

CHANGE MAKERS

Are you one too?

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Recruiting for change

Skills Audit

- What skills do we have already?
- What skills are we missing?
- What skills do we need?

Position Descriptions

Do our current position descriptions (PDs) align with our expectations for the role?

Position Descriptions

- **Change Resilience**
- **Technology**
- **Promotion & Marketing of Library Services**
- **Library Experience**

Example selection criteria

Change Resilience

- ***Demonstrated ability to engage and adapt to a changing work environment, including resilience, flexibility and innovation***

Example selection criteria

Technology

- ***Confident technology skills and digital curiosity***
including a proactive approach to new technology, social media platforms, software and the ability to share knowledge and troubleshoot

Example selection criteria

Promotion & Marketing of Library Services

- *High level verbal and written communication skills including the **ability to confidently promote and market library services** to clients with varying needs*

Example selection criteria

Library Experience

- ***Basic understanding of the role of public libraries***

Interview Process

Develop questions that would allow candidates to showcase their **behaviours** and **attitudes**, not just their technical skills.

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