



**Bucks County Free Library  
Job Description**

**Job Title:** Program Leader

**Job Classification:** Library Assistant

**Department Name:** Branch

**Reports To:** Children’s Services Manager

**Date Prepared:** October 2022

**Approved By:** Chief Executive Officer

**POSITION SUMMARY:** Drawing from a curated selection of educational activities provided by the library, plans and conducts regularly scheduled story times, play times, and other participatory experiences for young children (up to age 6) and their families. Generally conducts two programs lasting up to one hour per session every scheduled work day.

Maintains library calendar listings and distributes or posts other promotional content for scheduled programs using community calendars or social media. Performs set-up and breakdown of indoor and outdoor programming spaces. Tracks, compiles, and submits attendance statistics, program evaluation forms, and surveys. Screens, supervises, schedules, and evaluates programming volunteers, including adults and teens. Participates in planning for and assists with large events and initiatives hosted by the library. When not scheduled to deliver programs, provides customer help and library services in the branch. This is a non-exempt bargaining unit position.

**MINIMUM EDUCATION, EXPERIENCE, AND REQUIREMENTS:**

- Associate’s degree in a related field required, such as elementary, early childhood, or special education, child development, recreation, or arts education
- One year related experience working directly with groups of children
- Must have current driver’s license, insurance, and own transportation or ability to travel among many library sites
- Applicant must provide on date of hire the following three required clearances: PA State Police Criminal Record Check; PA Child Abuse History Clearance; and FBI fingerprint-based background check.

## **SCOPE OF RESPONSIBILITY:**

**Supervisory Responsibility:** May guide the work of other staff or volunteers.

**Supervision Received:** Work is assigned and performed under general supervision with little functional guidance, following established procedures. Situations are rarely referred to a supervisor unless a change to policy or procedure is involved.

**Customer Satisfaction and Service:** Understands and communicates moderately complex information and identifies and resolves routine problems to ensure that customer satisfaction and service are maintained through daily interaction with internal and external contacts.

**Decision Making Impact:** Productivity or actions affect the work of others in the immediate work group or several customers.

**Communication Type:** Interaction requires moderate tact and cooperation, such as scheduling and coordinating multiple priorities and responding to questions which require some research to provide the correct answer.

**Communication Level:** Level of contact is primarily with library users, co-workers, and supervisors.

**Complexity:** Work is generally well defined with clearly stated directions, but involves some non-routine or unusual assignments that may require the use of new approaches or occasional independent judgment.

**Budget Responsibility:** Keeps budget records, including cash receipts, but is not responsible for authorizing expenditures.

## **REPRESENTATIVE ESSENTIAL DUTIES AND RESPONSIBILITIES:**

- Works closely with the direct supervisor and other staff to meet priorities and deadlines within the framework of the library's strategic plan goals, standards, policies, procedures, and guidelines.
- Drawing from a curated selection of educational activities provided by the library, plans and conducts regularly schedule story times, play times, and other participatory experiences for young children (up to age 6) and their families. Programs may take place at the library or offsite.
- Generally conducts two programs lasting up to one hour per session every scheduled work day.
- Maintains library calendar listings and distributes or posts other promotional content for scheduled programs using community calendars or social media.
- Manages and maintains program supplies. Performs set-up and breakdown of indoor and outdoor programming spaces.
- Tracks, compiles, and submits attendance statistics, program evaluation forms, and surveys.

- Working with library managers or children's services colleagues, recruits, screens, supervises, schedules, and evaluates programming volunteers, including adults and teens. Conducts volunteer orientation and training.
- Participates in planning for and assists with large events and initiatives hosted by the library, such as the summer reading program, community fairs, outreach events, and library card registration drives.
- Helps library users find and check out library material. Teaches children and their families how to use library technology and access the library's resources.
- Creates and maintains book displays, information displays, and interactive activities in the public areas of the library.
- Maintains the orderliness and safety of individual and shared staff work areas.
- Monitors public areas and library user behavior, and takes steps necessary to ensure and maintain safety and an appropriate environment.
- Communicates, interprets, and explains the library's goals, standards, policies, procedures, and guidelines to staff and the public.
- Coordinates projects and activities with other staff.
- Develops and maintains constructive and cooperative working relationships with senior management, co-workers, staff, community members, and outside groups.
- Provides information to supervisors, co-workers, and staff by telephone, e-mail, or in person.
- Attends and participates in meetings and training sessions. Engages in professional development activities, such as taking continuing education classes and attending or participating in conferences, workshops, professional meetings, and associations.
- Serves as a participant or leader of internal or external committees or teams.
- Stays on the forefront of library advances and trends in areas of specialization.
- Makes recommendations for improvements and implementation of new services.
- Maintains regular and dependable personal attendance and punctuality.
- Assumes other duties and projects as assigned.

#### **REPRESENTATIVE KNOWLEDGE, SKILLS AND ABILITIES:**

- Knowledge of standard practices for providing customer service in libraries, including needs assessment, meeting quality standards, and evaluating customer satisfaction.
- Knowledge of the philosophy and objectives of public library service and the principles and methods used in library system operations.
- Knowledge of methods of promotion of services and programs in the community to achieve library of objectives.
- Knowledge of theories of infant, child, and adolescent learning and development and their application to library services.
- Knowledge of the needs and interests of parents, caregivers, and other adults who use library resources and services.
- Knowledge of current trends in reading, public library collections, and the publishing industry.
- Knowledge of personal computer hardware and software and library information systems.
- Knowledge of administrative and clerical procedures and systems, such as word processing, spreadsheet, and database programs.

- Coordination skills. Ability to adjust actions as needed in relation to others' actions or changing conditions.
- Judgment and decision making skills. Ability to consider and anticipate the relative costs, benefits, and possible consequences of an action.
- Active listening skills, such as giving full attention to what others are saying, taking time to understand key points, asking questions, and listening without unnecessary interruption.
- Time management skills, including the ability to manage the time of others.
- Ability to apply critical thinking skills such as logic and inductive or deductive reasoning to analyze problems, identify alternative solutions, and implement plans in support of goals.
- Social skills. Awareness and understanding of others' reactions.
- Ability to speak clearly and identify and understand the speech of others.
- Ability to clearly communicate information and ideas in writing and speaking in English so that others with differing knowledge, skills, abilities, education, and experience will understand.
- Ability to read, listen to, and understand complex information in English.
- Ability to consistently arrange things or actions in a certain order or pattern according to a specific set of rules.
- Manual dexterity, including the ability to move the hand, the hand together with the arm, or two hands to grasp or manipulate objects.
- Ability to shift back and forth between two or more activities or sources of information, such as viewing, touching, listening, and speaking.
- Ability to make fast, simple, repeated movements of the fingers, hands and wrists.
- Selective attention. Ability to concentrate on a task over a period of time without being distracted.
- Ability to see details at close range (within a few feet of the observer).

**PHYSICAL DEMANDS:**

On the road and outdoors up to 75-80% of work time depending on the season. Limited access to restroom facilities depending on the venue.

Amount of time spent on the following physical activities. Definitions below indicate the frequency of occurrence.

*None – The person does not perform this activity.*

*Occasionally – The person does the activity up to 33% of the time.*

*Frequently – The person does the activity 34% to 66% of the time.*

*Continuously – The person does the activity 67% to 100% of the time.*

<u>Activity</u>	<u>None</u>	<u>Occasionally</u>	<u>Frequently</u>	<u>Continuously</u>
Standing	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Walking	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sitting	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Repetitive Hand Motion	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Reaching/Working Overhead	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Climbing or balancing	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Stooping, kneeling, crouching or crawling	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Does this job require that weight be lifted or force be exerted?  Yes  No  
 If so, how much and how often? Check the appropriate boxes below.

<u>Activity</u>	<u>None</u>	<u>Occasionally</u>	<u>Frequently</u>	<u>Continuously</u>
Up to 10 lbs.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Up to 25 lbs.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Up to 50 lbs.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Up to 100 lbs.(force exerted)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
More than 100 lbs. (force exerted)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**SIGNATURE**

I have read and have been given an opportunity to ask questions regarding this job description.

I also understand that this job description does not constitute an implied or expressed contract for employment with Bucks County Free Library. I understand that this job description does not contain all of the responsibilities that I may be asked to carry out while employed with Bucks County Free Library and that I will perform other duties that are assigned to me to the best of my abilities.

I agree to accept the responsibilities and duties as outlined.

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Date