2003 ALA Annual CLS Presentation
Casting our nets or ice fishing: Recruiting Future College Librarians

What Do Employers Want? Qualification Keywords for Library Positions

Demonstrated competencies:
- Partner with faculty and others
- Organizational skills
- Communication skills
- Customer service skills
- Interpersonal skills
- Liaison
- Multitasking
- Understanding of organizational culture and processes
- Analytical and problem solving skills
- Ability to see the broad picture
- Risk-taking

Knowledge
- Records management
- Knowledge management
- Knowledge of HTML, XML (Web page development skills)
- Metadata knowledge
- Knowledge of document imaging

Experience
- Planning
- Working independently and in teams
- Using online course management software (courseware) or Web-based learning
- Teaching/instruction
- Engagement with the professional "curriculum"
- Experience, whether paid, internship, or volunteer, in a real world work setting

Personal traits
- Intellectual curiosity
- Attention to detail
- Flexibility
- Innovativeness
- Optimism
- Assertiveness
- Proactive