

## Week 8 discussion post

I reviewed three job ads for library positions at Oregon Health & Science University (OHSU), Portland State University (PDX), and Multnomah County Library. A few specific points:

- There is much similarity between the ads for OHSU and PDX positions. As both are faculty positions within academic libraries, this is expected.
- The lack of organization information in OHSU's ad might be due to the fact that it is the largest employer in Portland, OR, so some general understanding of the organization is assumed.
- The PDX advertisement is by far the most comprehensive of the three in terms of describing the job and job requirements.
- The Central Library advertisement contains the most information about the application and screening process. This is expected as it's a public, tax-funded library position and so must be very open and transparent about its hiring practices.
- The Central Library also goes beyond a description of the institution to include a description of the city. One assumes that the Library must consider national applicants for this senior level position and seeks to use all resources at its disposal to attract experienced candidates.

	Oregon Health & Science University (OHSU), Associate University Librarian for Information & Research Services	Portland State University (PDX), Assistant University Librarian for Resource Services and Technology	Multnomah County Library, Central Library Collections and Facilities Administrator
The organization	Minimal information about the organization. The University's mission statement is included at the end of the ad.	Quick facts about the university and library are included that situate both relative to other similar national and regional institutions.	An interesting overview of the Central Library and its place in the city of Portland is included. Additional information about the city is also provided. A significant amount of

			information covering the application, screening, and evaluation process is detailed. A specific section is included for Veteran's Preference.
The job	General overview of the management, planning, and supervisory responsibilities of the position. This is a senior level, strategic position with 18 FTE direct reports. Base salary is noted.	General overview of the departmental responsibilities as well as the strategic, management, and supervisory responsibilities of the position. This is also a senior level position reporting directly to the Dean of the University Library with seven direct reports. No salary information is provided.	Brief overview of the position and its general responsibilities including collections development and management as well as facilities and security management. This is a senior level administrative position reporting to the Library Director. No information is provided on number of direct reports. Salary range is specified.
The job criteria	A mix of specific educational and experience requirements are included covering everything from staff development to the latest technologies to working with other University departments, grant writing, change management, and scholarship. A much shorter list of preferred requirements includes experience with	A comprehensive list of responsibilities is included covering position related management, staff development, and strategic and services development as well as research/scholarly activities, University service activities, professional service activities, and cultural competencies. Educational and experience requirements	A few specific duties are detailed with additional requirements for an ideal candidate. Equivalents to educational and work experience requirements are specifically defined.

	health sciences libraries and providing reference, circulation and interlibrary loan services.	and preferences are also detailed.	
--	--	------------------------------------	--