



**LIBRARY ASSISTANT I  
(PROGRAM SERVICES)**

**DEPARTMENT:** Williamsburg Regional Library/Program Services

**NATURE OF WORK:**

Under the supervision of the Library Services Director (Program Services), the Library Assistant I (Program Services) provides technical and clerical assistance for the public and staff in using the library's facilities and equipment. Assists with the set-up, operation, minor repair, and preventive maintenance of library audiovisual materials and equipment.

**ESSENTIAL FUNCTIONS OF THE JOB:**

Provides technical and clerical support services for public and staff programs.

Explains theater and meeting room policies and procedures.

Using a computer scheduling system, assists the public and staff in making reservations for theatre and meeting room use.

Operates a cash register.

Cleans and sets up theater and meeting rooms as necessary, including moving furniture, equipment, and other items.

Checks and sets lighting and arranges signage, as needed for programs.

Performs preventive maintenance and minor repair of equipment; minor repair of audio and video materials.

Assists in the mounting and maintenance of exhibits.

May participate in library-wide committees or projects.

Performs other tasks as required and suggests improvements in procedures to ensure the smooth and proper operation of the library's facilities and equipment.

**JOB LOCATION AND EQUIPMENT OPERATED:**

This job is located primarily at the Williamsburg Library with some responsibility for operations at the James City County Library. Administers work typically staffing a public service desk; and moving, using, and adjusting a variety of furniture, equipment, and materials associated with the position. Heavy lifting, strenuous physical activities, and frequent sustained operation of custodial equipment required. Works with theatrical, audiovisual, computer, and other office equipment, and audiovisual maintenance and repair equipment. Regular contact is made with employees and the general public.

**REQUIRED KNOWLEDGE, SKILLS, AND ABILITIES:**

Ability to meet and work with the public in a congenial manner, following library and security policies, procedures, and regulations.

Ability to communicate and work well with other staff members.

Ability to maintain records in a standard, orderly, systematic fashion.

Ability to learn to use specialized theatrical equipment.

Ability to organize work (daily and long-range projects), use time effectively, and work independently.

Ability to analyze and to creatively solve problems related to the position.

An understanding of basic library operations desirable.

**MINIMUM QUALIFICATIONS:**

High school diploma or equivalent. Experience in personal computers, including word processing and database management, preferred. Audiovisual and theatrical equipment experience desirable.

**NECESSARY SPECIAL REQUIREMENTS:**

Requires the ability to travel among various library sites.

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Date: March 2002

# IDENTIFICATION OF GENERAL APTITUDES AND PHYSICAL REQUIREMENTS

Position Title Library Assistant I (Program Services) Position Number 812  
Department Williamsburg Regional Library Division Program Services

The Americans with Disabilities Act requires that we identify the general aptitudes and physical requirements needed to perform the job listed above. Individuals who have the position must be able to perform all essential job functions unaided or with reasonable accommodation.

**I. Mental Abilities:** General learning ability. The ability to “catch on” or understand instructions and underlying principles.

- Ability to understand and follow oral instruction
- Ability to understand and follow written instruction
- Ability to guide and/or give instructions
- Ability to make decisions in accordance with established procedures and policies
- Not essential to job function

**II. Verbal Abilities:** Ability to understand meanings of words and ideas associated with them and to use them effectively. To comprehend language, to understand relationships between words, and to understand meanings of whole sentences and paragraphs. To present information or ideas clearly.

**1. Speaking/Talking:**

- Answering telephone, radio, or switchboard
- Communicating with County officials
- Communicating with general public
- Communicating with vendors
- Communicating with supervisors and/or with other employees
- Communicating with others \_\_\_\_\_
- Not essential to job function

**2. Hearing/Listening:**

- For communication with County officials, public, vendors, supervisors and/or other employees
- Not essential to job function

**3. Reading:** (ability to read and understand text)

- Essential to job function
- Not essential to job function

**III. Numerical:** Ability to perform arithmetic operations quickly and accurately.

- Ability to mentally perform accurate two digit calculations
- Ability to perform accurate calculations aided by a calculator, adding machine or measurement device

**IV. Spatial Abilities:** Ability to comprehend forms in space and understand relationships of plane and solid objects. May be used in such tasks as blue print reading and in solving geometry problems. Frequently described as the ability to “visualize” objects of two or three dimensions, or to think visually of geometric forms.

- Essential function
- Not essential function

**V. Motor Coordination:** Ability to coordinate eyes and hands or fingers rapidly and accurately in making precise movements with speed. Ability to make a movement response accurately and quickly.

**1. Manual Dexterity:** Ability to move the hands easily and skillfully. To work with the hands in placing and turning motions.

- |  |  |
|--|--|
| <input checked="" type="checkbox"/> Use telephone      | <input checked="" type="checkbox"/> Manipulate computer keyboard and mouse   |
| <input type="checkbox"/> Use switchboard               | <input type="checkbox"/> Use postage machine   |
| <input type="checkbox"/> Use radio/console             | <input type="checkbox"/> Use hand tools  |
| <input checked="" type="checkbox"/> Use a calculator   | <input type="checkbox"/> Use power tools   |
| <input checked="" type="checkbox"/> Use a copy machine | <input checked="" type="checkbox"/> Other: <u>Theatrical lighting and sound equipment. Also, cash register, custodial equipment.</u> |
| <input checked="" type="checkbox"/> Use a fax machine  | <input type="checkbox"/> Not essential to job function   |

**2. Finger Dexterity:** Ability to move the fingers and manipulate small objects with the fingers rapidly or accurately. For example: electrical wiring.

- Essential to job function
- Not essential to job function

Explain: Ability to repair Audio/Visual materials and manipulate sound board control knobs.

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**VI. Physical Demands:**

**1. Strength:** The quality, state or property of being strong. The power to withstand strain, force or stress.

Please check (✓) in appropriate boxes below.

Ability to manipulate materials and/or equipment (lbs)							Frequency of Manipulation		
	5-	5-10	10-15	15-25	25-50	50+	Occasionally	Frequently	Continuously
<b>Lift</b>						✓		✓	
<b>Push/Pull</b>					✓			✓	
<b>Hold/Carry</b>						✓		✓	

Manipulation done from:  ground to waist     waist level     waist to shoulder     above shoulder  
(Check all that apply)

Not essential to job function:  Lift     Push/Pull     Hold/Carry (Check all that apply)

**2. Climbing:** To move up or mount by using the hands or feet.

- | <u>Ladders</u>   | <u>Stairways</u>                                       | <u>Steps</u>   |
|--|--|--|
| <input checked="" type="checkbox"/> Step stool         | <input checked="" type="checkbox"/> 1 flight           | <input type="checkbox"/> 1-2                           |
| <input type="checkbox"/> 8' to 10' step ladder         | <input type="checkbox"/> 2 flights                     | <input type="checkbox"/> 2-3                           |
| <input type="checkbox"/> Extension ladder              | <input type="checkbox"/> 3 or more flights             | <input checked="" type="checkbox"/> 3-4                |
| <input type="checkbox"/> Other _____                   | <input type="checkbox"/> Other _____                   | <input type="checkbox"/> Other _____                   |
| <input type="checkbox"/> Not essential to job function | <input type="checkbox"/> Not essential to job function | <input type="checkbox"/> Not essential to job function |

**3. Ability to Stand, Sit, Walk, and Run:**

Please check (✓) in appropriate boxes below.

	Duration (hours/day)						Occasionally	Frequently	Continuously
	0-1	1-3	3-5	5-7	7-9	9+			
<b>Stand</b>				✓				✓	
<b>Sit</b>					✓			✓	
<b>Walk</b>		✓						✓	
<b>Run</b>									

If walking or running, over what type of terrain?  flat     rough     both

Not essential to job function:  Stand     Sit     Walk     Run (Check all that apply)

**4. Stooping, Kneeling, Crouching, and/or Crawling:**

To bend forward or down from the middle of the waist or the middle of the back, to bend downwards, to lower oneself and/or to move freely on hands and knees.

**Daily Amounts**

- 0-5x       5-20x       20-50x       50+x  
 Other \_\_\_\_\_       Not essential to job function

**5. Reaching, Handling, Fingering, and/or Feeling:**

To stretch out, extend, or put forth a bodily part. To touch or grasp something, by extending or stretching. To touch, lift, hold or operate with the hands.

**Daily Amounts**

- 0-5x       5-20x       20-50x       50+x  
 Other \_\_\_\_\_       Not essential to job function

**6. Seeing: To perceive or comprehend by the sense of sight.**

Essential to job function: These characteristics are necessary(Check all that apply)

- Peripheral vision
- Night vision
- Focus (distinctness or clarity)
- Color perception (discriminate between colors)
- Depth perception (determine distance relationship between objects)

**VII. Driving: The ability to transfer or convey in a vehicle.**

<b>Transmission</b>	<b>Standard</b>	<b>Automatic</b>	<b>Multi-Gears</b>
Car	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Van	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Small Truck	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Medium Truck	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Large Truck	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Truck w/Equipment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Heavy Bus Equipment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Not essential to job function	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Other (list) _____			