

Assistant Librarian

**Position:** Fixed term (Parental leave cover)  
12 hours per week

- 5 hours on Sundays
- 7 hours on Wednesdays (negotiable)

**Contract/Grade:** Grade 5 salary range \$42,513 to \$50,015

### INTRODUCTION

Christchurch Polytechnic Institute of Technology (CPIT), the largest South Island Polytechnic and one of Canterbury's three major tertiary institutions, is located in the centre of Christchurch city with an additional campus in Opawa. Emphasis is on "applied" learning where theoretical education is combined with a hands-on approach. CPIT prides itself on the emphasis it places on excellence - such as the increasing number of teaching awards it attracts and its achievement of high levels of recognition in educational audits - and on the many diverse and dynamic partnerships it has with industry, the community and a wide range of interest groups in the city.

CPIT welcomes approximately 25,000 student enrolments each year including both full and part-time, domestic and international, professional, paraprofessional and trades focussed. Students and staff of a myriad nationalities attend throughout the year during the day, evening or weekend. Te Wānaka o Ōtautahi provides a place of belonging for those wanting to engage in te ao Māori or Fale Pasifika.

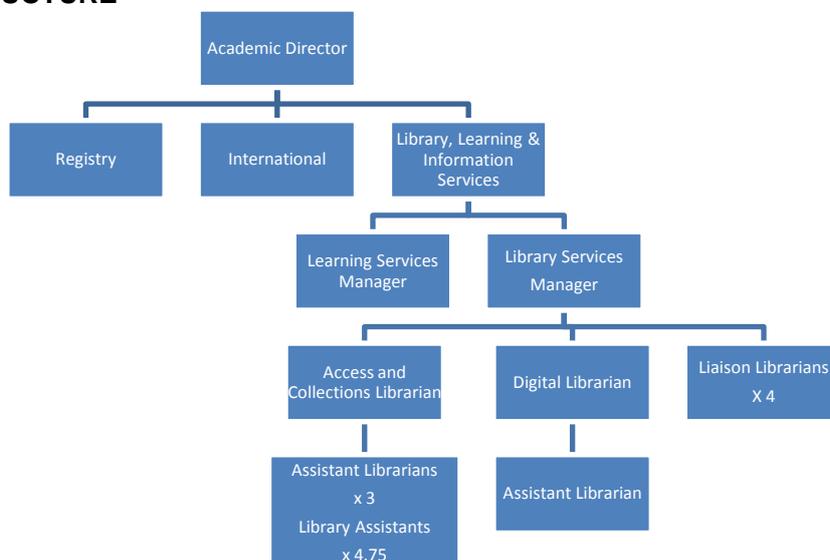
Over 1500 staff teach and support learning in vocational programmes and courses across a comprehensive range of career and subject areas at varying levels from foundation to degrees, graduate diplomas, diplomas and certificates to short term modules and courses customised for business, industry or special interest clients.

A challenging and exciting education environment demanding responsiveness to the diverse needs of students, employers and our region makes CPIT a dynamic and engaging place in which to work.

### FACULTY AND SCHOOL INTRO

Library, Learning and Information Services (LLIS) is located within the Academic Division. The Academic Division works in partnership with faculties and divisions to support CPIT's educational objectives and student success. Library Learning Services provides student-centered resources and services, which support the delivery of education and research at CPIT and promote independent and successful learning in an environment that values diversity and is accessible by all.

### ORGANISATION STRUCTURE



**PRIME FUNCTION/PURPOSE OF THE JOB**

The prime purpose of the Assistant Librarian (Access) is to facilitate access to Library information and collection resources that support and enhance teaching, learning and research for staff and students at CPIT. The Access and Collections Team are responsible for the acquisition, cataloguing and circulation of library resources.

**DELEGATED AUTHORITY AND RESPONSIBILITIES**

**Financial:** nil  
**Human Resources:** Delegation level 600 on the Human Resources Delegation Schedule.  
**Other:** nil

**PROFESSIONAL PROFILE**

ESSENTIAL	PREFERRED
<p><b>Education/Qualifications:</b></p> <ul style="list-style-type: none"> <li>• A relevant tertiary qualification</li> <li>• Professional library qualification</li> </ul>	<ul style="list-style-type: none"> <li>• A degree</li> </ul>
<p><b>Experience/Skills/Knowledge</b></p> <ul style="list-style-type: none"> <li>• Experience working in a library</li> <li>• An understanding of the principles of reference services and sources for information retrieval</li> <li>• An understanding of the principles and practices of collection development</li> <li>• Well developed conceptual, analytical and problem solving skills</li> <li>• Computing and web-based skills and familiarity with</li> <li>• current information technology applications</li> </ul>	<ul style="list-style-type: none"> <li>• Experience in a tertiary library</li> <li>• Experience in customer service industry</li> <li>• Familiarity with a range of Library Management Systems</li> </ul>
<p><b>Personal Attributes:</b></p> <ul style="list-style-type: none"> <li>• Ability to work in a team environment</li> <li>• An appreciation of the education and learning needs of staff and students in the Polytechnic environment</li> <li>• A customer focused philosophy of library and information work and the ability to relate to a diverse range of clients</li> </ul>	

KEY FUNCTIONAL RELATIONSHIPS	
<p><b>Internal</b></p> <ul style="list-style-type: none"> <li>• Library, Learning and Information Services colleagues</li> <li>• Staff and students of CPIT</li> </ul>	<p><b>External</b></p> <ul style="list-style-type: none"> <li>• Vendors</li> </ul>

KEY TASKS	EXPECTED RESULTS
<ul style="list-style-type: none"> <li>• Provide professional level expertise in all aspects of Access and Collections services and policies</li> <li>• Contribute to the delivery of interloans services</li> <li>• Deliver information services through rostered information desk duties (roster may include evenings and weekends)</li> <li>• Contribute to an effective team environment</li> <li>• Assist with lending and circulation tasks as required</li> <li>• Maintain knowledge and expertise relevant to Access and Collections Services</li> </ul>	<ul style="list-style-type: none"> <li>• Access and Collection services delivered are timely, appropriate and relevant</li> <li>• Safe working practices are observed</li> <li>• An active contribution is made to achieving the objectives of the Access and Collections Team and Library Learning and Information Services</li> <li>• Client feedback on services delivered is positive</li> <li>• Demonstrate enthusiasm for ongoing professional development</li> </ul>

## NOTES:

The successful applicant is required to commit to CPIT's staff profile which encompasses foci on students, learning and teaching, innovation, flexibility and continual learning, research, biculturalism, internationalization, disability awareness, environmental awareness and sustainability, health and safety and IT literacy.

All of the information provided above is intended to describe the general nature and level of work being performed. They are not intended to be construed as an exhaustive list of all responsibilities, duties and skills required of the position and incumbent. From time to time, the incumbent will be required to accept and carry out other relevant duties as assigned by the **Library Services Manager** or their delegate.

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## ADDITIONAL INFORMATION

### 1. Staff Appraisal

CPIT has in place a negotiated system of staff appraisal in relation to job performance, safe work practices, and the criteria outlined in the CPIT Employee Profile.

### 2. Professional Development

CPIT is a learning organisation where professional development is supported. Staff are asked to develop a professional development plan with their Manager and time is provided to achieve the plan.

### 3. CPIT Profile

For CPIT to develop and prosper, all staff are expected to demonstrate a range of skills, knowledge and attitudes that contribute positively to the organisation's fundamental purpose which is to provide quality learning for students. We have an integrated approach to defining, describing and developing a positive learning culture among staff and we align this approach at all levels to the mission, values, goals and strategic direction of the institution.

### 4. Health and Safety

Applicants for positions are asked to declare any relevant health related needs or issues on the Confidential Information form provided to Human Resources with your application for appointment. This information is not used for shortlisting but we do expect you to discuss your needs as part of the interview process or when accepting an offer of employment where this is relevant. Confidentiality is assured and applicants will not be differentiated on the basis of disabilities or health requirements unless these tender applicants unable to undertake the task requirements. Employees may be required to undertake a health check where baseline data is needed for specific positions e.g. a hearing test for those involved in engineering workshops.

### 5. Employment Terms and Conditions

Appointment is within the terms of employment law and the TIASA Collective Employment Agreement. For the first 30 days of employment CPIT is legally required to employ staff on the terms and conditions of the TIASA Collective Agreement which covers the position offered. If the staff member joins the TIASA union the terms of the collective document continue to apply; should he/she decide not to join the union, the staff member remains on an individual agreement and we may mutually agree to terms after the 30-day period expires. CPIT's Allied Staff Collective Employment Agreement (01 April 2007 — 31 March 2009) will be offered in the first instance. A job evaluation system is used to determine the grade and therefore the salary range for this position. It is usual to appoint at the lower end of the appointment range specified in the position description.

### 6. Equal Opportunities Employer

CPIT is committed to equality and diversity and makes a determined effort to develop an inclusive environment to achieve a balanced gender representation and increase the number of Maori and other under represented groups on staff. We are an active provider of opportunities for differently abled people and recognise that all staff, are not only our employees, but have multi faceted lives that from time to time may require flexibility from CPIT to assist in meeting their other commitments.

## APPLICATION DETAILS

Applications for appointment are accepted through our online application system.

**Applications Close  
27 November 2009**

*The standard application form provides the Institute with a common set of information about each candidate but applicants should not limit themselves to that form. Personal applications set out in the applicant's own style including a curriculum vitae and particular references to the job description and personal profile are welcomed. CPIT reserves the right not to appoint or to appoint by invitation in the event the recruitment process is deemed to be unsuccessful.*