



## **LIBRARY ASSISTANT**

### **GENERAL JOB SPECIFICATION**

#### **Duties and Terms & Conditions of Employment**

#### **1. PREAMBLE**

Mary Immaculate College is an autonomous, university-level, Catholic College of Education and the Liberal Arts. Founded in 1898, and linked academically with the University of Limerick, MIC is the oldest higher education institution in Limerick. Significant expansion in recent decades has seen the College's menu of educational programmes expand across two impressive campuses, one based in the heart of Limerick City and one in Thurles, Co. Tipperary. The diverse student community is made up of more than 5,000 learners, participating in twelve undergraduate degree programmes and a wide range of postgraduate programmes up to and including doctoral level. Academic staff members engage in professional academic research activities, and research underpins all teaching and learning at the College.

MIC seeks to prepare its students for professional excellence and to nurture their capacity to lead flourishing lives.

#### **2. CANDIDATE PROFILE AND SCOPE OF THE POSITION**

Mary Immaculate College wishes to fill two permanent, full time posts one in MIC Limerick and the other in MIC St. Patrick's Campus, Thurles.

Mary Immaculate College also wishes to fill two part time, term time (20 hours per week September to May annually) Library Assistant posts in MIC Limerick and wishes to create a panel to fill any further vacancies for Library Assistants, permanent and temporary, full time, part-time and term time, which may arise at MIC Limerick and MIC St. Patrick's Campus, Thurles during the life of the two year panel.

The role of a Library Assistant is an important role within the College Library as the successful candidates will form part of a team which will assist with the day-to-day operations of the library and in the efficient use of library resources, for students and staff. Successful candidates will be highly motivated, proactive and flexible. The appointees will have excellent IT and customer service skills with the ability to support the Colleges library services and the College community. The appointees will have a strong commitment to providing a quality library service and will be expected to contribute actively and positively to the further development of the Library.

**In order to be considered for this position candidates must have:**

- (1) Minimum of Leaving Certificate or equivalent;
- (2) Experience of working in a front line customer service environment with demonstrable excellent customer service skills,
- (3) Excellent IT skills with a working knowledge of Microsoft Office (Microsoft Word, Excel, Teams and Outlook), online databases and the internet;
- (4) Excellent organisational skills and an ability to undertake work requiring accuracy and attention to detail;

- (5) Excellent interpersonal skills, and communication skills both written and oral;
- (6) High levels of motivation, proactivity, adaptability and flexibility in work practice arrangements;
- (7) Ability to work on own initiative and ability to work well in a team;

**It is desirable that candidates will also have:**

- (8) Experience working in a library or information environment within the last 5 years;
- (9) A working knowledge of library services and resources;
- (10) Relevant qualifications or certifications;
- (11) A competence in Gaeilge.

*Cuirfear fáilte roimh iarratais ó dhaoine go bhfuil dearcadh dearfach acu i leith na Gaeilge.  
Applications are welcome from people who have a positive outlook to Irish.*

*Please note that current government policy may have implications for the re-employment of applicants who are currently in receipt of a public sector pension.*

### **3. JOB DESCRIPTION**

#### **Reporting Relationship**

The appointee is required to carry out the duties attached to the post, under the general direction of a Senior Library Assistant or Assistant Librarian to whom he/she reports, and to whom he/she is responsible for the performance of these duties in the first instance, and then to the College Librarian.

The Library Assistant will report through the College Librarian to the College President and/or to such other College Officers as the President may designate from time to time. He/she will work with members of College Management, and liaise with the Deans of Faculties, Heads of Departments, Course Leaders and other College personnel and with relevant College bodies in carrying out the duties attaching to the post.

The reporting relationship may be subject to review from time-to-time, in line with service needs and developments in the College.

#### **Duties and Responsibilities**

Library Assistants work in a variety of areas in the library. Some posts are physically demanding and involve shelving as well as monitoring the study environment and user behaviour. Some posts deal directly on a daily basis with library users at public service points while others are office-based. All Library Assistants are scheduled for some public service desk duties as well as shelving duties. All Library personnel assist in the maintenance of silence and appropriate behaviour in the Library. A strong emphasis is placed on customer service. A strong emphasis is placed on attention to detail.

Duties may include:

- Shelving and tidying of collections
- Monitoring of the study environment and user behaviour
- Maintaining and operating a variety of equipment
- Assisting library users to make the best use of resources and services
- Acquiring, processing, classifying and organising, shelving and maintaining print, electronic and digital collections
- Using a range of hardware and software systems to perform various functions
- Participation in evening, weekend and lunch-time rota duties
- Participation in staff training and development programmes
- Participation in health and safety procedures

The list of duties and responsibilities as detailed is not exhaustive. The performance of the entire range of duties is not necessarily confined to any one individual, as the work requires that staff function in a flexible manner, and work together as a team. The College retains the right to assign new duties and/or to re-assign staff to other areas of the College, in response to service needs.

## **4. TERMS AND CONDITIONS OF EMPLOYMENT**

### **General**

All persons employed will sign an appropriate contract, which will contain terms and conditions of the employment. A job description is given to all applicants for employment and this will form part of the contract documentation.

### **Place of Work**

The appointee's place of work will be either Mary Immaculate College, Limerick or Mary Immaculate College, St. Patrick's Campus, Thurles. The College reserves the right to require the appointee to work from any other location. It is a requirement of the College that the appointee must reside within a commutable distance of the College. Due to current public health restrictions the appointee may be required to discharge some or all of their working hours remotely.

### **Exclusivity of Service and Outside Work**

The person appointed will be required to devote his/her full-time attention and abilities to his/her duties during his/her working hours in the College and to act in the best interest of the College at all times. Therefore, for as long as the successful applicant is working in the College, he/she may not, without the prior written consent of the College, be actively engaged or concerned in any way, either directly or indirectly, in any other business or undertaking where this is or is likely to be in conflict with the College's interests or the performance of the duties that the person has been employed for.

The appointee will not, during his/her tenure of office, undertake paid outside work unless he/she has received the permission of the Vice President Administration and Finance (VPAF) to undertake such work on the terms and conditions as agreed for the particular undertaking in question. In every case, it is the duty of the appointee to seek in writing the prior permission of the VPAF. It is also the duty, in every case, of the appointee to inform the person or body for whom the work is being undertaken, that the work is being conducted in a private capacity and that the College cannot in any circumstances be responsible for such work.

### **Probationary Period**

The appointment is subject to satisfactory completion of the standard 9 month probationary period. The probationary period may be extended at the discretion of the College but will not in any case exceed 11 months. Absences during the period of probation will extend the probationary period. Performance and conduct during the probationary period will be monitored through a process of assessment meetings. Termination of employment during the probationary period, for any reason or no reason, will be at the discretion of the College. The disciplinary procedure will not apply to a dismissal during probation where the probationary employee has been employed by MIC for less than 12 months.

## **Hours of Attendance**

Full time hours are 37 hours per week.

The normal hours of duty are in accordance with the Library attendance roster which includes evening and weekend attendance. The post holder will be required to participate in a rota which will include evenings (up to 10pm) and Saturday (up to 6pm) attendance to accommodate service needs. The appointee is expected to be flexible in this role in order to meet the needs of the College including the requirement to provide rota cover from time to time, and in this instance, as much notice as is reasonably practicable will be provided.

The College reserves the right to adjust starting and finishing times or days of duty to meet service needs.

## **Salary**

The Salary scale for this position has been approved by the Department of Education & Skills and the Higher Education Authority in line with Government Policy on Public Sector remuneration. The rate of remuneration may be adjusted from time to time in line with Government pay policy. The appointment will be made on the salary scale at a point in line with current Government Pay Policy. New entrants to the Civil or Public Sector, as defined in Circular 18/2010, will commence on the first point of the salary scale.

The grade for the post is Library Assistant. With effect from 1<sup>st</sup> October 2020, the annual salary scale for the grade of Library Assistant (Grossed up) is:

€26,616, €27,425, €28,603, €29,786, €30,969, €31,826, €32,799, €33,927, €34,725, €35,845, €36,969, €39,086, €40,590 (LSI 1 )

With effect from 1<sup>st</sup> October 2020, the annual salary scale for the grade of Library Assistant (Grossed up) New Entrants is:

€24,602, €26,218, €26,616, €27,425, €28,603, €29,786, €30,969, €31,826, €32,799, €33,927, €34,725, €35,845, €36,969, €39,086, €40,590 (LSI 1 )

Increments are awarded in line with national pay agreements.

Salary will be paid on a fortnightly basis, using the Paypath facility. Payment of salaries and wages are subject to statutory deductions, i.e. Income Tax (PAYE), Superannuation Contributions, Pay Related Social Insurance (PRSI) and Universal Social Charge (USC).

## **Superannuation**

New entrants appointed will be required to participate in the Single Public Service Pension Scheme and pay Superannuation contributions at the appropriate rates in accordance with the provisions of the Public Service Pensions (Single Scheme and Other Provisions) Act, 2012. Details of this scheme can be obtained from the College's website.

All other eligible appointees are automatically included in the Colleges' of Education Pension Scheme on taking up appointment. In compliance with the Colleges of Education Pension Scheme, deductions

amounting to 6.5% are made from salary. Details of the regulations concerning the Colleges' of Education Pension Scheme may be obtained from the College's Human Resources Office.

The appointee will be required to pay Additional Superannuation Contribution (ASC) under the provisions of the Public Service and Pensions Act 2017.

Appointees who commenced employment in the public service between 1st April 2004 and 31st December 2012 and have not had a break in employment of greater than 6 months will have no mandatory retirement age. All other appointees will have a mandatory retirement age of 70.

Staff who are not eligible for membership of the Colleges' of Education Pension Scheme or the Single Public Service Pension Scheme may avail of a PRSA (Personal Retirement Savings Account). A designated PRSA provider has been nominated by the College and staff who are not eligible for membership of the aforementioned schemes should contact the Finance Office for further information on PRSA.

### **Annual Leave**

The annual leave entitlement for this grade is 22 working days per leave year. Annual leave should be taken when students are off campus and the taking of leave must have the prior approval of the relevant Line Manager.

Public Holidays are granted in accordance with the provisions of the Organisation of Working Time Act, 1997.

### **Sick Leave**

There is a discretionary sick pay scheme, details of which are available from the Human Resources Office. Employees who have a minimum 3 months continuous employment with the College may be granted sick pay subject to the terms of the Public Service Sick Leave Scheme. Sick pay is contingent on full cooperation and compliance with the Colleges absence management procedures.

### **Confidentiality**

In the course of working in Mary Immaculate College, the person appointed may have access to or hear information concerning staff and/or students and/or the functioning and the business of the College. Such information acquired in the course of employment with the College, including any aspect of the College's responsibilities or operations, is considered to be confidential information. On no account must information concerning students, staff or other College business be divulged or discussed except in the performance of normal duties and, unless authorised to do so, this information shall not be communicated to a third party. In addition records must never be left in a manner that unauthorised persons can obtain access to them and must be kept in safe custody when no longer required.

### **Health & Safety**

Mary Immaculate College attaches the highest regard to the safety, health and welfare of its employees. It is the duty of each employee to take reasonable care to protect the health and safety of themselves and of other people in the workplace. Each employee must comply with all health and safety policies and procedures in operation in Mary Immaculate College and familiarise him/herself with the Safety Statement.

Employees are obliged to wear any PPE (Personal Protective Equipment) that they may be provided with and no person shall intentionally or recklessly interfere with or misuse any appliance, protective clothing or other equipment provided in the workplace for health and safety purposes. Employees are statutorily/legally obliged to ensure that any accidents/incidents which may occur are reported promptly to the Health and Safety Officer on the MIC Accident/Incident Report Form.

### **College Policies, Rules and Regulations**

The College is a Public Sector employer and is bound by National Agreements. It is also bound by regulations, circulars and directives issued on behalf of Government by the Department of Finance, the Department of Education & Skills and the Higher Education Authority.

Employees are at all times subject to the provisions of the Code of Conduct for Staff, College policies, rules and regulations. These policies include but are not confined to Disciplinary & Grievance Policies, Dignity at Work, Examination Rules & Regulations, Policy on Responsible Computing and Use of Information Technology Facilities. All policies are outlined on the College's Staff Portal for College employees. All employees are required to familiarise themselves with the contents of Policies and Procedures, on the College's Staff Portal.

### **Termination of Employment**

At least two calendar months written notice is required to resign this post.

On the termination of employment but before departing from the College, staff members are required to return to the College all books, reports, memoranda, correspondence, papers, records, reports, files including data held on electronic files, computer disks, electronically recorded discs, and any other documentation, and all other property, including office keys, belonging to the College or relating to its business or affairs which are in the possession of a staff member or under his/her control when the employment is terminated.

## **5. APPLICATION AND SELECTION PROCESS**

### **Method of Selection for Recommendation**

Applicants who meet the criteria specified in the application form for this post will initially be invited to attend an IT aptitude assessment which will examine practical IT skills. Only those applicants who meet the required standards of IT literacy will progress to the next stage of the competition.

#### *Shortlisting*

An expert group will convene to conduct shortlisting of applicants, measured against pre-determined criteria.

*The criteria that will be used to shortlist candidates for this appointment are:*

- Minimum of Leaving Certificate or equivalent;
- Experience of working in a front line customer service environment with demonstratable excellent customer service skills,

- Excellent IT skills with a working knowledge of the Microsoft Office (Microsoft Word, Excel, Teams and Outlook), online databases and the internet;
- Experience working in a library or information environment within the last 5 years;
- A working knowledge of library services and resources;
- Relevant qualifications or certifications;
- A competence in Gaeilge

Normally the number of applications received for a position exceeds that required to fill the position. While a candidate may meet the eligibility requirements of the competition, if the numbers applying for the position are such that it would not be practical to interview everyone, the College may decide that a limited number will be called to interview. This is not to suggest that other candidates are necessarily unsuitable to undertake the job, rather that there are some candidates, based on their application, appear to be better qualified and/or have more relevant experience. It is incumbent, therefore upon the applicant, to ensure that all relevant information is included in their application and that they clearly identify how they meet the specified candidate criteria.

### *Interview*

A recommendation for appointment will be made by an Interview Board. The appointment will be based on this recommendation, except where considerations of health or an unsuitable record in previous employment warrants a departure. A panel will be formed from which permanent and temporary appointments to the position of **Library Assistant** may be filled during the life of the panel (2 years).

Candidates must produce satisfactory documentary evidence of all training and experience claimed by them, if required.

### **Medical Examination**

For the purpose of satisfying requirements as to health, successful candidates, before being appointed, may be required to participate in pre-employment health screening.

### **Garda Vetting**

Successful applicants may be required to participate in Garda vetting. Specific instruction on this process will be given at the appropriate time. Applicants who do not comply with the College's requirements in this regard will be excluded from consideration for appointment. Applicants who have resided outside Ireland for a cumulative period of 36 months or more over the age of 18 years must furnish a Foreign Police Clearance (FPC) from the country or countries of residence. Please note; any costs incurred in this process will be borne by the applicant.

### **Making of Applications**

Applications must be submitted in typed format. Handwritten applications will **not** be accepted. Incomplete applications, will **not** be accepted.

The Human Resources Office will acknowledge receipt of your application by sending an email to the email address provided. Please be sure to check Spam and Junk folders as it may be redirected here by your account preferences. If you do not receive an acknowledgement of your application form within 2 working days please contact [recruitment@mic.ul.ie](mailto:recruitment@mic.ul.ie).

Application forms for this post may be accessed on the Mary Immaculate College website [www.mic.ul.ie/about-mic/vacancies](http://www.mic.ul.ie/about-mic/vacancies). Please fully complete the application form and send it to [recruitment@mic.ul.ie](mailto:recruitment@mic.ul.ie) with the subject title – **Library Assistant** - no later than:

**2p.m. on Thursday 15<sup>th</sup> April 2021**

Late applications will not be accepted.

The College will not be responsible for any expenses, including travelling expenses, which candidates may incur in connection with their candidature.

Any attempt by a candidate either personally or through any other person, on their behalf, to canvass or otherwise influence the outcome of the selection/interview process in his/her favour will lead to disqualification from the competition. Any representations made on behalf of a candidate, without his/her knowledge will be ignored.

Mary Immaculate College is an equal opportunities employer. Mary Immaculate College holds an Athena SWAN Bronze Institution award in recognition of our commitment to advancing equality and opportunity for all in higher education.

*March 2021*