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Job Code	Title
A37113	<a href="#">Librarian</a>
A37114	<a href="#">Librarian/Senior</a>

## LIBRARIAN

### Job Family

#### Librarian

**A37113**

**DISTINGUISHING CHARACTERISTICS:** (A position is assigned to this class based on the scope and level of work performed as outlined below.)

Under general supervision, a full performance level professional Librarian requiring technical skill and knowledge in the field of library and information science. Coordinates the planning, delivery and evaluation of services of a functional area of the Library Commission. Represents the Library Commission with libraries, related agencies, organizations, and boards. Performs other duties as assigned.

The Librarian class is distinguished from the Senior Librarian class in that Librarian duties are more transactional, prescribed, and consistent than Senior Librarian Work. Librarians have responsibility for a functional area of the Commission. The Senior Librarian class reflects a broader scope, complexity, independence, and involves strategic planning, grant administration, and the overall administration of a significant program. Librarians provide a service to other libraries or external customers while Senior Librarians are responsible for the overall administration of a statewide program to assist Nebraska libraries to develop and implement new technology, programs or policies in a specialty area.

**EXAMPLES OF WORK:** (A position may not be assigned all the duties listed, nor do the listed examples include all the duties that may be assigned.)

Coordinates, promotes, and evaluates programs and/or services provided to Library Commission customers.

Identifies program, service goals, and objectives for unit assigned in a division.

Performs assigned work in an area of library and information science to support the Library Commission.

Serves as a resource for Library Commission customers.

May plan and conduct workshops, training activities, or other continuing education activities for Library Commission customers and staff.

Writes and reviews reports, studies and/or professional articles involving library science and special projects.

Participates as a member of various Library Commission teams and work groups.

May schedule, assign, oversee and review the work of support and/or professional staff; to include conducting performance evaluations.

**KNOWLEDGE, SKILLS, AND ABILITIES REQUIRED:** (These are needed to perform the work assigned.)

Knowledge of: Library science and information research; strategic planning; computer and internet operations; management principles; workshop and seminar planning; writing and editing reports, studies and professional articles; applicable state and federal statutes, funding and reporting requirements, key goals, objectives and performance measures of program areas and service units; scope and impact of library; operations and their relationships with program areas, service units, and agencies and organizations inside and outside the agency.

Skill in: Communicating effectively; planning, organizing, researching, and gathering information.

Ability to: Apply professional knowledge to set and meet goals, objectives and strategies to provide service for Nebraska Library Commission customers; communicate with library professionals and the public on library related services; interact with customers of varied educational levels to provide Nebraska Library Commission services; read and understand federal and state directives and regulations; give presentations; deliver training and workshops; and communicate effectively.

**MINIMUM QUALIFICATIONS:** (Applicants will be screened for possession of these qualifications. Applicants who need accommodation in the selection process should request this in advance.)

Master's degree in Library Science from an American Library Association Accredited program, OR at least three years' experience in professional library/information work.

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**Librarian/Senior**

**A37114**

**DISTINGUISHING CHARACTERISTICS:** (A position is assigned to this class based on the scope and level of work performed as outlined below.)

Under limited supervision, a professional Librarian responsible for the overall administration of a dynamic and statewide program on behalf of the Nebraska Library Commission which involves grant administration, strategic planning, assessment, consultation, and the research and application of best practices in administering the assigned program/programs with related libraries, agencies, organizations, and boards; performs related work as required.

Librarians provide a service to other libraries or external customers while Senior Librarians are responsible for the overall administration of a statewide program to assist Nebraska libraries to develop and implement new technology, programs or policies in a specialty area. The Librarian class is distinguished from the Senior Librarian class in that Librarian duties are more transactional, prescribed, and consistent than Senior Librarian Work. The Senior Librarian class is distinguished from the Librarian class based on utilizing a higher level of latitude, independent judgment and discretion in program administration, autonomy to set goals and strategic direction in program coordination, provides a broad level of consultative services to libraries, agencies, organizations and boards, provides research and consultation of products and services to address innovative library trends and customer service expectations, complexity and wide range of assigned program area, grant administration, and level of responsibility to serve in a leadership capacity on boards and/or committees outside the commission.

**EXAMPLES OF WORK:** (A position may not be assigned all the duties listed, nor do the listed examples include all the duties that may be assigned.)

Identifies program and service goals and objectives for a program area of library and information science both within the agency and within program areas affecting Nebraska libraries.

Leads work groups, boards and/or committees both within and outside the Library Commission in a team approach setting to facilitate Library Commission programs, services and goals. Identifies problems and develops solutions by participating as a member of various Library Commission teams and work groups.

Coordinates, promotes, and evaluates programs and/or services for Library Commission customers to promote current and evolving library science. These functions may include analysis of national trends and practices to determine appropriate use in Nebraska Libraries, the collection, compilation, and distribution of research resources, services and evolving library science.

Develops and conducts workshops, training activities, or other continuing education activities regarding program areas of library science for libraries, boards, communities, and/or committees statewide.

Serves as a subject matter expert and consultant to libraries, library related agencies, and regional library systems in areas such as use of best practices, program direction, and policy and procedure use and development in libraries.

Writes and reviews reports, studies and/or professional articles involving library science and completes special projects as needed and/or assigned.

Administers grant process for assigned grants.

May schedule, assign, oversee and review the work of both professional and nonprofessional staff; to include conducting performance evaluations.

**KNOWLEDGE, SKILLS, AND ABILITIES REQUIRED:** (These are needed to perform the work assigned.)

Knowledge of: Applicable state and federal statutes, funding and reporting requirements; key goals, objectives and performance measures of program areas and service units; the scope and impact of library operations and their relationships with program areas, service units, and agencies and organizations inside and outside the agency; current and evolving technology that can be utilized within Nebraska libraries to develop, promote, or enhance services for library customers; library and information science; strategic planning; computer and internet operations; management and supervisory principles, budget preparation and planning; workshop and seminar planning; writing and editing reports, studies and professional articles; current and evolving library technology in specialized area.

Skill in: Problem solving, information science; training, teaching or presenting information, and conducting research.

Ability to: Evaluate agency and library system problems and advise top management as to optimal courses of action; keep abreast of library science trends; communicate effectively; assess programs and consult accordingly in area of procedure, policy setting and implementation of evolving library science; administer grant programs and understand political ramifications of decisions made; consult with librarians on a program level; perform in a lead role in one or more functions; supervise professional librarians and other professional or support staff; plan and direct a key or critical library service; communicate with library professionals and the public on library related services and programs; interact with customers of varied educational levels to provide statewide library services; read and understand federal and state directives and regulations.

**MINIMUM QUALIFICATIONS:** (Applicants will be screened for possession of these qualifications. Applicants who need accommodation in the selection process should request this in advance.)

Master's degree in Library Science from an American Library Association Accredited program AND at least three years of experience in professional library/information work in a specialized area.

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**SPECIAL NOTES APPLICABLE TO ALL LEVELS:**

Incumbents may be required to possess a valid driver's license or the ability to provide independent authorized transportation to perform work-related travel.

State agencies are responsible to evaluate each of their positions to determine their individual overtime eligibility status as required by the Fair Labor Standards Act (FLSA).

**Established: 11/78**

Note: Classification-specification is subject to change. Please refer to the Nebraska State Personnel Job Specification website at <https://das.nebraska.gov/personnel/classcomp/jobspecs/jobspecs.html> to ensure this represents the most current copy of the description.

The following is a summary of changes made to this class specification.

Section	Change Description	Effective Date
All sections	Updated into the new format in a series and updated MQ's	01/2026