

POSITION DESCRIPTION

POSITION TITLE	Community Librarian
DIRECTORATE – BUSINESS UNIT	Community Services – Community Hubs & Safety
LEVEL - IA	6 – Salaried
RESPONSIBLE TO	Coordinator Library Services

OUR VISION

Connected Communities, Valuing Nature and Creating our Future Together.

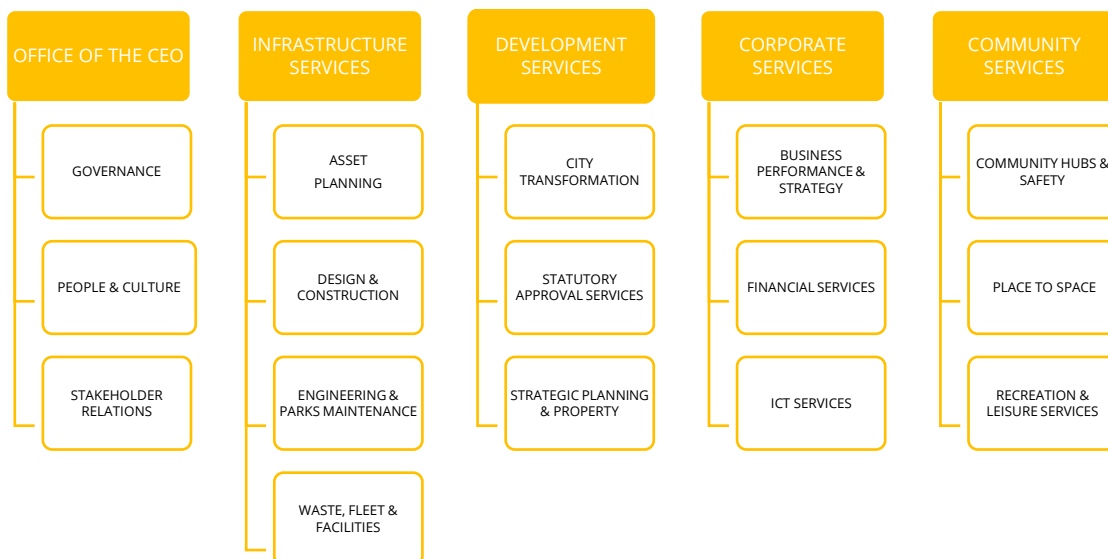
OUR SIMPLE GUIDING PRINCIPLES

Ensure everything we do will make Kalamunda socially, environmentally and economically sustainable.

OUR VALUES

- RESPECT** We treat everyone with dignity, fairness, and kindness—valuing diverse perspectives, listening with empathy, and fostering an inclusive environment where all voices are heard and appreciated.
- INTEGRITY** We act with honesty, transparency, and accountability—upholding ethical standards, taking responsibility for our actions, and consistently doing what is right, even when no one is watching.
- CARE** We build trust through empathy, honest feedback, and mutual support—creating a safe, respectful environment where people thrive and grow. We care enough to be candid, knowing that truth shared with compassion strengthens us all.
- HONESTY** We communicate truthfully and openly—building trust through transparency, owning our actions, and fostering a culture where integrity and authenticity guide every interaction.

ORGANISATIONAL STRUCTURE & FUNCTIONS



THE OVERALL OBJECTIVE OF THIS POSITION

Working in consultation with the Coordinator Library Services to effectively plan and provide a quality public library service working in accordance with council's standards to meet the needs of its residents.

KEY RESULT AREAS

LEADERSHIP

- Provide effective team management, ensuring team members are provided with high quality, regular and constructive feedback and development opportunities.
- Through strong communication skills and modelling desired behaviours, develop a positive and productive working environment.
- Demonstrated ability to remain at the forefront of public library trends and technological developments
- Experience implementing, promoting and evaluating new library programs and services.

OPERATIONAL PLANNING AND DEVELOPMENT

- Facilitate the delivery of public library services in accordance with relevant acts, regulations and laws.
- Ensure monitoring and implementation of the library branch budget and provision of monthly expenditure updates, noting any variances.
- Responsible for the preparation of statistical and informational reports as required.
- Effectively contribute to the strategic and operational planning within the Library Services section.
- Proven track record of utilising evidence-based practices to inform decision-making.

CUSTOMER SERVICE

- Respond promptly to internal and external enquiries regarding library resources, programs and activities.
- Liaise effectively with a diverse range of customers proactively seeking feedback to ensure needs and expectations are met.
- Proactively maintain and further foster excellence in customer service values and culture throughout the City, with a consistently positive image of the City being promoted to the community.
- Highly developed emotional intelligence and business acumen, including the ability to foster stakeholder engagement and develop community partnerships.
- Strong ethical behaviour.
- Enjoy working collaboratively with others to make things happen.
- Bullet points

WORKPLACE HEALTH AND SAFETY

- Employees must take reasonable care for their own health and safety and that of others who may be affected by their actions or omissions.
- Comply, so far as they are reasonably able, with any reasonable instruction given by the City to allow the City to comply with WHS laws.
- Cooperate with any reasonable policy or procedure of the City relating to health or safety at the workplace.

WORKPLACE COMPETENCY

Uphold the City's values of Respect, Integrity, Care and Honesty, and demonstrate behaviours that reflect the organisations values, supports cross functional teams and meets customer and organisational needs.

Employees are required to comply with the City's Code of Conduct, policies and procedures, and demonstrate behaviours consistent with organisational values at all times.

TRAINING/QUALIFICATION(S)

- Possession of tertiary qualification in Library and/or Information Management.
- Provision of a current Police clearance.
- Current Working with Children Check.

SELECTION CRITERIA

1. Experience in effective library team leadership.
2. Demonstrated knowledge of and experience in implementing and evaluating public library operations and trends.
3. Well-developed interpersonal written and verbal communication, public relation and conflict-resolution skills.
4. Competent in the management and monitoring of library budget and reporting library performance.
5. Demonstrated ability to ensure high standards of customer services is delivered by all team members.
6. Proficient in the use of Library Management Systems, Microsoft Office, social media, and experience in implementing new technologies.
7. Proven track record of utilising evidence-based practices to inform decision-making.
8. Proven efficient time management skills.

DIVERSITY

The City of Kalamunda is committed to and values the advantages and benefits that equity, diversity, and inclusion (EDI) brings to all its staff. The City seeks to integrate the principles of EDI throughout the organisation, to enrich our perspective, improve performance, increase community value, and enhance the probability of achievement of our goals and objectives.

DRIVERS LICENCE

1. Possession of a current 'C-A' (Automatic) or 'C' (Manual) class driver's licence allowing the holder to drive legally in Western Australia.

AGILITY

This position description reflects the City's requirements at a point in time and is subject to change. The City may modify this position description at any time, provided the skills, qualifications, competence and training remains within a reasonable range of the original position.

REVIEWED BY: Coordinator Library Services
DATE PD REVIEWED/APPROVED: 25 May 2026
