effectiveness.
- Good oral and written communication skills.
- Ability to provide quality customer service, making sure that the customer's needs are understood and met.
- Ability to work in an organization that embraces customer service.
- Ability to use a computer and Microsoft applications such as Word and Excel.
- Ability to be timely in responding to requests.
- Ability to be flexible, to use time wisely, and to perform duties in a professional manner.
- Willingness to help others accomplish their objectives.
- Ability to demonstrate a positive attitude towards co-workers and library staff.
- Ability to travel as required.
- Ability to work independently in a remote environment.

Working Conditions:

Work is usually performed in an office environment. Some evening and weekend work may be required, with occasional overnight travel.

Telecommuting:

This position allows for occasional and regular telecommuting.

Physical Effort:

- Primarily sedentary work, but also requires standing, walking, stooping, or crouching, kneeling, crawling, reaching, pushing, grasping, lifting, feeling, hearing, and talking.

CMC Cataloger (continued)

- Requires the ability to exert up to 20 pounds of force occasionally to lift, carry, push, pull, or otherwise move objects.
- Clarity of vision at 20 inches or less with the ability to adjust the eye to bring objects into sharp focus, clarity of vision at 20 or more feet, and the ability to distinguish colors.
- Prolonged use of a computer with continuous sitting.

This job description is not intended to imply that the duties identified above are the only duties to be performed by employee(s) in this position. Employees may be required to perform other job duties as requested, subject to applicable state and federal laws. This job description or certain job functions described herein may be subject to modification in accordance with applicable state and federal laws.

Employee (Print Name)

Employee Signature

Date

Supervisor (Print Name)

Supervisor Signature

Date

Approved June 2012
Revised June 2014
Revised April 2021
Revised September 2021
Revised February 2022
Revised September 2024



Illinois Heartland Library System

Job Description

Position Title: CMC Cataloger

FLSA: Non-exempt

Location: All

Employee Type: Part-time

Pay Type: Hourly

Fiscal Classification: Library Professional

Salary Grade: 7

Summary:

The Cataloger performs original and copy cataloging, database maintenance, authority control, and provides training and support for libraries. This position also resolves cataloging problems, provides advice, conducts training and presentations, and provides information on best practices and policies in cataloging. This is accomplished by keeping current on relevant programs and services that enhance the ability of library staff to provide quality information to patrons in an effective and efficient manner.

Essential Duties and Responsibilities:

Administrative Duties

- Develop constructive and cooperative working relationships with internal staff, staff from libraries, and other relevant community leaders.
- Keep records of actions taken for libraries.
- Provide accurate and timely information in a language and format that is easily understood by library staff and colleagues.
- Consult with libraries to resolve cataloging and database problems, report trends in bibliographic services, answer questions, and discuss options for handling library materials.

CMC Cataloger Duties

- Perform original and complex cataloging of all formats of library materials to facilitate their identification, access, and use.
- Interpret and apply Resource Description and Access (RDA), Library of Congress Subject Headings (LCSH), Dewey Decimal Classification (DDC), Library of Congress Classification (LCC), and OCLC's Bibliographic Formats and Standards in cataloging and classifying library materials.
- Provide access to bibliographic records for all libraries in Illinois.
- Develop and deliver presentations to library staff and others, promoting the CMC and cataloging concepts.
- Perform database maintenance for bibliographic records.
- Create Name Authority Cooperative (NACO) authority records.

CMC Cataloger (continued)

- Load Machine-Readable Cataloging (MARC) record files or export MARC records for Illinois libraries and communicate necessary changes.

Supervised by: Bibliographic Grant Manager

Supervises: None

Minimum Education and Experience:

- MLS degree from an ALA accredited library school with coursework in cataloging, or at least five years of experience in original and copy cataloging preferred.
- Five years of experience in classification of all formats of library material using Resource Description and Access (RDA), Dewey Decimal and Library of Congress classifications, LC subject headings (LCSH), and MARC records highly preferred.
- Experience with computerized cataloging databases and experience in OCLC Connexion preferred.
- Experience with training and presenting, in-person or online, preferred.

Licenses or Certifications Required: Valid driver's license or ability to travel.

Knowledge, Skills, and Abilities Required:

- Good working knowledge of the principles and procedures of professional library work including methods, practices, and techniques of library cataloging and classification.
- Excellent knowledge of computerized cataloging.
- Excellent knowledge of standard bibliographic sources and verification tools.
- Good knowledge of professional library theories, issues, and trends.
- Knowledge of principles and methods for curriculum and training design, teaching and instruction for individuals and groups, and the measurement of training effectiveness.
- Good oral and written communication skills.
- Ability to provide quality customer service, making sure that the customer's needs are understood and met.
- Ability to work in an organization that embraces customer service.
- Ability to use a computer and Microsoft applications such as Word and Excel.
- Ability to be timely in responding to requests.
- Ability to be flexible, to use time wisely, and to perform duties in a professional manner.
- Willingness to help others accomplish their objectives.
- Ability to demonstrate a positive attitude towards co-workers and library staff.
- Ability to travel as required.
- Ability to work independently in a remote environment.

Working Conditions:

Work is usually performed in an office environment. Some evening and weekend work may be required, with occasional overnight travel.

Telecommuting:

This position allows for occasional and regular telecommuting.

Physical Effort:

- Primarily sedentary work, but also requires standing, walking, stooping, or crouching, kneeling, crawling, reaching, pushing, grasping, lifting, feeling, hearing, and talking.

CMC Cataloger (continued)

- Requires the ability to exert up to 20 pounds of force occasionally to lift, carry, push, pull, or otherwise move objects.
- Clarity of vision at 20 inches or less with the ability to adjust the eye to bring objects into sharp focus, clarity of vision at 20 or more feet, and the ability to distinguish colors.
- Prolonged use of a computer with continuous sitting.

This job description is not intended to imply that the duties identified above are the only duties to be performed by employee(s) in this position. Employees may be required to perform other job duties as requested, subject to applicable state and federal laws. This job description or certain job functions described herein may be subject to modification in accordance with applicable state and federal laws.

Employee (Print Name)

Employee Signature

Date

Supervisor (Print Name)

Supervisor Signature

Date

Approved June 2012
Revised June 2014
Revised April 2021
Revised September 2021
Revised February 2022
Revised September 2024



Illinois Heartland Library System

Job Description

Position Title: CMC Cataloging Supervisor

FLSA: Exempt

Location: All

Employee Type: Full-time

Pay Type: Salaried

Fiscal Classification: Library Professional

Salary Grade: 8

Summary: The CMC Cataloging Supervisor performs original cataloging, database maintenance, authority control, and provides training and presentations for libraries. This position also resolves cataloging problems, provides advice and information on best practices and up-to-date policies in cataloging. This is accomplished by keeping current on relevant programs and services that enhance the ability of library staff to provide quality information to patrons effectively and efficiently. The CMC Cataloging Supervisor will supervise and plan the work of CMC catalogers and interns, to ensure that planned goals for the department are achieved.

Essential Duties & Responsibilities:

Administrative Duties

- Develop constructive and cooperative working relationships with internal staff, staff from libraries, and other relevant community leaders.
- Keep records of inquiries, complaints, and comments, as well as actions taken for library staff.
- Provides accurate and timely information in a language and format that is easily understood by members and colleagues.
- Prepare statistical reports.
- Consult with libraries to resolve cataloging and database problems, report trends in bibliographic services, answer questions, and discuss options for handling library materials.

Cataloging Duties

- Approximately 40% of time will be spent on cataloging and complex database cleanup.
- Performs original and complex cataloging of all formats of library materials to facilitate their identification, access, and use.
- Maintain the integrity of the bibliographic database through the addition, deletion, and editing bibliographic records, as well as authority control.
- Interpret and apply Library of Congress Subject Headings, Dewey Decimal and Library of Congress Classification Systems, Resource Description and Access (RDA), and

OCLC's Bibliographic Formats and Standards in cataloging and classifying library materials.

Advanced Cataloging

- Create authority records.
- Catalog advanced formats, such as world language materials, kits, realia, among others.

Training Duties

- Approximately 30% of time will be spent on training and presentations.
- Develop training programs for library staff and others, including training on more advanced concepts, such as classification systems and more in-depth cataloging courses.
- Write and maintain cataloging policies and manuals.

Supervisory Duties

- Approximately 30% of time will be spent combined on supervision and Administrative duties.
- Hire, train, supervise, and evaluate CMC staff and interns.
- Coordinate workflow and projects for CMC staff and interns.
- Review activity reports and other performance data to measure productivity and goal achievement, and/or program improvement.
- Facilitate special projects.

Supervised by: Bibliographic Grant Manager

Supervises: CMC Catalogers, CMC Cataloging Assistant, CMC Interns

Minimum Education and Experience:

- MLS from an ALA-accredited library school and three years of professional cataloging experience, or 10 years of experience in original and copy cataloging.
- Experience cataloging in OCLC Connexion, highly preferred.
- Library administration or supervisory experience preferred.

Licenses or Certifications Required: Valid driver's license or ability to travel.

Knowledge, Skills, and Abilities Required:

- Excellent knowledge of the principles and procedures of professional library work including methods, practices, techniques of library cataloging and classification.
- Excellent knowledge of standard bibliographic sources, bibliographic forms, and verification tools.
- Excellent knowledge of computerized cataloging, bibliographic and circulation system databases.
- Excellent knowledge of principles and methods for curriculum and training design, teaching, and evaluation for individuals and groups.
- Knowledge of professional library theories, issues, and trends.
- Knowledge of current library technologies.
- Ability to provide quality customer service, making sure that the customer's needs are understood and met.
- Ability to set goals and meet deadlines.

CMC Cataloging Supervisor (continued)

- Ability to analyze internal processes and recommend and implement procedural changes to improve operations.
- Ability to work in an organization that embraces customer service.
- Ability to use logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions, or approaches to problems.
- Ability to use a computer and Microsoft applications such as Word and Excel.
- Ability to be timely in responding to requests.
- Ability to perform detail-oriented tasks.
- Ability to be flexible, to use time wisely, and to perform duties in a professional manner.
- Willingness to help others accomplish their objectives.
- Ability to demonstrate a positive attitude towards co-workers and library staff.
- Ability to travel as required.

Working Conditions:

Work is usually performed in an office environment. Some evening and weekend work will be required, with occasional overnight travel.

Telecommuting:

This position allows for occasional and regular telecommuting.

Physical Effort:

- Primarily sedentary work, but also requires standing, walking, stooping, or crouching, kneeling, crawling, reaching, pushing, grasping, lifting, feeling, hearing, writing, and talking.
- Clarity of vision at 20 inches or less with the ability to adjust the eye to bring objects into sharp focus, clarity of vision at 20 or more feet, and the ability to distinguish colors.
- Prolonged use of a computer with continuous sitting.

This job description is not intended to imply that the duties identified above are the only duties to be performed by employee(s) in this position. Employees may be required to perform other job duties as requested, subject to applicable state and federal laws. This job description or certain job functions described herein may be subject to modification in accordance with applicable state and federal laws.

Employee (Print Name)

Employee Signature

Date

Supervisor (Print Name)

Supervisor Signature

Date

Approved June 2012

CMC Cataloging Supervisor (continued)

Revised June 2014

Revised April 2021

Revised February 2022

Revised September 2024



Illinois Heartland Library System

Job Description

Position Title: CMC Training Cataloger

FLSA: Exempt

Location: All

Employee Type: Full-time

Pay Type: Salaried

Fiscal Classification: Library Professional

Salary Grade: 8

Summary: The CMC Training Cataloger performs original cataloging, database maintenance, authority control, and provides training for libraries. This position also resolves cataloging problems provides advice, develops, and presents training and presentations, and provides information on best practices and up-to-date policies in cataloging. This is accomplished by keeping current on relevant programs and services. The CMC Training Cataloger will provide training on advanced cataloging topics, including teaching multi-week courses.

Essential Duties & Responsibilities:

Administrative Duties

- Approximately 20% of time will be spent on administrative duties.
- Develop constructive and cooperative working relationships with internal staff, staff from libraries, and other relevant community leaders.
- Keep records of inquiries, complaints, comments, and actions taken for library staff.
- Provides accurate and timely information in a language and format that is easily understood by members and colleagues.
- May prepare statistical reports.
- Consult with libraries to resolve cataloging and database problems, report trends in bibliographic services, answer questions, and discuss options for handling library materials.

Cataloging Duties

- Approximately 40% of time will be spent on cataloging and complex database cleanup.
- Performs original and complex cataloging of all formats of library materials to facilitate their identification, access, and use.
- Interpret and apply Library of Congress Subject Headings, Dewey Decimal and Library of Congress Classification Systems, Resource Description and Access (RDA), and OCLC's Bibliographic Formats and Standards in cataloging and classifying library materials.

Advanced Cataloging

- Create authority records.

CMC Training Cataloger (continued)

- Catalog advanced formats, such as world language materials, kits, realia, among others.

Training Duties

- Approximately 40% of time will be spent on training and presentations.
- Develop training courses for library staff and others, including training on more advanced concepts, classification systems and more in-depth cataloging courses.
- Write and maintain cataloging policies and manuals.

Supervised by: Bibliographic Grant Manager

Supervises: None

Minimum Education and Experience:

- MLS from an ALA-accredited library school and three years of professional cataloging experience, or 10 years of experience in original and copy cataloging.
- Experience cataloging in OCLC Connexion highly preferred.

Licenses or Certifications Required: Valid driver's license or ability to travel.

Knowledge, Skills, and Abilities Required:

- Excellent knowledge of the principles and procedures of professional library work including methods, practices, techniques of library cataloging and classification.
- Excellent knowledge of standard bibliographic sources, bibliographic forms, and verification tools.
- Excellent knowledge of computerized cataloging, bibliographic and circulation system databases.
- Excellent knowledge of principles and methods for curriculum and training design, teaching, and evaluation for individuals and groups.
- Knowledge of professional library theories, issues, and trends.
- Knowledge of current library technologies.
- Ability to provide quality customer service, making sure that the customer's needs are understood and met.
- Ability to set goals and meet deadlines.
- Ability to analyze internal processes and recommend and implement procedural changes to improve operations.
- Ability to work in an organization that embraces customer service.
- Ability to use logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions, or approaches to problems.
- Ability to use a computer and Microsoft applications such as Word and Excel.
- Ability to be timely in responding to requests.
- Ability to perform detail-oriented tasks.
- Ability to be flexible, to use time wisely, and to perform duties in a professional manner.
- Willingness to help others accomplish their objectives.
- Ability to demonstrate a positive attitude towards co-workers and library staff.
- Ability to travel as required.

Working Conditions:

Work is usually performed in an office environment. Some evening and weekend work will be required, with occasional overnight travel.

Telecommuting: This position allows for occasional or and regular telecommuting.

Physical Effort:

- Primarily sedentary work, but also requires standing, walking, stooping, or crouching, kneeling, crawling, reaching, pushing, grasping, lifting, feeling, hearing, writing, and talking.
- Clarity of vision at 20 inches or less with the ability to adjust the eye to bring objects into sharp focus, clarity of vision at 20 or more feet, and the ability to distinguish colors.
- Prolonged use of a computer with continuous sitting.

This job description is not intended to imply that the duties identified above are the only duties to be performed by employee(s) in this position. Employees may be required to perform other job duties as requested, subject to applicable state and federal laws. This job description or certain job functions described herein may be subject to modification in accordance with applicable state and federal laws.

Employee (Print Name)

Employee Signature

Date

Supervisor (Print Name)

Supervisor Signature

Date

Approved June 2012
Revised June 2014
Revised April 2021
Revised February 2022
Revised September 2024



Illinois Heartland Library System

Job Description

Position Title: Courier Driver

FLSA: Non-exempt

Location: All

Employee Type: Full-time or Part-time

Pay Type: Hourly

Fiscal Classification: Support Services

Salary Grade: 4

Summary:

Courier Drivers are a critical component to the provision of customer service. This position delivers books and other library materials to and from member libraries and may be required to sort library materials. Courier Driver services are provided Mondays through Fridays.

Essential Duties & Responsibilities:

Driving Duties:

- Drive, load, and unload van weighing less than 16,000 pounds gross vehicle weight.
- Drive a scheduled pickup and delivery route, at times entering unattended buildings.
- Obey traffic laws and follow established traffic and transportation procedures.
- Read maps and follow written and verbal geographic directions.

Safety Responsibilities:

- Inspect van and van equipment, such as mirrors, lights, gas gauge, temperature gauge, tires, turn signals, and brakes to ensure that vehicles are in proper working condition.
- Report any mechanical problems encountered with vehicles.
- Report delays, accidents, or other traffic/transportation situations per IHLS protocol.
- Participate proactively as part of the IHLS team offering suggestions for safety compliance.
- Ability to follow security measures for libraries including arming and disabling alarms and properly locking and unlocking doors.
- Use proper handling and lifting of tubs, following IHLS safety protocols.

Administrative Duties:

- Assists in sorting duties as needed for operational effectiveness.
- Ability to punch in and out recording actual time worked, edit and approve timecards on time and with accuracy using the payroll system.
- Develop constructive, cooperative, and professional communication with all IHLS staff and member libraries.
- Attend department meetings, and complete required trainings.
- Any duties, as assigned.

Supervised by: Operations Manager/Operations Coordinator

Supervises: None

Licenses or Certifications Required: Must have a valid driver's license and current automobile insurance.

Knowledge, Skills and Abilities

- Ability to work independently.
- Ability to sort books and library materials based on established location codes.
- Ability to frequently lift tubs of books and other library materials.
- Ability to drive daily on established routes and follow established laws and safe driving procedures.
- Ability to assume responsibility for entering unattended delivery sites using an alarm or key.
- Excellent oral communications skills for the purposes of conveying information and instructing others while maintaining a strong customer service focus.
- Display professional business attitude with a pleasant demeanor while working in a customer service-oriented organization.
- Knowledge of how to use a personal computer and basic knowledge of Microsoft Office programs.

Education and Experience

- High School diploma or G.E.D.
- 3-year driver's license holder
- Must be 25 years of age at time of hire

Working Conditions:

Most of the work is performed driving a van and assisting in the delivery and pick up of library materials. Occasionally may encounter rain, snow, or ice. Sorting and loading of library materials may occur indoors and outdoors.

Telecommuting:

This position does not allow for telecommuting.

Physical Requirements:

- This position requires extensive periods of sitting while driving up to 400 miles daily. It also requires repetitive use of arms and legs and moving the whole body, such as standing, climbing, lifting, balancing, walking, stooping, reaching, pushing, grasping, hearing, and talking.
- Requires ability to shelve materials up to a height of 6 feet and/or bending to ground-level while sorting items by library code.
- Requires the ability to exert up to 40 pounds of force frequently to lift, carry, push, pull, or otherwise move object, including but not limited to books, tubs, or bags of library materials.
- As part of your responsibilities, you will need to transport tubs containing books and other materials weighing up to 40 pounds. This involves moving the tubs approximately 50 feet. On an average day, you'll handle 50 tubs, each of which needs to be loaded and unloaded four separate times at various locations.
- Clarity of vision at 20 inches or less with ability to adjust the eye to bring objects into sharp focus as well as clarity of vision at 20 or more feet.
- Ability to effectively use a computer and check emails.

This job description is not intended to imply that the duties identified above are the only duties to be performed by employee(s) in this position. Employees may be required to perform other job duties as requested, subject to applicable state and federal laws. This job description or certain job functions described herein may be

subject to modification in accordance with applicable state and federal laws.

Employee (Print Name)

Employee Signature

Date

Supervisor (Print Name)

Supervisor Signature

Date

**Approved 2013
Revised June 2014
Revised May 2016
Revised April 2021
Revised April 2024**



Illinois Heartland Library System

Job Description

Position Title: Driver/Sorter Floater

FLSA: Non-exempt

Location: All

Employee Type: Full-time

Pay Type: Hourly

Fiscal Classification: Support Services

Salary Grade: 4

Summary:

Responsible for learning all delivery routes, shuttle runs, and sorting procedures within the delivery operation. Load and unload delivery vehicle with library materials. Deliver library materials and equipment between the IHLS hub office and member libraries or other designated locations based on a prescribed daily route. Ensure safe and proper lifting and driving practices. Must be available to work different shifts, as needed.

Essential Duties & Responsibilities:

Sorting Duties:

- Performs sorting and routing of books and other library materials meeting delivery expectations.
- Place notices, memoranda, and other miscellaneous papers in the appropriate library delivery containers.
- Repackage materials for distribution to member libraries.
- Prepare delivery tubs and bags for courier drivers to distribute to our member libraries.
- Placing tubs in route order for courier drivers to load onto vans.
- Assist in the periodic re-arrangement of the delivery area.
- Sorting and preparation of Illinois Library Delivery Service (ILDS) materials.

Courier Driver Duties:

- Drive, load, and unload van weighing less than 16,000 pounds gross vehicle weight.
- Drive a scheduled pickup and delivery route, sometimes entering unattended buildings.
- Obey traffic laws and follow established traffic and transportation procedures.
- Read maps and follow written and verbal geographic directions.
- Inspect van and van equipment, such as mirrors, lights, gas gauge, temperature gauge, tires, turn signals, and brakes to ensure that vehicles are in proper working condition.
- Report any mechanical problems encountered with vehicles.
- Report delays, accidents, or other traffic/transportation situations per IHLS protocol.
- Use professional communication methods.

Driver/Sorter Floater (continued)

- Attend workshops and participate in training.
- Participate proactively as part of the IHLS team.
- Ability to follow security measures for libraries including arming and disabling alarms and properly locking and unlocking doors.

Safety Responsibilities:

- Use proper handling and lifting of tubs, following IHLS safety protocols.
- Ensure that tubs do not exceed the fill line so weight requirements can be maintained to avoid injury of all those handling tubs.
- Any duties, as assigned.

Supervised by: Operations Manager/Operations Coordinator

Supervises: None

Minimum Education and Experience:

- High school graduate or GED equivalent.
- Experience working in a library is preferred.
- Must be 25 years of age or older to be on the corporate auto insurance

Licenses or Certifications Required: None

Knowledge, Skills, and Abilities Required:

- Ability to sort, read, and recognize library names and location codes.
- Knowledge of how to use a personal computer and general knowledge of Microsoft Office programs.
- Ability to work in an organization that embraces customer service.
- Ability to use time management and on occasion work independently.
- Ability to be detail oriented.
- Use professional communication.
- Ability to establish and maintain effective working relationships with IHLS staff.
- Display professional business attitude with a pleasant demeanor while working in a customer service-oriented organization.
- Duties performed as a delivery /courier requires extensive periods of sitting while driving up to 400 miles daily. It also requires repetitive use of arms and legs and moving the whole body, such as standing, climbing, lifting, balancing, walking, stooping, reaching, pushing, grasping, hearing, and talking.

Working Conditions:

Work is performed in an office and distribution center environment.

Telecommuting:

This position does not allow for telecommuting.

Physical Requirements:

- This position requires a repetitive use of arms and legs and moving the whole body such as standing, climbing, lifting, balancing, walking, stooping, reaching, pushing, grasping, hearing, and talking.

Driver/Sorter Floater (continued)

- Requires ability to shelve materials up to a height of 6 feet and/or bending to ground-level while sorting items by library code.
- Requires the ability to exert up to 40 pounds of force frequently to lift, carry, push, pull or otherwise move objects, including but not limited to, books, tubs, or bags of library materials.
- Clarity of vision at 20 inches or less with the ability to adjust the eye to bring objects into sharp focus as well as clarity of vision at 20 or more feet.
- As part of your responsibilities, you will need to transport tubs containing books and other materials weighing up to 40 pounds. This involves moving the tubs approximately 50 feet. On an average day, you'll handle 50 tubs, each of which needs to be loaded and unloaded four separate times at various locations when performing driver duties and moving tubs within the sorting area when performing sorting duties.
- Ability to effectively use a computer and check emails.

This job description is not intended to imply that the duties identified above are the only duties to be performed by employee(s) in this position. Employees may be required to perform other job duties as requested, subject to applicable state and federal laws. This job description or certain job functions described herein may be subject to modification in accordance with applicable state and federal laws.

Employee (Print Name)

Employee Signature **Date**

Supervisor (Print Name)

Supervisor Signature **Date**

Approved May 2024



Illinois Heartland Library System

Job Description

Position Title: Sorter

FLSA: Non-exempt

Location: All

Employee Type: Part-time

Pay Type: Hourly

Fiscal Classification: Support Services

Salary Grade: 3

Summary:

The primary role of the Sorter is to assist in the daily sorting of books and other library materials transported by IHLS courier drivers. Other responsibilities include assisting in the packing of the delivery tubs and bags, shelving IHLS books, and performing other clerical duties.

Essential Duties & Responsibilities:

Sorting Duties:

- Performs sorting and routing of books and other library materials meeting delivery expectations.
- Place notices, memoranda, and other miscellaneous papers in the appropriate library delivery containers.
- Repackage materials for distribution to member libraries.
- Prepare delivery tubs and bags for courier drivers to distribute to our member libraries.
- Placing tubs in route order for courier drivers to load onto vans.
- Assist in the periodic re-arrangement of the delivery area.
- Sorting and preparation of Illinois Library Delivery Service (ILDS) materials.

Safety Responsibilities:

- Use proper handling and lifting of tubs, following IHLS safety protocols.
- Ensure that tubs do not exceed the fill line so weight requirements can be maintained to avoid injury of all those handling tubs.

Administrative Duties:

- Perform copying, collating, binding, laminating or other services that may require the use of production equipment.
- Develop constructive, cooperative, and professional communication with all IHLS staff.
- Ability to punch in and out recording actual time worked, edit and approve timecards on time and with accuracy using the payroll system.
- Develop and maintain shelf labels to facilitate the delivery of library materials.
- Any duties, as assigned.

Supervised by: Delivery Coordinator/Operations Coordinator

Sorter (continued)

Supervises: None

Minimum Education and Experience:

- High school graduate or GED equivalent.
- High school students (with approved IHLS workforce program).
- Experience working in a library is preferred.

Licenses or Certifications Required: None

Knowledge, Skills, and Abilities Required:

- Ability to sort, read, and recognize library names and location codes.
- Knowledge of how to use a personal computer and general knowledge of Microsoft Office programs.
- Ability to work in an organization that embraces customer service.
- Ability to use time management and on occasion work independently.
- Ability to be detail oriented.
- Use professional communication.
- Ability to establish and maintain effective working relationships with IHLS staff.
- Display professional business attitude with a pleasant demeanor while working in a customer service-oriented organization.

Working Conditions:

Work is performed in an office and distribution center environment.

Telecommuting:

This position does not allow for telecommuting.

Physical Requirements:

- This position requires a repetitive use of arms and legs and moving the whole body such as standing, climbing, lifting, balancing, walking, stooping, reaching, pushing, grasping, hearing, and talking.
- Requires ability to shelve materials up to a height of 6 feet and/or bending to ground-level while sorting items by library code.
- Requires the ability to exert up to 40 pounds of force frequently to lift, carry, push, pull or otherwise move objects, including but not limited to, books, tubs, or bags of library materials.
- Clarity of vision at 20 inches or less with the ability to adjust the eye to bring objects into sharp focus as well as clarity of vision at 20 or more feet.
- As part of your responsibilities, you will need to transport tubs containing books and other materials weighing up to 40 pounds. This involves moving the tubs approximately 50 feet. On an average day, you'll handle 50 tubs, each of which needs to be sorted and moved four times at various locations within the sorting areas.
- Ability to effectively use a computer and check emails.

This job description is not intended to imply that the duties identified above are the only duties to be performed by employee(s) in this position. Employees may be required to perform other job duties as requested, subject to applicable state and federal laws. This job description or certain job functions described herein may be subject to modification in accordance with applicable state and federal laws.

Employee (Print Name)

Sorter (continued)

Employee Signature

Date

Supervisor (Print Name)

Supervisor Signature

Date

Approved June 2012

Revised June 2014

Revised May 2016

Revised April 2021

Revised April 2024



Job Description

Position Title: Delivery Coordinator

FLSA: Non-exempt

Location: All

Employee Type: Full-time

Pay Type: Hourly

Fiscal Classification: Support Services

Salary Grade: 5

Summary:

The Delivery Coordinator is responsible for the sorting operations within the Operations department. The position works closely with the Operations Manager to ensure daily operations are efficient and effective. The Delivery Coordinator works to meet our mission of serving members by distributing materials between our IHLS hub locations and member libraries.

Essential Duties & Responsibilities:

Administrative Duties:

- Enter and monitor daily and monthly sorting averages and statistics based on iPad spreadsheets.
- Develop communications and have them sent to be proofed by the IHLS proofing team.
- Submit gas receipts to the Finance department for proper record-keeping requirements.
- Contribute to writing standard operating procedures (SOPs) for sorting tasks.
- Assist with help desk ticket resolution and member communications.
- Ability to punch in and out, recording actual time worked, edit and approve your timecard on time and with accuracy using the payroll system.

Sorting Operation Responsibilities:

- Propose efficient sorting practices.
- Create sorter schedules, to ensure items are sorted within the required timeframe to meet delivery obligations.
- May be required to sort materials if short-staffed or to meet production goals.

Supervisor Duties:

- With manager guidance, conduct sorter reviews and recommend and implement measures to improve employee motivation, equipment performance, work methods, and customer services.
- Attend supervisor meetings.

Delivery Coordinator (continued)

- Enforce safety rules and regulations per OSHA & IHLS guidelines, workers compensation processes, IHLS protocol, and any applicable state and federal guidelines.
- Prepare, compile, and submit reports on work activities, operations, production, or work-related accidents.
- Apply knowledge of the principles and practices of human resources, including such functions as payroll processing, hiring practices, and new employee training, and continued learning for existing employees, and maintaining employee relations. Follow all state and federal employment laws.
- In the absence of the Operations Manager, serves as a backup to maintain effective operations in the manager's absence.
- Any duties, as assigned.

Supervised by: Operations Manager

Supervises: Sorters

Licenses or Certifications Required:

- Valid driver's license

Knowledge, Skills and Abilities

- Ability to work as part of a team or independently.
- Ability to be detail oriented.
- Ability to read and recognize library names and codes.
- Ability to frequently lift up to 40-pound tubs of books and other library materials.
- Knowledge of how to use a personal computer and general knowledge of Microsoft Office programs.
- Ability to use time management skills for completion of sorting, projects and meet deadlines as assigned. Ability to establish and maintain effective working relationships with IHLS staff.
- Display professional business attitude with a pleasant demeanor while working in a customer service-oriented organization.

Education and Experience:

- High School graduate or GED equivalent
- Experience working in a library environment or distribution center.

Working Conditions:

Work is usually performed in an office or distribution center environment. May also be required to drive or deliver library materials in all types of weather.

Telecommuting:

This position allows for occasional telecommuting.

Physical Requirements:

- This position requires a repetitive use of arms and legs and moving the whole body such as standing, climbing, lifting, balancing, walking, stooping, reaching, pushing, grasping, hearing, and talking.

Delivery Coordinator (continued)

- Requires the ability to exert up to 40 pounds of force frequently to lift, carry, push, pull or otherwise move objects, including but not limited to tubs of books and other library materials.
- Clarity of vision at 20 inches or less with the ability to adjust the eye to bring objects into sharp focus as well as clarity of vision at 20 or more feet.
- Required to carry tubs of books and other materials up to 40 pounds approximately 50 feet.
- Prolonged use of a computer with continuous sitting.

This job description is not intended to imply that the duties identified above are the only duties to be performed by the employee(s) in this position. Employees may be required to perform other job duties as requested, subject to applicable state and federal laws. This job description or certain job functions described herein may be subject to modification in accordance with applicable state and federal laws.

Employee (Print Name)

Employee Signature

Date

Supervisor (Print Name)

Supervisor Signature

Date

Approved July 2019
Revised April 2021
Revised April 2024



Illinois Heartland Library System

Job Description

Position Title: Executive Assistant

FLSA: Non-exempt

Location: Edwardsville

Employee Type: Full-time

Pay Type: Hourly

Fiscal Classification: Other Professional

Salary Grade: 8

Summary:

The Executive Assistant performs a variety of administrative duties for the Executive Director and the Board of Directors in a professional and efficient manner while maintaining confidentiality. Because of the nature of some of the projects, total discretion regarding certain aspects of the functions of this position is essential.

Essential Duties & Responsibilities:

- Preparing the agenda for Board meetings with high accuracy.
- Prepare and distribute Board packets and documents.
- Maintain and identify what to retain and create disposal schedules, file paperwork with the State, and oversee final disposal.
- Coordinate final repository of corporate records including legacy system records.
- Perform administrative duties for the Executive Director as needed.
- Serve as a liaison between the Executive Director and Staff and Board of Directors.
- Attend board and committee meetings and record minutes.
- Facilitate the posting of board and committee meeting agendas and minutes to ensure compliance with the Open Meetings Act.
- Maintain records of all Illinois State Library approved system policies.
- Prepare confidential correspondences and maintain classified files in partnership with the Membership team.
- Oversee the filing of annual documents, records, and reports for the organization.
- Compile information, and prepare final documents for the System Area & Per Capita Grant
- Compile information for the Annual Report and provide to Communications & Marketing
- Coordinate monthly board meetings and the annual meeting.
- Display professional business attitude with a pleasant demeanor while working in a customer service-oriented organization

Supervised by: Executive Director

Supervises: None

Minimum Education and Experience:

- Bachelor's degree or 4 years equivalent work experience
- Five (5) years of experience in an administrative capacity.
- Advanced computer skills.
- Proficient in Microsoft Office Suite or related software.

Licenses or Certifications Required: Valid driver's license or other accommodations for travel.

Knowledge, Skills, and Abilities Required:

- Excellent verbal and written communication skills.
- Excellent interpersonal and customer service skills.
- Excellent organizational skills and attention to detail.
- Demonstrated understanding of clerical procedures and systems such as recordkeeping and filing.
- Ability to deal with matters or issues of extreme confidentiality.
- Ability to prioritize and multitask within tight deadlines.
- Ability to establish and maintain effective working relationships with staff, government representatives, board member and staff at member libraries.
- Ability to work in an organization that embraces customer service.
- Ability to organize time and work independently.
- Ability to establish and maintain effective working relationships with IHLS staff.
- Ability to travel as required.

Working Conditions:

Work is usually performed in an office environment. Some evening and weekend work will be required.

Telecommuting:

This position allows for occasional and regular telecommuting.

Physical Requirements:

- Primarily sedentary work, but also requires standing, walking, stooping or crouching, kneeling, crawling, reaching, pushing, grasping, lifting, feeling, hearing and talking.
- Requires the ability to exert up to 20 pounds of force occasionally to lift, carry, push, pull or otherwise move objects.
- Clarity of vision at 20 inches or less with the ability to adjust the eye to bring objects into sharp focus, clarity of vision at 20 or more feet, and the ability to distinguish colors.
- Prolonged use of a computer with continuous sitting.

This job description is not intended to imply that the duties identified above are the only duties to be performed by employee(s) in this position. Employees may be required to perform other job duties as requested, subject to applicable state and federal laws. This job description or certain job functions described herein may be subject to modification in accordance with applicable state and federal laws.

Executive Assistant (continued)

Employee (Print Name)

Employee Signature

Date

Supervisor (Print Name)

Supervisor Signature

Date

Approved July 2012
Revised June 2014, December 2014
Revised April 2021



Illinois Heartland Library System

Job Description

Position Title: Accounts Receivable Coordinator

FLSA: Non-exempt

Location: Edwardsville

Employee Type: Full-time

Pay Type: Hourly

Fiscal Classification: Other Professional

Salary Grade: 6

Summary:

The Accounts Receivable Coordinator is responsible for the receipt and accounting of funds being paid to the organization. This role also serves as an auditor, ensuring that invoices are accurate and that proper accounting procedures are followed to account for the receipt of payment for goods and services completed by the organization.

Essential Duties & Responsibilities:

- Establish and maintain customer files.
- Process incoming organization mail.
- Apply daily cash receipts.
- Electronically deposit checks received.
- Prepare and monitor OCLC grant application and submit quarterly reports.
- Assist the Illinois State Library in OCLC related matters.
- Coordinate the maintenance of equipment and software required for OCLC billing.
- Perform account billing functions for monthly, quarterly, and annually invoices.
- Resolves account statement questions and provides account support to all member libraries.
- Ensure system data input is complete and accurate.
- Research and resolve customer billing issues and payment discrepancies.
- Follow up on outstanding accounts.
- Assists with the payroll process.
- Performs other duties as assigned.

Supervised by: Finance Director

Supervises: None

Minimum Education and Experience:

- Bachelor's degree in accounting or equivalent work experience 2:1.

- 1-3 years general accounting experience
- Minimum 1-year customer service experience.
- Strong accounts receivable focus, preferred.
- Strong Microsoft Excel and Word skills.
- Proficient in using accounting software, Abila & Traverse preferred but not required.

Licenses or Certification Required: None

Knowledge, Skills and Abilities Required:

- Strong telephone presence and etiquette.
- Strong verbal, written, and interpersonal skills.
- Good Organizational skills.
- Ability to prioritize and handle interruptions while effectively meeting deadlines.
- Ability to manage several projects simultaneously in a fast pace and team-oriented environment.
- Detail oriented with good mathematical skills.
- Ability to work independently, as well as part of a team.
- Discretion required.
- Ability to check figures, postings, and documents for correct entry, mathematical accuracy, and proper codes.
- Knowledge of accounting procedures to classify, record, and summarize financial data to compile and keep financial records.
- Ability to work in an organization that embraces customer service.
- Ability to organize time and work independently.
- Ability to establish and maintain effective working relationships with IHLS staff and stakeholders.
- Display professional business attitude with a pleasant demeanor while working in a customer service-oriented organization.
- Ability to travel as required.

Working Conditions:

Work is usually performed in an office environment.

Telecommuting:

This position does allow for occasional telecommuting.

Physical Requirements:

- Primarily sedentary work, but also requires standing, walking, stooping or crouching, kneeling, crawling, reaching, pushing, grasping, lifting, feeling, hearing and talking.
- Requires the ability to exert up to 20 pounds of force occasionally to lift, carry, push, pull or otherwise move objects.
- Clarity of vision at 20 inches or less, with the ability to adjust the eye to bring objects into sharp focus and clarity of vision at 20 or more feet.
- Prolonged use of a computer with continuous sitting.

This job description is not intended to imply that the duties identified above are the only duties to be performed by employee(s) in this position. Employees may be required to perform other job duties as requested, subject to applicable state and federal laws. This job description or certain

job functions described herein may be subject to modification in accordance with applicable state and federal laws.

Employee (Print Name)

Employee Signature

Date

Supervisor (Print Name)

Supervisor Signature

Date

Revised April 2021



Illinois Heartland Library System

Job Description

Position Title: Senior Accountant

FLSA: Exempt

Location: Edwardsville

Employee Type: Full-time

Pay Type: Salaried

Fiscal Classification: Other Professional

Salary Grade: 8

Summary:

The Senior Accountant position is responsible for serving as a team leader in the finance department and ensuring the department creates accurate and timely financial records for the organization.

Essential Duties & Responsibilities:

- Oversees and assists with all aspects of accounts payable. Review financial information, activity reports, and other performance data to measure productivity and goal achievement and to determine areas needing cost reduction and/or program improvement.
- Develop systems for the maintenance of financial records, making use of current technologies.
- Review processes and creates forms and manuals for accounting personnel.
- Prepare suppliers' 1099s.
- Maintain files and documentation thoroughly and accurately in accordance with company and state policy.
- Assist in month end closings.
- Oversees the company payroll process.
- Analyze historical financial expenses, determine present and future needs, and establish projections for annual operating budget.
- Prepare and enter monthly and routine journal entries.
- Monitor and review general ledger.
- Prepare and report employee wages earned to IMRF.
- Performs other duties as assigned.

Supervised by: Finance Director

Supervises: None

Education and Experience:

- Bachelor's degree in accounting
- 3- 5+ years of general accounting experience with strong accounts payable focus
- Proficient in using accounting software; Abila preferred but not required.

Licenses or Certification Required: None

Knowledge, Skills, and Abilities Required:

- Knowledge of accounting procedures to classify, record, and summarize financial data to compile and keep financial records.
- Strong verbal, written, and interpersonal skills.
- Strong Microsoft Excel and Word skills.
- Ability to audit figures, postings, and documents for correct entry, mathematical accuracy, and proper codes.
- Ability to maintain good organization and discretion.
- Ability to prioritize and handle interruptions while effectively meeting deadlines.
- Ability to manage several projects simultaneously in a fast pace and team-oriented environment.
- Knowledge of general accounting office administration and procedures.
- Ability to work in an organization that embraces customer service.
- Ability to establish and maintain effective working relationships with IHLS staff and stakeholders.
- Display professional business attitude with a pleasant demeanor while working in a customer service-oriented organization.
- Ability to travel as required.

Working Conditions:

Work is usually performed in an office environment.

Telecommuting:

This position does allow for occasional telecommuting.

Physical Requirements:

- This position is primarily sedentary work, but also requires standing, walking, stooping or crouching, kneeling, crawling, reaching, pushing, grasping, lifting, feeling, hearing and talking.
- Requires the ability to exert up to 20 pounds of force occasionally to lift, carry, push, pull, or otherwise move objects.
- Clarity of vision at 20 inches or less with the ability to adjust the eye to bring objects into sharp focus, clarity of vision at 20 or more feet, and the ability to distinguish colors.
- Prolonged use of a computer with continuous sitting.

This job description is not intended to imply that the duties identified above are the only duties to be performed by employee(s) in this position. Employees may be required to perform other job duties as requested, subject to applicable state and federal laws. This job description or certain job functions described herein may be subject to modification in accordance with applicable state and federal laws.

Employee (Print) Name

Employee Signature

Date

Supervisor (Print) Name

Supervisor Signature

Date

Approved November 2018
Revised July 2019
Revised April 2021



Illinois Heartland Library System

Job Description

Position Title: Finance Director

FLSA: Exempt

Location: Edwardsville

Employee Type: Full-time

Pay Type: Salaried

Fiscal Classification: Other Professional

Salary Classification: 13

Summary:

The Finance Director is responsible for the overall financial operations of IHLS including budgeting, the general ledger, accounts payable and receivable and payroll functions, and oversees all aspects of the ILLINET/OCLC Billing Grant. This position is also part of the Leadership Team which participates in establishing strategic directions as well as goals and objectives for IHLS.

Essential Duties & Responsibilities:

- Develop and maintain budgeting systems to control expenditures, manage the cash flow by estimating cash needs and investing available cash to coincide with needs.
- Initiate preliminary budget projections and assist the Executive Director, department directors and managers in the preparation and monitoring of the annual budgets.
- Monitor IHLS Requests for Proposals and bidding procedures.
- Prepare payroll and billing procedures; prepare documentation for auditors, review audit reports and recommend changes to the financial management system.
- Supervise maintenance of fixed assets.
- Prepare monthly financial statements and bill lists for the IHLS Board.
- Prepare financial reports required for grants in concert with appropriate staff.
- Oversee and assist in managing all funds.
- Prepare correspondence relative to financial functions.
- Oversee annual audit by independent certified public accountant and related financial information to be included in annual state report.
- Oversee all aspects of the OCLC Billing Grant.
- Manage the financial software system, including troubleshooting problems with software support.
- Establish and implement departmental goals, objectives, and procedures.
- Produce all tax filings.
- Recommend levels of coverage for general property, casualty and liability insurance and coordinate selection of insurance provider.

Finance Director (continued)

- Actively participate in the IHLS Leadership Team to assist in planning the future goals and direction of the Illinois Heartland Library System.
- Work and/or supervise any other day-to-day accounting and financial procedures as necessary.
- Performs other duties as assigned.

Supervised by: Executive Director

Supervises: Senior Accountant, Accounts Receivable Coordinator, Accounting Assistant

Education and Experience:

- Bachelor's degree in Business Administration with specialization in accounting
- 5-7 years' relevant experience.
- CPA is a plus.

Licenses or Certifications Required: Valid driver's license or other certification to travel.

Knowledge, Skills, and Abilities Required:

- Strong knowledge of basic accounting principles, including fund accounting principles.
- Strong knowledge of operation and function of automated accounting software.
- Good knowledge of accounting pronouncements for general accounting and governmental fund accounting.
- Knowledge of current laws and pronouncements in the area of income and payroll taxes.
- Knowledge of business and management principles involved in strategic planning, resource allocation, human resources modeling, leadership technique, and coordination of people and resources.
- Ability to plan, administer and control budgets for contracts, equipment, and supplies.
- Ability to analyze internal processes and recommend and implement procedural changes to improve operations.
- The ability to combine pieces of information to form general rules or conclusions (including finding a relationship among seemingly unrelated events).
- Knowledge of principles and processes for providing customer services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.
- Ability to use logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions, or approaches to problems.
- Ability to work in an organization that embraces customer service.
- Good oral and written communication skills.
- Ability to work in an organization that embraces customer service.
- Ability to establish and maintain effective working relationships with IHLS staff and stakeholders.
- Display professional business attitude with a pleasant demeanor while working in a customer service-oriented organization.
- Ability to travel as required.

Working Conditions:

Work is usually performed in an office environment. Some evening and weekend work will be required, with occasional overnight travel.

Telecommuting:

This position allows for occasional and regular telecommuting.

Physical Requirements:

- Primarily sedentary work, but also requires standing, walking, stooping, or crouching, kneeling, crawling, reaching, pushing, grasping, lifting, feeling, hearing, and talking.
- Requires the ability to exert up to 20 pounds of force occasionally to lift, carry, push, pull or otherwise move objects.
- Clarity of vision at 20 inches or less with the ability to adjust the eye to bring objects into sharp focus, clarity of vision at 20 or more feet, and the ability to distinguish colors.
- Prolonged use of a computer with continuous sitting.

This job description is not intended to imply that the duties identified above are the only duties to be performed by employee(s) in this position. Employees may be required to perform other job duties as requested, subject to applicable state and federal laws. This job description or certain job functions described herein may be subject to modification in accordance with applicable state and federal laws.

Employee (Print Name)

Employee Signature

Date

Supervisor (Print Name)

Supervisor Signature

Date

Approved July 2019
Revised April 2021



Illinois Heartland Library System

Job Description

Position Title: Human Resources Coordinator

FLSA: TBD

Location: Edwardsville

Employee Type: Full-time

Pay Type: Hourly

Fiscal Classification: Support Services

Salary Grade: 7

Summary:

The Human Resources Coordinator is responsible for monitoring the fundamental administrative tasks within the human resources department. Displays strong communication and managerial capabilities with relevant experience within the human resources field. The Human Resources Coordinator is responsible for ensuring the quality of employee relations, handling conflicts, and efficient scheduling.

Coordinates Recruiting Process

- Works with hiring managers on positions vacancies, while following company guidelines.
- Responsible for creating job advertisements, posting current vacancies on job boards and on our IHLS Website.
- Conducts research on Diversity, Equity and Inclusion to ensure that our recruiting efforts attract top talent.
- Act as the liaison between the hiring manager and applicant throughout the recruiting process.
- Coordinates the setting up of interviews and sends applicant and hiring manager all necessary forms and tools.
- Assists in conducting interviews when requested by the hiring manager.
- Conducts background checks and schedules drug screens.

New Hire Orientation Responsibilities

- Conduct new hire orientations as needed and ensure that new hire paperwork is completed accurately and timely.
- Processes all new hires through E-Verify and new hire reporting.
- Assigns, communicates, and tracks various trainings for new hires.

Benefits and Policy Administration

- Assists in the creation, maintenance, and updates of HR documents, including employee handbook, personnel forms, and other HR documents and manuals.
- Maintains HRIS data and assists employees with benefit enrollments and reports.
- Administers health plans, including enrollments, changes, open enrollment, and terminations. Processes required documents through HRIS and insurance providers to ensure accurate record-keeping and proper payroll deductions.
- Supports the development and implementation of meetings and special events by creating support materials and assuming responsibility for all logistics such as producing name tags, maintaining attendance lists, and sign-in sheets, setting up the facility for hospitality, purchasing required food, doing general clean-up, etc.

Administrative responsibilities

- Demonstrates a high level of customer service and confidentiality to all employees, and vendors by answering questions and requests in a timely manner.
- Composes correspondence, documents, forms, and reports; or format, type and/or proof documents, letters, memoranda, reports, publications, and other materials from handwritten or draft copy, or verbal direction as needed.
- Prepares and develops materials for employees and managers that help them understand HR processes and systems, (i.e., conducting performance reviews, hiring new employees, reporting worker compensation events, and enrolling in benefits).
- Assigns and tracks performance reviews.
- Ensures IHLS has current employment law posters at each hub location.
- Assists in the planning and coordination of staff events, including Staff Day, Employee Appreciation Day, and holiday parties.
- Assist in ad-hoc HR projects, like collection of employee feedback.
- Performs routine filing, scanning, audits and archiving of records to ensure record retention compliance.
- Serves as the backup for the payroll department.

Supervised by: Human Resources Director

Supervises: None

Minimum Education and Experience:

- Bachelor's degree in human resources or related field or relevant work experience.
- Experience working with an HRIS system preferred.
- 3 years HR experience preferred, but not required.

Licenses or Certifications Required:

Valid driver's license or other accommodations for travel.

Knowledge, Skills, and Abilities Required:

- Knowledge of administrative and clerical procedures such as managing files and records, designing forms, and other office procedures and terminology.
- Knowledge of the structure and content of the English language including the meaning and spelling of words, rules of composition, and grammar.

Human Resources Coordinator (continued)

- Coordinate and develop statistical information for Operations using various spreadsheets.
- Ability to ensure strict confidentiality.
- Ability to establish & maintain effective working relationships with staff.
- Ability to provide timely response to requests.
- Ability to be flexible, to use time wisely and to perform duties in a professional manner.
- Knowledge of principles and processes for providing customer service including customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.
- Ability to work in an organization that embraces customer service.
- Willingness to help others accomplish their objectives.
- Ability to demonstrate a positive attitude towards staff, member libraries and job duties.
- Proficient in Microsoft Word, Microsoft Excel, Microsoft PowerPoint.
- Ability to work independently and prioritize work.

Working Conditions:

Work is usually performed in an office environment.

Telecommuting:

This position does allow for occasional and regular telecommuting.

Physical Requirements:

- Primarily sedentary work, but also requires standing, walking, stooping or crouching, kneeling, crawling, reaching, pushing, grasping, lifting, feeling, hearing and talking.
- Requires the ability to exert up to 20 pounds of force occasionally to lift, carry, push, pull, or otherwise move objects.
- Clarity of vision at 20 inches or less with the ability to adjust the eye to bring objects into sharp focus and clarity of vision at 20 or more feet.
- Prolonged use of a computer with continuous sitting.

This job description is not intended to imply that the duties identified above are the only duties to be performed by employee(s) in this position. Employees may be required to perform other job duties as requested, subject to applicable state and federal laws. This job description or certain job functions described herein may be subject to modification in accordance with applicable state and federal laws.

Employee (Print Name)

Employee Signature

Date

Supervisor (Print Name)

Supervisor Signature

Date

Human Resources Coordinator (continued)

Approved July 2014
Revised April 2021
Revised June 2023



Illinois Heartland Library System

Job Description

Position Title: Human Resources Director

FLSA: Exempt

Location: Edwardsville

Employee Type: Full-time

Pay Type: Salaried

Fiscal Classification: Other Professional

Salary Grade: 12

Summary:

The Human Resources Director is responsible for aligning business objectives with employees and management. The position serves as a consultant to management on human resource-related issues acting as an employee champion and change agent. The Human Resources Director guides and supports the overall provision of human resources services, policies, and programs. This position is part of the Leadership Team which participates in establishing strategic directions as well as goals and objectives for IHLS.

Essential Duties & Responsibilities:

- Continually identify and implement best HR practices suitable for IHLS.
- Create, maintain, and update human resources documentation, such as IHLS Personnel Code, personnel forms, and HR Manual.
- Recruits, interviews, where applicable, tests, and selects employees to fill vacant positions.
- Plans, conducts, or coordinates new employee orientation.
- Provide current and prospective employees with information about policies, job duties, working conditions, wages, and opportunities for promotion and employee benefits.
- Prepare and maintain employment records related to events such as hiring, termination, leaves, transfers, and promotions as prescribed by law and state library recommendations.
- Develop and administer performance management systems.
- Conduct a market analysis to evaluate, classify, and rate job positions.
- Analyze internal processes and recommend and implement procedural changes to improve operations.
- Audit timesheets for compliance with Personnel Code for biweekly payroll processing and provide support to employees.
- Administer and implement all employee health plans to ensure all IHLS benefits are competitive.
- Ensure IHLS is following all federal, state, and local employment laws.
- Monitor and enforce all organizational employment policies and procedures in a consistent and fair manner.

Human Resources Director (continued)

- Actively participate in the IHLS Executive Team to assist in planning the goals and direction of the Illinois Heartland Library System.
- Serve as a link between management and employees by handling questions, interpreting, and administering contracts and helping resolve work-related problems.
- Assist directors and managers in employee relations issues, such as harassment allegations, work complaints, or other employee concerns.
- Develop and monitor the budget for the Human Resources Department (benefits, wellness, and staff training).
- Identify, create, and monitor professional development and on-going training for staff.
- Document and investigate incidents and accidents and prepare reports for insurance carrier.
- Coordinate, implement and monitor staff events.
- Authorized Agent for Illinois Municipal Retirement Fund, IMRF
- 15-20% travel, possibly overnight, to remote IHLS locations (Carbondale and Champaign) at least once a month.

Supervises: Human Resources Assistant/Coordinator

Supervised by: Executive Director

Minimum Education and Experience:

- Master's degree in human resources or a related field or 10+ years of Human Resources experience.
- SHRM or HRCI certification preferred.
- 3-5 years of human resources experience in a leadership role required.

Licenses or Certifications Required:

Valid driver's license or other accommodations for travel.

Knowledge, Skills, and Abilities Required:

- Strong knowledge of principles and procedures for personnel recruitment, selection, retention, training, compensation, and benefits.
- Knowledge of business and management principles involved in strategic planning, resource allocation, human resources modeling, leadership technique, budgeting, and the coordination of people and resources.
- Knowledge of principles and methods for curriculum and training design, teaching and instruction for individuals and groups, and the measurement of training effects for adults.
- Ability to establish long-range objectives and specify the strategies and actions to achieve them.
- Ability to maintain continuous knowledge of federal and Illinois state laws and government regulations pertaining to personnel and personnel related issues.
- Knowledge of employee benefit options and administering benefits programs.
- Demonstrated ability to establish and maintain effective working relationships with directors, managers, and other staff.
- Ability to read, analyze and interpret professional journals, technical procedures, and government regulations.
- Ability to write reports, business correspondence, and procedure manuals.
- Ability to use oral and written communications skills for the purposes of negotiating, persuading, and conveying information.

Human Resources Director (continued)

- Ability to be flexible, to use time wisely and to perform duties in a professional manner.
- Willingness to help others accomplish their objectives.
- Ability to organize time and work independently.
- Ability to establish and maintain effective working relationships with IHLS staff.
- Display professional business attitude with a pleasant demeanor while working in a customer service-oriented organization.
- Ability to travel as required.

Working Conditions:

Work is usually performed in an office environment. Occasional evening and weekend work required, with possible overnight travel.

Telecommuting:

This position allows for occasional and regular telecommuting.

Physical Requirements:

- Primarily sedentary work, but also requires standing, walking, stooping, or crouching, kneeling, crawling, reaching, pushing, grasping, lifting, feeling, hearing and talking.
- Requires the ability to exert up to 20 pounds of force occasionally to lift, carry, push, pull or otherwise move objects.
- Clarity of vision at 20 inches or less with the ability to adjust the eye to bring objects into sharp focus and clarity of vision at 20 or more feet.
- Prolonged use of a computer with continuous sitting.

This job description is not intended to imply that the duties identified above are the only duties to be performed by employee(s) in this position. Employees may be required to perform other job duties as requested, subject to applicable state and federal laws. This job description or certain job functions described herein may be subject to modification in accordance with applicable state and federal laws.

Employee (Print Name)

Employee Signature

Date

Supervisor (Print Name)

Supervisor Signature

Date

Approved August 2019
Revised April 2021



Illinois Heartland Library System

Job Description

Position Title: ILDS (Illinois Library Delivery Services) Coordinator

FLSA: Nonexempt

Location: Champaign

Employee Type: Full-time

Pay Type: Hourly

Fiscal Classification: Support Services

Salary Grade: 4

Summary:

The primary role of the Illinois Library Delivery Service (ILDS) Coordinator is to facilitate and assist in the nightly transfer of books and other library materials via the ILDS system, collected by IHLS courier drivers at the Champaign hub or transported there by ILDS shuttle drivers. This position is also responsible for the overnight preparation of the ILDS bulk delivery baskets, tubs, and bags, shelving IHLS books and items that arrive in the overnight ILDS transfer, and performing various maintenance and clerical duties.

Essential Duties & Responsibilities:

ILDS Responsibilities:

- Pack ILDS materials in the appropriate baskets, bins and bags for distribution to ILDS hubs or ILDS member libraries.
- Coordinate, assist and organize the transfer of ILDS bulk deliveries and hub interconnect deliveries.
- Perform quality control checks before and during the transfer, to ensure accurate and orderly delivery of ILDS items.
- Sort and prepare ILDS items in delivery baskets and containers for use by courier drivers at Champaign.
- Re-arrange the facility after the transfer and sorting process for use by the day shift sorters and courier drivers.
- Develop constructive and cooperative working relationships with IHLS, RAILS (Reaching Across Illinois Library System), and ILDS staff.
- Use professional communication to inform ILDS shuttle drivers, IHLS and RAILS hub managers or other staff about concerns or developments effecting the transfer.
- Coordinate and communicate with the ILDS drivers, hub managers and partner facilities to assist in maintaining an efficient supply of necessary materials at each hub, to facilitate proper packaging of ILDS items and the ILDS and interconnect transfers.

Safety Duties:

- Prepare the facility for the safe and efficient transfer, in all weather conditions, of ILDS bulk deliveries and hub interconnect being transported by the ILDS shuttles.
- Observe and promote safe practices and procedures that ensure the safety of workers and prevent damage to library items or the facility.

ILDS Coordinator (continued)

- Perform regular maintenance on equipment used for the transfer to prolong and ensure safe, efficient operation of equipment and to prevent injury to staff, damage to library items or the facility.
- Maintain a clean, safe, and efficient workspace before, during and after the transfer.

Supervised by: Operations Manager/Operations Coordinator

Supervises: None

Licenses or Certifications Required: Must have a valid driver's license.

Knowledge, Skills and Abilities

- Knowledge of each ILDS shuttle loading requirements, individual hub procedures and loading facilities. In order to assist substitute/replacement shuttle drivers as the need arises.
- Knowledge of safe loading and operation of powered lifts.
- Ability to perform any of the unloading, sorting, or loading of any of the ILDS shuttles.
- Ability to read and recognize library, regional hub and partner system names and codes.
- Ability to sort books and library materials based on established location codes.
- Ability to frequently lift tubs of books and other library materials.
- Ability to use various tools to facilitate bulk transfer of items. (Pallet jack, flat cart, two-wheeler, shrink wrap, etc.)
- Knowledge of how to use a personal computer and general knowledge of Microsoft Office programs.
- Ability to work in an organization that embraces customer service.
- Ability to be organized and manage time efficiently and work independently.
- Ability to establish and maintain effective working relationships with IHLS, RAILS, and ILDS staff.
- Display professional business attitude with a pleasant demeanor while working in a customer service-oriented organization.

Education and Experience

- High School graduate or GED equivalent
- Experience working in a library or distribution center is preferred.
- 3 years of driving experience and must be 25 years of age at time of hire for auto insurance.

Working Conditions:

This position is an overnight position with no direct supervision. Sorting and loading of library materials may occur indoors and outdoors.

Telecommuting:

This position does not allow for telecommuting.

Physical Requirements

- This position requires extensive periods of sitting while driving up to 400 miles daily. It also requires repetitive use of arms and legs and moving the whole body, such as standing, climbing, lifting, balancing, walking, stooping, reaching, pushing, grasping, hearing, and talking.

ILDS Coordinator (continued)

- Requires the ability to exert up to 40 pounds of force frequently to lift, carry, push, pull or otherwise move objects, including but not limited to tubs of books and other library materials.
- As part of your responsibilities, you will need to transport tubs containing books and other materials weighing up to 40 pounds. This involves moving the tubs approximately 50 feet. On an average day, you'll handle 50 tubs, each of which needs to be loaded and unloaded four separate times at various locations.
- Clarity of vision at 20 inches or less with the ability to adjust the eye to bring objects into sharp focus, as well as clarity of vision at 20 or more feet for the purposes of driving and writing information and the ability to distinguish colors.
- Ability to effectively use a computer and check email.

This job description is not intended to imply that the duties identified above are the only duties to be performed by the employee(s) in this position. Employees may be required to perform other job duties as requested, subject to applicable state and federal laws. This job description or certain job functions described herein may be subject to modification in accordance with applicable state and federal laws.

Employee (Print Name)

Employee Signature

Date

Supervisor (Print Name)

Supervisor Signature

Date

Approved July 2019
Revised April 2021
Revised April 2024



Illinois Heartland Library System

Job Description

Position Title: Data Analyst

FLSA: Exempt

Location: TBD

Employee Type: Full-time

Pay Type: Salaried

Fiscal Classification: Other Professional

Salary Grade: 10

Summary:

The Data Analyst supports both IHLS and its partner programs with valuable insight into our stored data sources. Rich data visualization creation with the collaboration of leadership and management teams, to measure and evaluate the effectiveness and impact of core services in alignment with IHLS's mission, vision, and strategic objectives.

Essential Duties & Responsibilities:

- Collect, compile, analyze, and present data outputs.
- Coordinate acquisition of data from primary or secondary data sources and maintain databases/data systems to manage that data.
- Identify, analyze, and interpret trends or patterns in complex data sets and share results with appropriate staff.
- Build and maintain internal and external reporting measures (including dashboards and data visualizations) to share and monitor trends, to identify contributors to change, and to help report and communicate IHLS's impact with members and the library community.
- Consult with staff to explore research and analysis when planning new projects and services and evaluating existing ones.
- Share learning opportunities with staff around best practices for data collection, analysis, and reporting.
- Participate in continuous professional development.
- Explore possibilities for data sharing among members, the board of directors, and community partners and industry organizations.
- Assist with special projects and other duties, as assigned.

Supervised by: IT Director

Supervises: None

Minimum Education and Experiences:

- B.S. Degree in degree in mathematics, statistics, or information management or related field or equivalent work experience of eight (8) years.

Data Analyst (Continued)

- Three (3) years experience with on-the-job training as a data analyst or in the IT field.
- Experience in nonprofit and local government fields is preferable but not required.

Licenses or Certifications Required:

- Valid driver's license or other accommodations for travel.

Knowledge, Skills, and Abilities Required:

- Experience with Microsoft Power BI.
- Extract and analyze data from large Microsoft SQL Server database.
- Ability to analyze and interpret a wide variety of economic, demographic, geographic, ethnographic, and social data, and translates into meaningful and actionable recommendations.
- Use data visualization and presentation skills for making appropriate recommendations based on insights.
- Demonstrate strong project or program management skills, including the ability to prioritize multiple projects across changing deadlines.
- Be proficient in data analysis tools and interpretation techniques, including hardware and software, such as Microsoft Office, electronic databases and electronic content, platforms, email, chat, social media platforms, and internet navigation.
- Ability to use logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions, or approaches to problems.
- The ability to combine pieces of information to form general rules or conclusions (including finding a relationship among seemingly unrelated events).
- Good oral and written communication skills.
- Ability to establish and maintain effective working relationships with other employees, department heads, public officials, and the general public.
- Ability to work in an organization that embraces customer service.
- Ability to be timely in responding to requests.
- Ability to be flexible, to use time wisely, and to perform duties in a professional manner.
- Willingness to help others accomplish their objectives.
- Ability to demonstrate a positive attitude towards co-workers, member libraries and job duties.
- Ability to work with sensitive and confidential data.

Working Conditions:

Work is usually performed in an office environment. Some evening and weekend work will be required, with occasional overnight travel.

Telecommuting:

This position allows for occasional and regular telecommuting.

Physical Requirements:

- Primarily sedentary work, but also requires standing, walking, stooping, or crouching, kneeling, crawling, reaching, pushing, grasping, lifting, feeling, hearing, and talking.
- Requires the ability to exert up to 20 pounds of force occasionally to lift, carry, push, pull or otherwise move objects.
- Clarity of vision at 20 inches or less with the ability to adjust the eye to bring objects into sharp focus, clarity of vision at 20 or more feet and the ability to distinguish colors.
- Prolonged use of a computer with continuous sitting.

Data Analyst (Continued)

This job description is not intended to imply that the duties identified above are the only duties to be performed by employee(s) in this position. Employees may be required to perform other job duties as requested, subject to applicable state and federal laws. This job description or certain job functions described herein may be subject to modification in accordance with applicable state and federal laws.

Employee (Print Name)

Employee Signature

Date

Supervisor (Print Name)

Supervisor Signature

Date

Approved September 2023



Illinois Heartland Library System

Job Description

Position Title: Full Stack Developer

FLSA: Exempt

Location: TBD

Employee Type: Full-time

Pay Type: Salaried

Fiscal Classification: Other Professional

Salary Grade: 10

Summary: This position is responsible for supporting and maintaining the IHLS & SHARE websites and software developments. Analyze user needs to implement Web site content, graphics, performance, and capacity. Additionally, this position may develop scripts and applications from scratch with the support of the Lead Software Architect and stakeholders of the project. This position requires creative thinking to solve problems and create solutions that automate and improve efficiencies.

Essential Duties & Responsibilities:

- Design, develop, and maintain web and mobile applications.
- Work with Lead Software Architect and IT Director to build and deploy applications.
- Develop, modify, and support users of content management systems (CMS), learning management (LMS), and customer relation management (CRM) systems.
- Troubleshoot and debug applications.
- Run software tests to spot and resolve bugs and inconsistencies.
- Work with team members to find creative, innovative solutions to problems.
- Write and continually update documentation for all programs for internal and external reference.

Supervised by: Lead Software Architect

Supervises: None

Minimum Education and Experiences:

- B.S. Degree in Computer Science or related field or equivalent work experience of eight (8) years.
- Two (2) years of additional experience with on-the-job training in the IT field.

Licenses or Certifications Required:

- Valid driver's license or other accommodations for travel.

Knowledge, Skills, and Abilities Required:

- Frontend software development experience:
 - Vue.js (Typescript), HTMX, Tailwindcss, and Bootstrap.

Full Stack Developer (Continued)

- Backend software development experience:
 - Vapor (Swift), Fiber (Golang), Laravel (PHP), SQL, and Redis.
- iOS mobile application development experience:
 - Swift, Storyboard / SwiftUI, and Core Data / SwiftData.
- Containerized application development experience with Docker and Kubernetes.
- Usage of git and git workflows.
- Module/plugin development for Drupal CMS and Moodle LMS.
- Knowledge of software design techniques, tools, and principles.
- The ability to combine pieces of information to form general rules or conclusions (including finding a relationship among seemingly unrelated events).
- Good oral and written communication skills.
- Ability to establish and maintain effective working relationships with other employees, department heads, public officials, and the general public.
- Ability to work in an organization that embraces customer service.
- Ability to be timely in responding to requests.
- Ability to be flexible, to use time wisely and to perform duties in a professional manner.
- Willingness to help others accomplish their objectives.
- Ability to demonstrate a positive attitude towards co-workers, member libraries and job duties.
- Ability to work with sensitive and confidential data.

Working Conditions:

Work is usually performed in an office environment. Some evening and weekend work will be required, with occasional overnight travel.

Telecommuting:

This position allows for occasional and regular telecommuting.

Physical Requirements:

- Primarily sedentary work, but also requires standing, walking, stooping, or crouching, kneeling, crawling, reaching, pushing, grasping, lifting, feeling, hearing, and talking.
- Requires the ability to exert up to 40 pounds of force occasionally to lift, carry, push, pull or otherwise move objects.
- Clarity of vision at 20 inches or less with the ability to adjust the eye to bring objects into sharp focus, clarity of vision at 20 or more feet and the ability to distinguish colors.
- Prolonged use of a computer with continuous sitting.

This job description is not intended to imply that the duties identified above are the only duties to be performed by employee(s) in this position. Employees may be required to perform other job duties as requested, subject to applicable state and federal laws. This job description or certain job functions described herein may be subject to modification in accordance with applicable state and federal laws.

Employee (Print Name)

Employee Signature

Date

Full Stack Developer (Continued)

Supervisor (Print Name)

Supervisor Signature

Date

Approved September 2023



Illinois Heartland Library System

Job Description

Position Title: Lead Software Architect

FLSA: Exempt

Location: Carbondale

Employee Type: Full-time

Pay Type: Salaried

Fiscal Classification: Other Professional

Salary Grade: 11

Summary:

The Lead Software Architect is responsible for aspects of the IHLS & SHARE software development. Existing projects include our in-house delivery iPad application, Drupal websites for IHLS and SHARE, and ongoing work with the Library Learning website for the libraries in Illinois. This position will work with IT Director and other appropriate stakeholders in the design and development of IHLS & SHARE in-house web and mobile applications and tools. Manage technical infrastructure for IHLS & SHARE software development and deployments.

Essential Duties & Responsibilities:

- Work with departments to establish design specifications, schedules, and milestones for development projects.
- Manage development team to ensure that software development meets design specifications and deadlines.
- Design and develop new in-house software applications or systems.
- Manage technical infrastructure for application development and deployments.
- Develop, modify, and support users of content management systems (CMS), learning management (LMS), and customer relation management (CRM) systems.
- Develop solutions from concept to implementation using web and mobile development technologies based on need and usability analysis.
- Promote and drive innovation in technologies, processes, and tools.
- Configure and maintain integration of local environments with the cloud infrastructure, cloud container orchestration, cloud identity management and security of cloud platforms with a focus on risk management and minimization.
- Implement security around on-premises and cloud email services including listservs, email, and integrations with 3rd party systems.
- Provide data integration and synchronization with on-premises and 3rd party services.
- Primary SHARE database administrator.
- Provide support for office computers in all office locations.
- Coordinate with 3rd party providers and consultants for development projects.
- Provide technical support to SHARE member libraries as it relates to SHARE services.
- Write and continually update documentation for all programs for internal and external reference.

Lead Software Architect (Continued)

- This position requires 24-hour ability to be contacted. Emergency alerts from systems and phone calls from the library system regarding system down emergencies.

Supervised by: IT Director

Supervises: None

Minimum Education and Experiences:

- B.S. Degree in Computer Science or related field or equivalent work experience of eight (8) years.
- Five (5) years additional experience with on-the-job training in the IT field.

Licenses or Certifications Required:

- Valid driver's license or other accommodations for travel.

Knowledge, Skills, and Abilities Required:

- Frontend software development experience:
 - Vue.js (Typescript), HTMX, Tailwindcss, and Bootstrap.
- Backend software development experience:
 - Vapor (Swift), Fiber (Golang), Laravel (PHP), SQL, and Redis.
- iOS mobile application development experience:
 - Swift, Storyboard / SwiftUI and Core Data / SwiftData.
- Administration experience with Microsoft SQL Server, MariaDB, and PostgreSQL databases.
- Container deployment, configuration and implementation experience with Docker and Kubernetes.
- Deploying software to and integrating with Azure, Azure Kubernetes Services, Azure AD.
- Mail flow security using Exchange Online and Mailman 3.
- Usage of git and git workflows, GitOps, CI/CD principles and pipeline deployment.
- Administration of Drupal CMS and Moodle LMS, including module/plugin development.
- Knowledge of software design techniques, tools, and principles.
- Ability to use logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions, or approaches to problems.
- Good oral and written communication skills.
- Ability to establish and maintain effective working relationships with other employees, department heads, public officials, and the general public.
- Ability to work in an organization that embraces customer service.
- Ability to be timely in responding to requests.
- Ability to be flexible, to use time wisely and to perform duties in a professional manner.
- Willingness to help others accomplish their objectives.
- Ability to demonstrate a positive attitude towards co-workers, member libraries and job duties.
- Ability to work with sensitive and confidential data.

Working Conditions:

Work is usually performed in an office environment. Some evening and weekend work will be required, with occasional overnight travel.

Telecommuting:

Lead Software Architect (Continued)

This position allows for full telecommuting. Occasional meetings and or in-office may be required based on the needs of the business.

Physical Requirements:

- Primarily sedentary work, but also requires standing, walking, stooping, or crouching, kneeling, crawling, reaching, pushing, grasping, lifting, feeling, hearing, and talking.
- Requires the ability to exert up to 40 pounds of force occasionally to lift, carry, push, pull or otherwise move objects.
- Clarity of vision at 20 inches or less with the ability to adjust the eye to bring objects into sharp focus, clarity of vision at 20 or more feet and the ability to distinguish colors.
- Must be able to concentrate on detailed information over an extended period.
- Prolonged use of a computer with continuous sitting.

This job description is not intended to imply that the duties identified above are the only duties to be performed by employee(s) in this position. Employees may be required to perform other job duties as requested, subject to applicable state and federal laws. This job description or certain job functions described herein may be subject to modification in accordance with applicable state and federal laws.

Employee (Print Name)

Employee Signature

Date

Supervisor (Print Name)

Supervisor Signature

Date

Approved June 2014
Revised April 2021
Revised September 2023



Illinois Heartland Library System

Job Description

Position Title: Communications and Advocacy Administrator

FLSA: Exempt

Location: Edwardsville

Employee Type: Full-time

Pay Type: Salaried

Fiscal Classification: Other Professional

Salary Classification: 9

Summary:

As IHLS's primary media relations strategist, the Communications and Advocacy Administrator manages and responds to requests for information from media outlets. Creates or produces documents designed to inform and create goodwill with member libraries and the public in general by writing or selecting favorable information and releasing it through various communications media. This position serves as the primary social media manager. The Communications and Advocacy Administrator also leads IHLS cause-advocacy efforts by identifying issues relevant to members and developing and implementing advocacy plans.

Duties & Responsibilities:

Leads IHLS public relations efforts by:

- Establishing and maintaining cooperative relationships with media and members.
- Developing and maintaining media contact lists.
- Developing media pitches and articles to support IHLS members and staff.
- Create and post content on social media platforms, engage with members, and analyze the results of their campaigns.

Serve as a resource for staff by:

- Drafting, critiquing, or editing correspondence, documents, and presentation materials created by IHLS staff.
- Making presentations and trainings for colleagues on communications-related topics as needed.
- Publishes memos when needed.
- Provides monthly written reports to be presented or shared at board meetings.
- Collaborates with and assists the Marketing Administrator as needed, performing their duties in their absence.
- Leads and facilitates the Communications Team and the Proofing Team.

As the administrator of IHLS advocacy efforts:

- Establishes, evaluates, and oversees cause-advocacy plans in support of IHLS members.
- Creates advocacy communications for a variety of relevant platforms and key audiences.
- Establishes and maintains cooperative relationships with regional, state, and national library advocacy and initiatives as an advocate for members.
- Assists the Marketing Administrator in brand-advocacy efforts.
- Leads ad-hoc advocacy teams to address relevant issues.

As the administrator of Member communications:

- Provides marketing and communications consultation to members.
- Plans and coordinates the biweekly IHLS newsletter.
- Oversees the maintenance of the IHLS grants database.
- Coordinates, prepares, and posts content for publication on the IHLS website.

Supervised by: Executive Director

Supervises: None

Minimum Education and Experience:

- Bachelor's degree in communications (or a similar field) or equivalent work experience 2:1 or 8 years; master's degree strongly preferred
- Three (3) years of experience writing and editing.
- Experience with advocacy and social media advocacy is preferred.
- Experience creating content for libraries or similar organizations is preferred.
- Experience with developing and implementing social media plans.
- Experience with email marketing automation software preferred.

Licenses or Certifications Required: Valid driver's license.

Knowledge, Skills, and Abilities Required:

- Knowledge of media production, communication, and dissemination techniques and methods.
- Knowledge of the structure and content of the English language, including the meaning and spelling of words, rules of composition, and grammar.
- Knowledge and experience in graphic design theory and application.
- Ability to communicate effectively in writing as appropriate for the needs of the audience.
- Knowledge of website platforms and developing website content.
- Knowledge of principles and processes for providing customer service, including customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.
- Ability to work in an organization that embraces customer service.
- Ability to use a computer and Microsoft applications such as Word, Excel, PowerPoint, Canva, Facebook, and Twitter.
- Ability to prioritize work.
- Ability to work independently and as part of a team.
- Ability to establish and maintain effective working relationships with other IHLS employees, staff from member libraries, and the media.
- Ability to be timely in responding to requests.

Communications and Advocacy Administrator (continued)

- Ability to be flexible, to use time wisely, and to perform duties in a professional manner.
- Willingness to help others accomplish their objectives.
- Ability to demonstrate a positive attitude towards coworkers, member libraries and job duties.
- Ability to revise written work, judiciously implementing criticism from coworkers.
- Ability to travel as required.

Knowledge, Skills, and Abilities Preferred:

- Ability to build and run courses with an online learning management system (LMS), such as Canvas or Moodle.
- Ability to identify and fill personal knowledge gaps independently.
- Facility with providing constructive criticism on written work.
- Skills with audio- and video-editing software.
- Familiarity with basic html coding.

Working Conditions:

Work is usually performed in an office environment. Some evening and weekend work will be required, with occasional overnight travel.

Telecommuting:

This position allows for occasional and regular telecommuting.

Physical Requirements:

- Primarily sedentary work, but also requires standing, walking, stooping, or crouching, kneeling, crawling, reaching, pushing, grasping, lifting, feeling, hearing, and talking.
- Requires the ability to exert up to 20 pounds of force occasionally to lift, carry, push, pull or otherwise move objects.
- Clarity of vision at 20 inches or less with the ability to adjust the eye to bring objects into sharp focus, clarity of vision at 20 or more feet, and the ability to distinguish colors.
- Prolonged use of a computer with continuous sitting.

This job description is not intended to imply that the duties identified above are the only duties to be performed by employee(s) in this position. Employees may be required to perform other job duties as requested, subject to applicable state and federal laws. This job description or certain job functions described herein may be subject to modification in accordance with applicable state and federal laws.

Employee (Print Name)

Employee Signature

Date

Supervisor (Print Name)

Supervisor Signature

Date

Approved June 2023



Illinois Heartland Library System

Job Description

Position Title: Marketing Administrator

FLSA: Exempt

Location: Edwardsville

Employee Type: Full-Time

Pay Type: Salary

Fiscal Classification: Other Professional

Salary Grade: 7

Summary:

The Marketing Administrator will create and maintain all marketing content for Illinois Heartland Library System staff members, as well as support some communication and membership tasks for the organization. As part of the communications team the coordinator will be responsible for supporting the mission of IHLS. This person will also assist in membership efforts with outreach and advocacy projects and provide beneficial information for stakeholders on the IHLS website.

Essential Duties & Responsibilities:

- Create marketing promotions with communications team.
- Compile lists describing our organization's offerings.
- Manage media platforms for member library interaction.
- Develop and manage promotional materials inventory.
- Organize company functions, trade shows, and major events.
- Build brand awareness and positioning.
- Evaluate, establish, and maintain a marketing strategy.
- Direct, plan and coordinate marketing efforts.
- Develop each marketing campaign from start to finish.
- Research demand for the organization's products and services.
- Evaluate service provision competitors.
- Evaluate current IHLS website for proper content and layout for future revision.
- Contribute to social media and public relation efforts.
- Create consistent informational content for stakeholders.

Supervised by: Executive Director

Minimum Education and Experience:

- Minimum 2 years of experience in marketing
- Bachelor's Degree in Marketing, Business or similar
- Experience working in a library environment required
- Established or created content for libraries strongly preferred
- PCM® - Digital Marketing (Professional Certified Marketer - Digital Marketing) or DMP (Digital Marketing Professional) certification preferred

Licenses or Certifications Required:

- Valid driver's license or other accommodations for travel.

Knowledge, Skills, and Abilities Required:

- Experience building marketing programs and reporting on the results
- Exposure to digital and direct response marketing
- Knowledge of social media platforms
- Competence as a creative writer with an eye for great emails and landing pages
- Strong project management skills
- Strong problem-solving ability, including metrics-driven thinking
- Knowledge of principles and processes for providing customer services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.
- Ability to use computer and software such as Word, Excel, and Power Point.
- Good oral and written communication skills for the purpose of explaining, persuading and negotiating.
- Ability to work in an organization that is customer service focused.
- Ability to establish and maintain effective working relationships with staff, the board, governmental representatives, and member libraries.
- Ability to maintain efficiency while performing duties in a professional manner.
- Willingness to help others accomplish their objectives.
- Ability to travel as required.

Working Conditions:

Work is usually performed in an office environment. Some evening and weekend work will be required, with occasional overnight travel.

Telecommuting:

This position allows for occasional and regular telecommuting.

Physical Requirements:

- Primarily sedentary work, but also requires standing, walking, stooping or crouching, kneeling, crawling, reaching, pushing, grasping, lifting, feeling, hearing and talking.
- Requires the ability to exert up to 20 pounds of force occasionally to lift, carry, push, pull or otherwise move objects.
- Clarity of vision at 20 inches or less with the ability to adjust the eye to bring objects into sharp focus, clarity of vision at 20 or more feet.
- Prolonged use of a computer with continuous sitting.

This job description is not intended to imply that the duties identified above are the only duties to be performed by employee(s) in this position. Employees may be required to perform other job duties as requested, subject to applicable state and federal laws. This job description or certain job functions described herein may be subject to modification in accordance with applicable state and federal laws.

Marketing Administrator (continued)

Employee (Print Name)

Employee Signature

Date

Supervisor (Print Name)

Supervisor Signature

Date

Approved January 2019
Revised April 2021
Revised January 2022
Revised October 2022



Illinois Heartland Library System

Job Description

Position Title: Marketing Coordinator

FLSA: Exempt

Location: Edwardsville

Employee Type: Full-Time

Pay Type: Salary

Fiscal Classification: Other Professional

Salary Grade: 7

Summary:

The Marketing Coordinator will create and maintain all marketing content for Illinois Heartland Library System staff members, as well as support some communication and membership tasks for the organization. As part of the communications team the coordinator will be responsible for supporting the mission of IHLS. This person will also assist in membership efforts with outreach and advocacy projects and provide beneficial information for stakeholders on the IHLS website.

Essential Duties & Responsibilities:

- Create marketing promotions with communications team.
- Compile lists describing our organization's offerings.
- Manage media platforms for member library interaction.
- Develop and manage promotional materials inventory.
- Organize company functions, trade shows, and major events.
- Build brand awareness and positioning.
- Evaluate, establish, and maintain a marketing strategy.
- Direct, plan and coordinate marketing efforts.
- Develop each marketing campaign from start to finish.
- Research demand for the organization's products and services.
- Evaluate service provision competitors.
- Evaluate current IHLS website for proper content and layout for future revision.
- Contribute to social media and public relation efforts.
- Create consistent informational content for stakeholders.

Supervised by: Executive Director

Minimum Education and Experience:

- Minimum 2 years of experience in marketing
- Bachelor's Degree in Marketing, Business or similar
- Experience working in a library environment required
- Established or created content for libraries strongly preferred
- PCM® - Digital Marketing (Professional Certified Marketer - Digital Marketing) or DMP (Digital Marketing Professional) certification preferred

Licenses or Certifications Required:

- Valid driver's license or other accommodations for travel.

Knowledge, Skills, and Abilities Required:

- Experience building marketing programs and reporting on the results
- Exposure to digital and direct response marketing
- Knowledge of social media platforms
- Competence as a creative writer with an eye for great emails and landing pages
- Strong project management skills
- Strong problem-solving ability, including metrics-driven thinking
- Knowledge of principles and processes for providing customer services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.
- Ability to use computer and software such as Word, Excel, and Power Point.
- Good oral and written communication skills for the purpose of explaining, persuading and negotiating.
- Ability to work in an organization that is customer service focused.
- Ability to establish and maintain effective working relationships with staff, the board, governmental representatives, and member libraries.
- Ability to maintain efficiency while performing duties in a professional manner.
- Willingness to help others accomplish their objectives.
- Ability to travel as required.

Working Conditions:

Work is usually performed in an office environment. Some evening and weekend work will be required, with occasional overnight travel.

Telecommuting:

This position allows for occasional and regular telecommuting.

Physical Requirements:

- Primarily sedentary work, but also requires standing, walking, stooping or crouching, kneeling, crawling, reaching, pushing, grasping, lifting, feeling, hearing and talking.
- Requires the ability to exert up to 20 pounds of force occasionally to lift, carry, push, pull or otherwise move objects.
- Clarity of vision at 20 inches or less with the ability to adjust the eye to bring objects into sharp focus, clarity of vision at 20 or more feet.
- Must be able to concentrate on detailed information over an extended period.
- Prolonged use of a computer with continuous sitting.

This job description is not intended to imply that the duties identified above are the only duties to be performed by employee(s) in this position. Employees may be required to perform other job duties as requested, subject to applicable state and federal laws. This job description or certain job functions described herein may be subject to modification in accordance with applicable state and federal laws.

Employee (Print Name)

Employee Signature

Date

Supervisor (Print Name)

Supervisor Signature

Date

**Approved January 2019
Revised April 2021
Revised January 2022**



Illinois Heartland Library System

Job Description

Position Title: **Associate Director**

FLSA: Exempt

Location: Carbondale

Employee Type: Full-time

Pay Type: Salaried

Fiscal Classification: Library Professional

Salary Grade: 16

Summary:

The Associate Director is responsible for managing all departments and functions that directly affect System membership and those who are responsible for projects funded by grants and delivery operations. This position oversees system work as it pertains to membership and development. Must also be available to board committees or the board of directors to present and discuss membership and policy issues.

The Associate Director is part of the Leadership Team which participates in establishing strategic directions as well as goals and objectives for IHLS.

Essential Duties & Responsibilities:

- Provide support to the Executive Director and the Leadership Team in the management of library system issues.
- Establish and implement departmental goals, objectives, and procedures.
- Monitor processes to ensure accurate statistical and empirical data as it pertains to membership.
- Identify and apply for grants that support System goals and objectives.
- Oversee the development and monitoring of budgets for grant funded programs and projects.
- Review financial information, activity reports, and other performance data to measure productivity and goal achievement and to determine areas needing cost reduction and/or program improvement.
- Ensure that timely and accurate information is disseminated for the benefit of Member Libraries.
- With the Membership Services Staff
 - Contact libraries when a change in directorship has taken place to review membership criteria and system services.
 - Make Site visits, as needed, to libraries.
 - Monitor completion of annual reporting and grant applications of libraries.
 - Promote System Membership with interested groups.
 - Act as staff liaison in the development and activities of the Networking groups.
- Provide Advocacy Tools for libraries

Associate Director (continued)

- Review member compliance with membership criteria outlined in the Illinois Administrative Code and make recommendations to the Board on changes of membership status.
- Participate in regional and statewide organizations that support library development.

Supervised by: Executive Director

Supervises: Operations Director, SHARE Director, and Public Library Liaison

Minimum Education and Experience:

- Master's Degree in Library Science
- Three (3) years' experience working in libraries in an administrative capacity.
- Experience working in or with different types of libraries is required.

Licenses or Certifications Required: Valid driver's license or other accommodations for travel.

Knowledge, Skills, and Abilities Required:

- Knowledge of business and management principles involved in strategic planning, resource allocation, human resources concepts, leadership technique, production methods, and coordination of people and resources
- Knowledge of principles and processes for providing customer services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.
- Ability to use logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions, or approaches to problems.
- Ability to monitor and assess performance of self, other individuals, and working teams to make improvements or take corrective action.
- Knowledge of the principles and procedures of professional library work including methods and practices.
- Comprehensive knowledge of IHLS membership criteria.
- Knowledge of principles and processes for providing customer services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.
- Ability to use computers and software such as Word, Excel, and Power Point.
- Good oral and written communication skills for the purpose of explaining, persuading, and negotiating.
- Ability to work in an organization that embraces customer service.
- Ability to establish and maintain effective working relationships with staff, the board, governmental representatives, and member libraries.
- Ability to be flexible, to use time wisely and to perform duties in a professional manner.
- Willingness to help others accomplish their objectives.
- Ability to demonstrate a positive attitude towards co-workers, member libraries and job duties.
- Ability to travel as required.

Working Conditions:

Work is usually performed in an office environment. Some evening and weekend work will be required with occasional overnight travel.

Telecommuting:

This position allows for occasional or regular telecommuting.

Physical Requirements:

- Primarily sedentary work, but also requires standing, walking, stooping or crouching, kneeling, crawling, reaching, pushing, grasping, lifting, feeling, hearing and talking.
- Requires the ability to exert up to 20 pounds of force occasionally to lift, carry, push, pull or otherwise move objects.
- Clarity of vision at 20 inches or less with the ability to adjust the eye to bring objects into sharp focus, clarity of vision at 20 or more feet.
- Must be able to concentrate on detailed information over an extended period.
- Prolonged use of a computer with continuous sitting.

This job description is not intended to imply that the duties identified above are the only duties to be performed by employee(s) in this position. Employees may be required to perform other job duties as requested, subject to applicable state and federal laws. This job description or certain job functions described herein may be subject to modification in accordance with applicable state and federal laws.

Employee (Print Name)

Employee Signature

Date

Supervisor (Print Name)

Supervisor Signature

Date

Approved 2013
Revised June 2014
Revised April 2021



Illinois Heartland Library System

Job Description

Position Title: Project Coordinator

FLSA: Exempt

Location: Edwardsville, Carbondale

Employee Type: Full-time

Pay Type: Salaried

Fiscal Classification: Other Professional

Salary Classification: 8

Summary:

The primary function of a project coordinator is to make sure projects are organized and stay on track. The project coordinator key responsibilities will typically involve maintaining project documentation, such as plans and reports; assigning tasks and controlling schedules; communicating the project's progress to team members and other stakeholders; and managing the project's budget.

Duties & Responsibilities:

- Participate in project design meetings and propose improvements if necessary
- Evaluate potential problems, technical hitches and develop solutions
- Plan and manage team goals, project schedules and new information
- Supervise current projects and coordinate all team members to keep workflow on track
- Manage project-related paperwork by ensuring all necessary materials are current, properly filed and stored
- Direct project correspondences by preparing and reviewing project proposals, memos, meeting minutes and emails
- Communicate with IHLS employees to identify and define project requirements, scope and objectives
- Adhere to budget by monitoring expenses and implementing cost-saving measures
- Assist with grant reporting
- Maintain a good working relationship with the project director

Supervised by: Associate Director

Supervises: None

Minimum Education and Experience:

- Bachelors in Business Administration or related field
- PMP / PRINCE2 certification is a plus
- Minimum of 2 years of experience

Licenses or Certifications Required: Valid driver's license.

Knowledge, Skills, and Abilities Required:

- Preparing presentations to update senior management on the project's progress and showcase the project's value.
- Ability to communicate effectively in writing as appropriate for the needs of the audience.
- Proven work experience as a Project Coordinator or similar role successfully managing multiple projects simultaneously.
- Experience in project management, from conception to delivery
- An ability to prepare and interpret flowcharts, schedules and step-by-step action plans
- Solid organizational skills, including multitasking and time-management
- Strong client-facing and teamwork skills
- Hands-on experience with project management tools (e.g., Basecamp or Trello)
- Knowledge of principles and processes for providing customer service including customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.
- Ability to work in an organization that embraces customer service.
- Ability to use a computer and Microsoft applications such as Word, Excel, Power Point, Planner, Project, and Microsoft Teams.
- Ability to prioritize work.
- Ability to work independently and as part of a team.
- Ability to be timely in responding to requests.
- Ability to be flexible, to use time wisely and to perform duties in a professional manner.
- Willingness to help others accomplish their objectives.
- Ability to demonstrate a positive attitude towards co-workers, member libraries and job duties.
- Ability to travel as required.

Working Conditions:

Work is usually performed in an office environment. Some evening and weekend work will be required, with occasional overnight travel.

Telecommuting:

This position allows for occasional and regular telecommuting.

Physical Requirements:

- Primarily sedentary work, but also requires standing, walking, stooping, or crouching, kneeling, crawling, reaching, pushing, grasping, lifting, feeling, hearing, and talking.
- Requires the ability to exert up to 20 pounds of force occasionally to lift, carry, push, pull or otherwise move objects.
- Clarity of vision at 20 inches or less with the ability to adjust the eye to bring objects into sharp focus, clarity of vision at 20 or more feet, and the ability to distinguish colors.
- Must be able to concentrate on detailed information over an extended period.
- Prolonged use of a computer with continuous sitting.

This job description is not intended to imply that the duties identified above are the only duties to be performed by employee(s) in this position. Employees may be required to perform other job

Project Coordinator (continued)

duties as requested, subject to applicable state and federal laws. This job description or certain job functions described herein may be subject to modification in accordance with applicable state and federal laws.

Employee (Print Name)

Employee Signature

Date

Supervisor (Print Name)

Supervisor Signature

Date

Approved June 2022



Illinois Heartland Library System

Job Description

Position Title: **Membership Continuing Education Library Liaison**

FLSA: Exempt

Location: All

Employee Type: Full-time

Pay Type: Salaried

Fiscal Classification: Library Professional

Salary Grade: 9

Summary:

The Membership Coordinator works as part of the Membership Services Team to collect accurate information regarding member libraries and to provide support for the multitype libraries that comprise IHLS. This position involves a significant amount of data collection on what trainings our member libraries would like to attend. A special focus of this position is work with professional library associations, Directors University, the Illinois State Library, and other Illinois Library companies and associates to create a continuing education offering that meet all of our multi type library needs.

Essential Duties & Responsibilities:

As part of the Membership Services Team:

- Exhibits Knowledge of the governance documents for Illinois libraries, such as Illinois Library Laws and Rules, and Linking for Learning.
- Maintains ongoing contact with member libraries, answering questions about continuing education services, assessing development needs, and offering assistance.
- Identifies issues of importance to members and examines opportunities for assistance and support.
- Facilitates continuing education programs and events offered through IHLS and is the administrator of the IHLS learning system for member libraries.
- Tracks and records significant data on the needs of continuing education as it pertains to IHLS member libraries.
- Assesses and develops professional development opportunities for member libraries.
- Works with other IHLS Departments to improve and enhance member experience among all member libraries.
- Promotes IHLS networking and professional development opportunities with member libraries.
- Works closing with communication and marketing to create awareness of continuing education programs offered by IHLS through campaigns, newsletters, and online and social media avenues.
- Maintains proficient computer skills for creating and maintaining databases and publications.
- Participates in networking events throughout the system.

**This position will work out of the Carbondale, Champaign, or Edwardsville Office

Membership Coordinator/School Library Liaison (continued)

- Is involved in regional, statewide, and national initiatives as a voice for IHLS in educational needs of our member libraries.
- Encourages libraries to be advocates for their library and programs that benefit their library.

Supervised by: Associate Director

Supervises: N/A

Minimum Education and Experience:

- MSLIS with licensure preferred.
- Three (3) years' experience working in libraries.
- Experience working in or with different types of libraries is preferred.

Licenses or Certifications Required: Valid driver's license or other accommodations for travel.

Knowledge, Skills, and Abilities Required:

- Knowledge of the multi-facets of school librarianship, including Planning and Learning, Library Administration, Leadership and Creating a Learning Environment.
- Knowledge of principles and processes for providing customer services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.
- Ability to use logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.
- Ability to monitor and assess performance of self, other individuals, and working teams to make improvements or take corrective action.
- Knowledge of the principles and procedures of professional library work including methods and practices.
- Knowledge of principles and processes for providing customer services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.
- Ability to use computers and software such as Word, Excel, and Power Point.
- Good oral and written communication skills for the purpose of explaining, persuading and negotiating.
- Ability to work in an organization that embraces customer service.
- Ability to establish and maintain effective working relationships with staff, the board, governmental representatives, and member libraries.
- Ability to be flexible, to use time wisely and to perform duties in a professional manner.
- Willingness to help others accomplish their objectives.
- Ability to demonstrate a positive attitude towards co-workers, member libraries and job duties.
- Ability to travel as required.

Working Conditions:

Work is usually performed in an office environment. Some evening and weekend work will be required, with occasional overnight travel.

Telecommuting:

This position allows for occasional or regular telecommuting.

Physical Effort:

Membership Coordinator/School Library Liaison (continued)

- Primarily sedentary work, but also requires standing, walking, stooping, or crouching, kneeling, crawling, reaching, pushing, grasping, lifting, feeling, hearing and talking.
- Requires the ability to exert up to 20 pounds of force occasionally to lift, carry, push, pull or otherwise move objects.
- Clarity of vision at 20 inches or less with the ability to adjust the eye to bring objects into sharp focus, clarity of vision at 20 or more feet.
- Prolonged use of a computer with continuous sitting.

This job description is not intended to imply that the duties identified above are the only duties to be performed by employee(s) in this position. Employees may be required to perform other job duties as requested, subject to applicable state and federal laws. This job description or certain job functions described herein may be subject to modification in accordance with applicable state and federal laws.

Employee (Print Name)

Employee Signature

Date

Supervisor (Print Name)

Supervisor Signature

Date

Approved October 2017
Revised April 2021
Revised August 2022



Illinois Heartland Library System

Job Description

Position Title: **Membership Coordinator/School Library Liaison**

FLSA: Exempt

Location: All

Employee Type: Full-time

Pay Type: Salaried

Fiscal Classification: Library Professional

Salary Grade: 9

Summary:

The Membership Coordinator works as part of the Membership Services Team to collect accurate information regarding member libraries and to provide support for the multitype libraries that comprise IHLS. This position involves a significant amount of networking and interaction with IHLS member libraries. A special focus of this position is work with school districts and schools that are members of IHLS.

Essential Duties & Responsibilities:

As part of the Membership Services Team:

- Exhibits Knowledge of the governance documents for Illinois libraries, such as Illinois Library Laws and Rules, and Linking for Learning.
- Has comprehensive knowledge of IHLS membership criteria.
- Maintains ongoing contact with member libraries, answering questions about services, assessing development needs, and offering assistance.
- Visits member libraries to discuss IHLS services and provide onsite professional support.
- Responds to requests for information about membership and follows through with site visits where appropriate.
- Identifies issues of importance to members and examines opportunities for assistance and support.
- Monitors annual tasks required of IHLS libraries including certification and per capita grants.
- Tracks and records significant data as it pertains to IHLS member libraries.
- Assesses and develops professional development opportunities for member libraries.
- Works with other IHLS Departments to improve and enhance member engagement among school libraries.
- Promotes IHLS networking and professional development opportunities with member libraries.
- Participates in networking events throughout the system.
- Facilitates relationship building among IHLS school libraries.
- Is involved in regional, statewide, and national initiatives as a voice for IHLS school libraries.
- Tracks legal and legislative issues that impact school libraries.

**This position will work out of the Carbondale, Champaign, or Edwardsville Office

- Encourages libraries to be advocates for their library and programs that benefit their library.

Supervised by: Associate Director

Supervises: N/A

Minimum Education and Experience:

- MSLIS with licensure preferred.
- Three (3) years' experience working in school libraries.
- Experience working in or with different types of libraries is preferred.

Licenses or Certifications Required: Valid driver's license or other accommodations for travel.

Knowledge, Skills, and Abilities Required:

- Knowledge of the multi-facets of school librarianship, including Planning and Learning, Library Administration, Leadership and Creating a Learning Environment.
- Knowledge of principles and processes for providing customer services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.
- Ability to use logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.
- Ability to monitor and assess performance of self, other individuals, and working teams to make improvements or take corrective action.
- Knowledge of the principles and procedures of professional library work including methods and practices.
- Knowledge of principles and processes for providing customer services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.
- Ability to use computers and software such as Word, Excel, and Power Point.
- Good oral and written communication skills for the purpose of explaining, persuading and negotiating.
- Ability to work in an organization that embraces customer service.
- Ability to establish and maintain effective working relationships with staff, the board, governmental representatives, and member libraries.
- Ability to be flexible, to use time wisely and to perform duties in a professional manner.
- Willingness to help others accomplish their objectives.
- Ability to demonstrate a positive attitude towards co-workers, member libraries and job duties.
- Ability to travel as required.

Working Conditions:

Work is usually performed in an office environment. Some evening and weekend work will be required, with occasional overnight travel.

Telecommuting:

This position allows for occasional or regular telecommuting.

Physical Effort:

- Primarily sedentary work, but also requires standing, walking, stooping, or crouching, kneeling, crawling, reaching, pushing, grasping, lifting, feeling, hearing and talking.

Membership Coordinator/School Library Liaison (continued)

- Requires the ability to exert up to 20 pounds of force occasionally to lift, carry, push, pull or otherwise move objects.
- Clarity of vision at 20 inches or less with the ability to adjust the eye to bring objects into sharp focus, clarity of vision at 20 or more feet.
- Prolonged use of a computer with continuous sitting.

This job description is not intended to imply that the duties identified above are the only duties to be performed by employee(s) in this position. Employees may be required to perform other job duties as requested, subject to applicable state and federal laws. This job description or certain job functions described herein may be subject to modification in accordance with applicable state and federal laws.

Employee (Print Name)

Employee Signature

Date

Supervisor (Print Name)

Supervisor Signature

Date

Approved October 2017
Revised April 2021



Illinois Heartland Library System

Job Description

Position Title: Membership Coordinator/Public Library Liaison

FLSA: Exempt

Location: All

Employee Type: Full-time

Pay Type: Salaried

Fiscal Classification: Library Professional

Salary Grade: 9

Summary:

The Membership Coordinator works as part of the Membership Services Team to collect accurate information regarding member libraries and to provide support for the multitype libraries that comprise IHLS. This position also involves a significant amount of networking and interaction with IHLS member libraries. A special focus of this position is working with public libraries that are members of IHLS and their trustees.

Essential Duties & Responsibilities:

- Exhibits Knowledge of the governance documents for Illinois libraries such as Illinois Library Laws and Rules and Serving Our Public.
- Has comprehensive knowledge of IHLS membership criteria.
- Maintains ongoing contact with member libraries, answering questions about services, assessing development needs, and offering assistance.
- Visits member libraries to discuss IHLS services and provide onsite professional support.
- Responds to requests for information about membership and follows through with site visits where appropriate.
- Identifies issues of importance to members and examines opportunities for assistance and support.
- Monitors annual tasks required of IHLS libraries including certification, Public Library Annual Reports, non-residents fee surveys and others as they arise.
- Tracks and records significant data as it pertains to IHLS member libraries.
- Assesses and develops professional development opportunities for member libraries.
- Works with other IHLS Departments to improve and enhance member engagement.
- Promotes IHLS networking and professional development opportunities with member libraries.
- Participates in networking events throughout the system.
- Facilitates relationship building among IHLS libraries.
- Is involved in regional, statewide, and national initiatives as a voice for IHLS libraries.
- Tracks legal and legislative issues that impact libraries.
- Encourages libraries to be advocates for their library and programs that benefit their library.

Supervised by: Associate Director

**This position will work out of the Carbondale, Champaign, or Edwardsville Office

Supervises: N/A

Minimum Education and Experience:

- MLS and 3 years of library administrative experience or equivalent work experience 2:1 or 12 years
- Three (3) years of experience working in libraries in an administrative capacity.
- Experience working in or with different types of libraries is preferred.

Licenses or Certifications Required: Valid driver's license or other accommodations for travel.

Knowledge, Skills, and Abilities Required:

- Knowledge of business and management principles involved in strategic planning, resource allocation, human resources concepts, leadership technique, production methods, and coordination of people and resources.
- Knowledge of principles and processes for providing customer services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.
- Ability to use logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions, or approaches to problems.
- Ability to monitor and assess performance of self, other individuals, and working teams to make improvements or take corrective action.
- Knowledge of the principles and procedures of professional library work including methods and practices.
- Knowledge of principles and processes for providing customer services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.
- Ability to use computers and software such as Word, Excel, and Power Point.
- Good oral and written communication skills for the purpose of explaining, persuading and negotiating.
- Ability to work in an organization that embraces customer service.
- Ability to establish and maintain effective working relationships with staff, the board, governmental representatives, and member libraries.
- Ability to be flexible, to use time wisely and to perform duties in a professional manner.
- Willingness to help others accomplish their objectives.
- Ability to demonstrate a positive attitude towards co-workers, member libraries and job duties.
- Ability to travel as required.

Working Conditions:

Work is usually performed in an office environment. Some evening and weekend work will be required, with occasional overnight travel.

Telecommuting:

This position allows for occasional or regular telecommuting.

Physical Requirements:

- Primarily sedentary work, but also requires standing, walking, stooping, or crouching, kneeling, crawling, reaching, pushing, grasping, lifting, feeling, hearing, and talking.

Membership Coordinator/ Public Library Liaison (continued)

- Requires the ability to exert up to 20 pounds of force occasionally to lift, carry, push, pull or otherwise move objects.
- Clarity of vision at 20 inches or less with the ability to adjust the eye to bring objects into sharp focus, clarity of vision at 20 or more feet.
- Prolonged use of a computer with continuous sitting.

This job description is not intended to imply that the duties identified above are the only duties to be performed by employee(s) in this position. Employees may be required to perform other job duties as requested, subject to applicable state and federal laws. This job description or certain job functions described herein may be subject to modification in accordance with applicable state and federal laws.

Employee (Print Name)

Employee Signature

Date

Supervisor (Print Name)

Supervisor Signature

Date

Approved October 2017
Revised April 2021



Illinois Heartland Library System

Job Description

Position Title: **Operations Coordinator**

FLSA: Nonexempt

Location: Carbondale

Employee Type: Full-time

Pay Type: Hourly

Financial Classification: Support Services

Salary Grade: 7

Summary:

The Operations Coordinator facilitates the timely distribution of library materials through the effective management of team members and work schedules. They clear any impediments that may slow down their team's progress on a project and set the timelines on which products will be delivered. Is also responsible for the maintenance of the facility, vehicle maintenance, and repairs, and serves as landlord contact for building operations.

Essential Duties & Responsibilities:

Administrative Duties:

- Develop constructive and cooperative working relationships with IHLS staff.
- Develop communications and have them sent to be proofed by the IHLS proofing team.
- Contribute to writing standard operating procedures (SOPs) for operational tasks.
- Manage help desk ticket resolution and member communications.

Driver Operation Responsibilities:

- Analyze workflow, recommend process changes, and assist in implementing changes.
- Create Driver schedules, to ensure items are delivered within the required timeframe to meet delivery obligations.
- Plan work assignments and equipment allocations to meet transportation and operations goals. May be necessary to fill-in for Driver and Sorter roles, as needed.

Supervisor Duties:

- Conduct employee reviews and recommend and implement measures to improve employee motivation and, equipment performance, work methods, and customer services.
- Attend supervisor meetings.
- Apply knowledge of the principles and practices of human resources, including such functions as payroll processing, hiring practices, and new employee training, and continued learning for existing employees, and maintaining employee relations. Follow all state and federal employment laws. (this is already listed on OC)
- Enforce safety rules and regulations per OSHA guidelines, workers compensation, IHLS protocol, and any applicable state and federal guidelines.

Operations Coordinator (continued)

- Partner with member libraries, contractors, or other IHLS personnel to ensure effective communication.
- Monitor operations to ensure that it is being performed properly and to ensure maximum efficiency.
- Develop and implement transportation, safety processes, and IHLS procedures for team.
- Explain and demonstrate work tasks to new workers or assign training tasks to experienced staff.
- Prepare, compile, and submit reports on work activities, operations, production, or work-related accidents.
- Schedule repairs or preventive maintenance of vehicles, facilities, and other equipment.
- Develop or monitor daily and monthly statistics.

Supervised by: Delivery and Facilities Director

Supervises: Courier Drivers, Sorters

Minimum Education and Experience:

- High School Diploma or GED
- Three (3) years supervisory experience
- 3 years delivery experience preferred.
- Experience driving a van or other large vehicle is preferred.

Licenses or Certifications Required: Valid driver's license.

Knowledge, Skills, and Abilities Required:

- Knowledge of principles and methods for moving materials by vans or trucks.
- Knowledge of principles and processes for providing customer services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.
- Knowledge of business and management principles involved in planning, resources allocation, human resources modeling, leadership technique, production methods, and coordination of people and resources.
- Knowledge of how to use a personal computer and proficient use of Microsoft Office programs.
- Good knowledge of custodial operations, building maintenance, and repair requirements.
- Knowledge and understanding of the rules of the road for operating a vehicle in Illinois.
- Ability to operate automotive equipment safely and efficiently.
- Ability to develop and maintain records.
- Ability to understand and follow oral and written instructions.
- Ability to establish and maintain effective working relationships with other employees, public officials, and member libraries.
- Ability to work in an organization that embraces customer service.
- Ability to analyze internal processes and recommend and implement procedural changes to improve operations.
- Ability to use logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions, or approaches to problems.
- Ability to be flexible, to use time wisely, and to perform duties in a professional manner.
- Willingness to promote teamwork.
- Ability to demonstrate a positive attitude towards co-workers, member libraries, and vendors.

Operations Coordinator (continued)

- Ability to travel as required.

Working Conditions:

Work is primarily in an office environment or a distribution center environment. May also be required to drive and deliver library materials in all types of weather.

Telecommuting:

This position allows for occasional and regular telecommuting.

Physical Requirements:

- This position requires both active and sedentary work. It requires standing, walking, stooping or crouching, kneeling, crawling, reaching, pushing, grasping, lifting, feeling, hearing and talking.
- Requires the ability to exert up to 40 pounds of force occasionally to lift, carry, push, pull or otherwise move objects, including but not limited to books, tubs, or bags of library materials.
- Clarity of vision at 20 inches or less with the ability to adjust the eye to bring objects into sharp focus as well as clarity of vision at 20 or more feet.
- As part of your responsibilities, you may need to transport tubs containing books and other materials weighing up to 40 pounds. This involves moving the tubs approximately 50 feet. On an average day, you'll handle 50 tubs, each of which needs to be loaded and unloaded four separate times at various locations.
- Prolonged use of a computer with continuous sitting.

This job description is not intended to imply that the duties identified above are the only duties to be performed by employee(s) in this position. Employees may be required to perform other job duties as requested, subject to applicable state and federal laws. This job description or certain job functions described herein may be subject to modification in accordance with applicable state and federal laws.

Employee (Print Name)

Employee Signature

Date

Supervisor (Print Name)

Supervisor Signature

Date

Approved January 2023
Revised April 2024



Illinois Heartland Library System

Job Description

Position Title: **Operations Manager**

FLSA: Exempt

Location: Edwardsville, Champaign

Employee Type: Full-time

Pay Type: Salaried

Financial Classification: Other Professional

Salary Grade: 10

Summary:

The Operations Manager facilitates the timely distribution of library materials through the effective management of team members and work schedules. They clear any impediments that may slow down their team's progress on a project and set the timelines on which products will be delivered. Is also responsible for the maintenance of the facility, vehicle maintenance and repairs, and custodial operations.

Essential Duties & Responsibilities:

Administrative Duties

- Develop constructive and cooperative working relationships with IHLS staff.
- Develop communications and have them sent to be proofed by the IHLS proofing team.
- Contribute to writing standard operating procedures (SOPs) for operational tasks.
- Manage help desk ticket resolution and member communications.
- Plan work assignments and equipment allocations to meet transportation and operations goals.

Driver Operation Responsibilities

- Analyze workflow, recommend process changes, and assist in implementing changes.
- Create Driver schedules, to ensure items are delivered within the required timeframe to meet delivery obligations.
- Schedule and prepare on-demand deliveries each week.
- May be necessary to fill-in for Driver and Sorter roles, as needed.

Supervisor Duties

- Conduct employee reviews and recommend and implement measures to improve employee motivation and, equipment performance, work methods, and customer services.
- Attend supervisor meetings.
- Apply knowledge of the principles and practices of human resources, including such functions as payroll processing, hiring practices, and new employee training, and continued learning for existing employees, and maintaining employee relations. Follow all state and federal employment laws.

Operations Manager (continued)

- Enforce safety rules and regulations per OSHA guidelines, workers compensation, IHLS protocol, and any applicable state and federal guidelines.
- Partner with member libraries, contractors, or other IHLS personnel to ensure effective communication.
- Monitor operations to ensure that it is being performed properly and to ensure maximum efficiency.
- Develop and implement transportation, safety processes, and IHLS procedures for team.
- Explain and demonstrate work tasks to new workers or assign training tasks to experienced staff.
- Prepare, compile, and submit reports on work activities, operations, production, or work-related accidents.
- Develop or monitor daily and monthly statistics.

Facilities Maintenance Duties

- Oversee construction and renovation projects to improve efficiency and to ensure that facilities meet environmental, health, and security standards, and comply with government regulations.
- Monitor the facility to ensure that it remains safe, secure, and well-maintained.
- Oversee and schedule the maintenance and repair of machinery, equipment, electrical, and mechanical systems.
- Obtain Quotes from Vendors as required in the procurement process
- Purchases needed services, supplies and equipment.

Supervised by: Delivery and Facilities Director

Supervises: Courier Drivers, Sorters, Delivery Coordinator, ILDS Coordinator

Minimum Education and Experience:

- Bachelor's Degree or equivalent work experience 2:1 or 8 years
- Three (3) years supervisory experience
- 3 years delivery experience preferred.
- Experience driving a van or other large vehicle is preferred.

Licenses or Certifications Required: Valid driver's license.

Knowledge, Skills, and Abilities Required:

- Knowledge of principles and methods for moving materials by vans or trucks.
- Knowledge of principles and processes for providing customer services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.
- Knowledge of business and management principles involved in planning, resources allocation, human resources modeling, leadership technique, production methods, and coordination of people and resources.
- Knowledge of how to use a personal computer and proficient use of Microsoft Office programs.
- Good knowledge of custodial operations, building maintenance, and repair requirements.
- Knowledge and understanding of the rules of the road for operating a vehicle in Illinois.
- Ability to operate automotive equipment safely and efficiently.
- Ability develop and maintain keep records.
- Ability to understand and follow oral and written instructions.

Operations Manager (continued)

- Ability to establish and maintain effective working relationships with other employees, public officials, and member libraries.
- Ability to work in an organization that embraces customer service.
- Recommend and implement measures to improve employee motivation, equipment performance, work methods, and customer services. Ability to use logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions, or approaches to problems.
- Ability to be flexible, to use time wisely, and to perform duties in a professional manner.
- Willingness to promote teamwork.
- Ability to demonstrate a positive attitude towards co-workers, member libraries, and vendors.
- Ability to travel as required.

Working Conditions:

Work is primarily in an office environment or a distribution center environment. May also be required to drive and deliver library materials in all types of weather.

Telecommuting:

This position allows for occasional and regular telecommuting.

Physical Requirements:

- This position requires both active and sedentary work. It requires standing, walking, stooping or crouching, kneeling, crawling, reaching, pushing, grasping, lifting, feeling, hearing and talking.
- Requires the ability to exert up to 40 pounds of force occasionally to lift, carry, push, pull or otherwise move objects, including but not limited to books, tubs, or bags of library materials.
- Clarity of vision at 20 inches or less with the ability to adjust the eye to bring objects into sharp focus as well as clarity of vision at 20 or more feet.
- As part of your responsibilities, you may need to transport tubs containing books and other materials weighing up to 40 pounds. This involves moving the tubs approximately 50 feet. On an average day, you'll handle 50 tubs, each of which needs to be loaded and unloaded four separate times at various locations.
- Prolonged use of a computer with continuous sitting.

This job description is not intended to imply that the duties identified above are the only duties to be performed by employee(s) in this position. Employees may be required to perform other job duties as requested, subject to applicable state and federal laws. This job description or certain job functions described herein may be subject to modification in accordance with applicable state and federal laws.

Employee (Print Name)

Employee Signature

Date

Operations Manager (continued)

Supervisor (Print Name)

Supervisor Signature

Date

**Approved June 2012
Revised September 2014
Revised June 2016
Revised April 2021
Revised April 2024**



Illinois Heartland Library System

Job Description

Position Title: SHARE Cataloger

FLSA: Exempt

Location: All

Employee Type: Full-time

Pay Type: Salaried

Fiscal Classification: Library Professional

Salary Grade: 7

Summary:

The SHARE Cataloger performs original and copy cataloging, database maintenance, authority control, and provides training and support for libraries. This position also resolves cataloging problems, provides advice, conducts training and presentations, and provides information on best practices and policies in cataloging. This is accomplished by keeping current on relevant programs and services that enhance the ability of library staff to provide quality information to patrons effectively and efficiently.

Essential Duties and Responsibilities:

Administrative Duties

- Develop constructive and cooperative working relationships with internal staff, staff from libraries, and other relevant community leaders.
- Keep records of actions taken for libraries.
- Provide accurate and timely information in a language and format that is easily understood by library staff and colleagues.
- Consult with libraries to resolve cataloging and database problems, report trends in bibliographic services, answer questions, transmit information, and discuss options for handling library materials.

SHARE Cataloger Duties

- Perform original and complex cataloging of all formats of library materials to facilitate their identification, access, and use.
- Interpret and apply Resource Description and Access (RDA), Library of Congress Subject Headings (LCSH), Dewey Decimal Classification (DDC), Library of Congress Classification (LCC), and OCLC's Bibliographic Formats and Standards in cataloging and classifying library materials.
- Develop and deliver presentations to library staff and others on cataloging concepts and best practices.
- Perform database maintenance for bibliographic records and holdings records.
- May create Name Authority Cooperative (NACO) authority records.

SHARE Cataloger (continued)

- Load Machine-Readable Cataloging (MARC) record files or export MARC records for member libraries and communicate necessary changes.

Supervised by: SHARE Cataloging Supervisor

Supervises: None

Minimum Education and Experiences:

- MLS degree from an ALA accredited library school with coursework in cataloging, or at least five years of experience in original and copy cataloging preferred.
- Five years of experience in classification of all formats of library material using Resource Description and Access (RDA), Dewey Decimal and Library of Congress classifications, LC subject headings (LCSH), and MARC records highly preferred.
- Experience with computerized cataloging databases and experience in OCLC Connexion preferred.
- Experience with training and presenting, in-person or online, preferred.

Licenses or Certifications Required: Valid driver's license or the ability to travel.

Knowledge, Skills, and Abilities Required:

- Good working knowledge of the principles and procedures of professional library work including methods, practices, and techniques of library cataloging and classification.
- Excellent knowledge of computerized cataloging.
- Excellent knowledge of standard bibliographic sources and verification tools.
- Good knowledge of professional library theories, issues, and trends.
- Effective presentation skills.
- Good oral and written communication skills.
- Ability to establish and maintain effective working relationships with IHLS staff and staff from other libraries.
- Ability to provide quality customer service, making sure that the customer's needs are understood and met.
- Ability to work in an organization that embraces customer service.
- Ability to use a computer and Microsoft applications such as Word and Excel.
- Ability to be timely in responding to requests.
- Ability to be flexible, to use time wisely, and to perform duties in a professional manner.
- Willingness to help others accomplish their objectives.
- Ability to demonstrate a positive attitude towards co-workers and library staff.
- Ability to travel as required.
- Ability to work independently in a remote environment.

Working Conditions:

Work is usually performed in an office environment. Some evening and weekend work may be required, with occasional overnight travel.

Telecommuting:

This position allows for occasional and regular telecommuting.

Physical Effort:

- Primarily sedentary work, but also requires standing, walking, stooping, or crouching, kneeling, crawling, reaching, pushing, grasping, lifting, feeling, hearing, and talking.
- Requires the ability to exert up to 20 pounds of force occasionally to lift, carry, push, pull, or otherwise move objects.
- Clarity of vision at 20 inches or less with the ability to adjust the eye to bring objects into sharp focus, clarity of vision at 20 or more feet, and the ability to distinguish colors.
- Prolonged use of a computer with continuous sitting.

This job description is not intended to imply that the duties identified above are the only duties to be performed by employee(s) in this position. Employees may be required to perform other job duties as requested, subject to applicable state and federal laws. This job description or certain job functions described herein may be subject to modification in accordance with applicable state and federal laws.

Employee (Print Name)

Employee Signature

Date

Supervisor (Print Name)

Supervisor Signature

Date

Approved June 2012
Revised June 2014
Revised April 2021
Revised September 2021
Revised February 2022
Revised September 2024



Illinois Heartland Library System

Job Description

Position Title: SHARE Cataloging Assistant

FLSA: Non-exempt

Location: All

Employee Type: Full-time

Pay Type: Salaried

Fiscal Classification: Support Services

Salary Grade: 4

Summary:

The SHARE Cataloging Assistant completes copy cataloging for the Express Cataloging Program based on current standards and performs database maintenance and authority control. The Cataloging Assistant provides limited support for SHARE members and assists in resolving cataloging problems and maintaining the online catalog.

Essential Duties & Responsibilities:

Administrative Duties

- Provides accurate and timely information in a language and format that is easily understood by members and colleagues.

Cataloging Duties

- Completes copy cataloging for SHARE members in the Express Cataloging program.
- Maintain the integrity of the bibliographic database through the addition, deletion, and editing of bibliographic and item records.
- Interpret and apply Library of Congress Subject Headings, Dewey Decimal and Library of Congress Classification Systems, AACR2, RDA, and OCLC Bibliographic Formats and Standards in cataloging and classifying library materials.
- Maintain authority records and perform needed authority work in the database.
- May assist in providing training and inventory support to new SHARE members.

Supervised by: SHARE Cataloging Supervisor

Supervises: None

Minimum Education and Experience:

- Library Technical Assistant degree, applicable certification, or successful completion of cataloging class or equivalent experience.
- At least two years of experience in copy cataloging and classification of library material preferred.
- Experience with computerized cataloging databases.

Licenses or Certifications Required: Valid driver's license or ability to travel.

Knowledge, Skills, and Abilities Required:

- Knowledge of the principles and procedures of professional library work including methods, practices, and techniques of library copy cataloging and classification.
- Knowledge of computerized cataloging, bibliographic and circulation system databases.
- Knowledge of standard bibliographic sources, bibliographic form and verification tools.
- Some knowledge of professional library theories, issues, and trends.
- Good written and oral communications skills.
- Ability to provide quality customer service, making sure that the customer's needs are understood and met.
- Ability to work in an organization that embraces customer service.
- Ability to use a computer and Microsoft applications such as Word and Excel.
- Ability to be flexible, to use time wisely and to perform duties in a professional manner.
- Willingness to help others accomplish their objectives.
- Ability to demonstrate a positive attitude towards co-workers and library staff.
- Ability to travel as required.

Working Conditions:

Work is usually performed in an office environment. Some evening and weekend work will be required, with occasional overnight travel.

Telecommuting:

This position allows for occasional telecommuting.

Physical Requirements:

- Primarily sedentary work, but also requires standing, walking, stooping or crouching, kneeling, crawling, reaching, pushing, grasping, lifting, feeling, hearing and talking.
- Requires the ability to exert up to 20 pounds of force occasionally lift, carry, push, pull, or otherwise move objects.
- Clarity of vision at 20 inches or less with the ability to adjust the eye to bring objects into sharp focus, clarity of vision at 20 or more feet, and the ability to distinguish colors.
- Prolonged use of a computer with continuous sitting.

This job description is not intended to imply that the duties identified above are the only duties to be performed by employee(s) in this position. Employees may be required to perform other job duties as requested, subject to applicable state and federal laws. This job description or certain job functions described herein may be subject to modification in accordance with applicable state and federal laws.

Employee (Print Name)

Employee Signature

Date

SHARE Cataloging Assistant (continued)

Supervisor (Print Name)

Supervisor Signature

Date

**Approved June 2012
Revised June 2014
Revised April 2021
Revised September 2024**



Illinois Heartland Library System

Job Description

Position Title: SHARE Cataloging Supervisor

FLSA: Exempt

Location: All

Employee Type: Full-time

Pay Type: Salaried

Fiscal Classification: Library Professional

Salary Grade: 8

Summary: The SHARE Cataloging Supervisor performs original cataloging, database maintenance, authority control, and inventory support for libraries. This position also resolves cataloging problems, provides advice, offers training and presentations, and provides information on best practices and up-to-date policies in cataloging. The SHARE Cataloging Supervisor will supervise and plan the work of cataloging staff and interns, provide advanced cataloging training, and assist in the training of new SHARE member catalogers and barcoders.

Essential Duties & Responsibilities:

Administrative Duties

- Develop constructive and cooperative working relationships with internal staff, staff from libraries, and other relevant community leaders.
- Keep records of inquiries, complaints, comments, and actions taken for library staff.
- Provides accurate and timely information in a language and format that is easily understood by members and colleagues.
- May prepare statistical reports in coordination with the SHARE Bibliographic Services Manager.
- Consult with libraries to resolve cataloging and database problems, report trends in bibliographic services, answer questions, and discuss options for handling library materials.

Cataloging Duties

- Approximately 50% of time will be spent on cataloging and complex database cleanup.
- Performs original and complex cataloging of all formats of library materials to facilitate their identification, access, and use.
- Maintain the integrity of the bibliographic database through the addition, deletion, and editing of bibliographic and item records, as well as authority control.
- Interpret and apply Library of Congress Subject Headings, Dewey Decimal and Library of Congress Classification Systems, Resource Description and Access (RDA), and OCLC's Bibliographic Formats and Standards in cataloging and classifying library materials.

Training Duties

- Approximately 20% of time will be spent on training and presentations.
- Provide updates to cataloging standards to member libraries.
- Present training programs and workshops to library staff and others, including training on more advanced concepts and classification systems.
- Oversee catalogers in training.
- Write and maintain cataloging policies and manuals in conjunction with the SHARE Bibliographic Services Manager.

Supervisory Duties

- Approximately 30% of time will be spent combined on supervision and Administrative duties.
- Hire, train, supervise, and evaluate SHARE Bibliographic Services staff and interns.
- Coordinate work and projects for SHARE Bibliographic Services staff and interns.
- Review activity reports and other performance data to measure productivity and goal achievement in conjunction with the SHARE Bibliographic Services Manager.
- Facilitate special projects.

Supervised by: SHARE Bibliographic Services Manager

Supervises: SHARE Catalogers, SHARE Cataloging Assistant, SHARE Cataloging Interns

Minimum Education and Experience:

- MLS from an ALA-accredited library school and three years of professional cataloging experience, or 10 years of experience in original and copy cataloging.
- Experience cataloging in OCLC Connexion Client required.
- Experience cataloging in Polaris highly preferred.
- Library administration or supervisory experience is preferred.

Licenses or Certifications Required: Valid driver's license or ability to travel.

Knowledge, Skills, and Abilities Required:

- Excellent knowledge of the principles and procedures of professional library work including methods, practices, techniques of library cataloging and classification.
- Excellent knowledge of standard bibliographic sources, bibliographic forms, and verification tools.
- Excellent knowledge of computerized cataloging, bibliographic and circulation system databases.
- Excellent knowledge of principles and methods for curriculum and training design, teaching, and evaluation for individuals and groups.
- Knowledge of professional library theories, issues, and trends.
- Knowledge of current library technologies.
- Ability to provide quality customer service, making sure that the customer's needs are understood and met.
- Ability to set goals and meet deadlines.
- Ability to analyze internal processes and recommend and implement procedural changes to improve operations.
- Ability to work in an organization that embraces customer service.

SHARE Cataloging Supervisor (continued)

- Ability to use logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions, or approaches to problems.
- Ability to use a computer and Microsoft applications such as Word and Excel.
- Ability to be timely in responding to requests.
- Ability to perform detail-oriented tasks.
- Ability to be flexible, use time wisely, and perform professional duties.
- Willingness to help others accomplish their objectives.
- Ability to demonstrate a positive attitude towards co-workers and library staff.
- Ability to travel as required.

Working Conditions:

Work is usually performed in an office environment. Some evening and weekend work will be required, with occasional overnight travel.

Telecommuting:

This position allows for occasional and regular telecommuting.

Physical Effort:

- Primarily sedentary work, but also requires standing, walking, stooping, or crouching, kneeling, crawling, reaching, pushing, grasping, lifting, feeling, hearing, writing, and talking.
- Clarity of vision at 20 inches or less with the ability to adjust the eye to bring objects into sharp focus, clarity of vision at 20 or more feet, and the ability to distinguish colors.
- Prolonged use of a computer with continuous sitting.

This job description is not intended to imply that the duties identified above are the only duties to be performed by employee(s) in this position. Employees may be required to perform other job duties as requested, subject to applicable state and federal laws. This job description or certain job functions described herein may be subject to modification in accordance with applicable state and federal laws.

Employee (Print Name)

Employee Signature

Date

Supervisor (Print Name)

Supervisor Signature

Date

Approved June 2012
Revised June 2014
Revised April 2021
Revised February 2022

SHARE Cataloging Supervisor (continued)

Revised September 2024



Illinois Heartland Library System

Job Description

Position Title: SHARE Training Cataloger

FLSA: Exempt

Location: All

Employee Type: Full-time

Pay Type: Salaried

Fiscal Classification: Library Professional

Salary Grade: 8

Summary: The SHARE Training Cataloger performs original cataloging, database maintenance, authority control, and inventory support for libraries. This position also resolves cataloging problems, provides advice, offers training and presentations, and provides information on best practices and up-to-date policies in cataloging. This is accomplished by keeping current on relevant programs and services. The SHARE Training Cataloger will create and provide advanced cataloging training and assist in the training of new SHARE member catalogers and barcoders.

Essential Duties & Responsibilities:

Administrative Duties

- Approximately 20% of time will be spent on administrative duties.
- Develop constructive and cooperative working relationships with internal staff, staff from libraries, and other relevant community leaders.
- Keep records of inquiries, complaints, comments, and actions taken for library staff.
- Provides accurate and timely information in a language and format that is easily understood by members and colleagues.
- May prepare statistical reports.
- Consult with libraries to resolve cataloging and database problems, report trends in bibliographic services, answer questions, and discuss options for handling library materials.

Cataloging Duties

- Approximately 40% of time will be spent on cataloging and database cleanup.
- Performs original and complex cataloging of all formats of library materials to facilitate their identification, access, and use.
- Maintain the integrity of the bibliographic database through the addition, deletion, and editing of bibliographic and item records, as well as authority control.
- Interpret and apply Library of Congress Subject Headings, Dewey Decimal and Library of Congress Classification Systems, Resource Description and Access (RDA), and OCLC's Bibliographic Formats and Standards in cataloging and classifying library materials.

Training Duties

- Approximately 40% of time will be spent on training and presentations.
- Trains SHARE members and SHARE cataloging staff on cataloging and updates to cataloging standards.
- Develop training programs and workshops for library staff and others, including training on more advanced concepts and classification systems.
- In conjunction with the SHARE Bibliographic Services Manager, helps oversee the SHARE training program for both new catalogers and new SHARE members.
- Write and maintain cataloging policies and manuals in conjunction with the SHARE Bibliographic Services Manager

Supervised by: SHARE Bibliographic Services Manager

Supervises: None

Minimum Education and Experience:

- MLS from an ALA-accredited library school and three years of professional cataloging experience, or 10 years of experience in original and copy cataloging.
- Experience cataloging in OCLC Connexion Client required.
- Experience cataloging in Polaris highly preferred.

Licenses or Certifications Required: Valid driver's license or the ability to travel.

Knowledge, Skills, and Abilities Required:

- Excellent knowledge of the principles and procedures of professional library work including methods, practices, techniques of library cataloging and classification.
- Excellent knowledge of standard bibliographic sources, bibliographic forms, and verification tools.
- Excellent knowledge of computerized cataloging, bibliographic and circulation system databases.
- Excellent knowledge of principles and methods for curriculum and training design, teaching, and evaluation for individuals and groups.
- Knowledge of professional library theories, issues, and trends.
- Knowledge of current library technologies.
- Ability to provide quality customer service, making sure that the customer's needs are understood and met.
- Ability to set goals and meet deadlines.
- Ability to analyze internal processes and recommend and implement procedural changes to improve operations.
- Ability to work in an organization that embraces customer service.
- Ability to use logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions, or approaches to problems.
- Ability to use a computer and Microsoft applications such as Word and Excel.
- Ability to be timely in responding to requests.
- Ability to perform detail-oriented tasks.
- Ability to be flexible, to use time wisely, and to perform duties in a professional manner.
- Willingness to help others accomplish their objectives.

- Ability to demonstrate a positive attitude towards co-workers and library staff.
- Ability to travel as required.

Working Conditions:

Work is usually performed in an office environment. Some evening and weekend work will be required, with occasional overnight travel.

Telecommuting:

This position allows for occasional and regular telecommuting.

Physical Effort:

- Primarily sedentary work, but also requires standing, walking, stooping, or crouching, kneeling, crawling, reaching, pushing, grasping, lifting, feeling, hearing, writing, and talking.
- Clarity of vision at 20 inches or less with the ability to adjust the eye to bring objects into sharp focus, clarity of vision at 20 or more feet, and the ability to distinguish colors.
- Prolonged use of a computer with continuous sitting.

This job description is not intended to imply that the duties identified above are the only duties to be performed by employee(s) in this position. Employees may be required to perform other job duties as requested, subject to applicable state and federal laws. This job description or certain job functions described herein may be subject to modification in accordance with applicable state and federal laws.

Employee (Print Name)

Employee Signature

Date

Supervisor (Print Name)

Supervisor Signature

Date

Approved June 2012
Revised June 2014
Revised April 2021
Revised February 2022
Revised September 2024