

LIBRARY CUSTOMER SERVICE REPRESENTATIVE (CASUAL)

POSITION DESCRIPTION

Position Title:	Library Customer Service Representative (Casual)
Responsible To:	Coordinator, Library Customer Service
Council Portfolio:	City Community
Council Program:	City Culture
Classification Level:	Salaried, Level 2

Overview of Portfolio

The City Community Portfolio strives to deliver exceptional experiences for our community and customers, providing opportunities for creativity, recreation and wellbeing in a city that is safe, accessible and supportive of all our communities.

Overview of Program

The City Culture Program creates brilliant experiences for all who choose to live in and enjoy our City. By activating and curating places and spaces, and providing opportunities for creativity, recreation, and wellbeing, we connect, support and inspire our diverse community, and draw more people to Adelaide to live, study, work and play.

Key Relationships / Interactions

Internal	City Culture Program employees City of Adelaide (CoA) employees across all Portfolios, Programs and Corporate Teams CoA Library Service Volunteers
External	Members of the General Public Customers of the Library Service Public Library Service (PLS)

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Primary Purpose

As part of the City Culture Program the Library Customer Service Representative will;

- Provide excellent service to all customers by being warm, friendly, enthusiastic and knowledgeable.
- Provide excellent customer service to all library customers who contact us whether in person, over the phone or electronically.
- Enrich the customers experience by providing positive, meaningful and relevant options, choices, suggestions and referrals.
- Undertake accurate and timely processing and maintenance of collection according to agreed One Card guidelines and policies.
- Customer Service delivery including, but not limited to: shelving, check-ins/outs, hold reports, purchase requests and other duties as required.

Responsibilities

The Library Customer Service Representative is responsible for:

- Providing effective, efficient and accurate customer service in the Library including, but not limited to: cash handling, collection maintenance, program support, processing of council payments (for example rates payments, parking expiation, dog registrations).
- Efficiently and accurately applying processes and procedures in line with agreed One Card Standards.
- Working collaboratively to ensure a consistent, collaborative, achievement focussed approach to delivering and promoting high quality, innovative services, products, programs and activities.
- Working collaboratively to ensure the efficient processing and maintenance of Library resources.

Workplace Health and Safety & Additional Responsibilities

All employees are also responsible for;

- Complying with the Employee Behavioural Standards.
- Supporting the application of and demonstrably engaging in the CoA's Equal Employment Opportunity, cultural diversity and ethical practice policies.
- Taking reasonable care to ensure their own safety and not placing others at risk by any act or omission.
- Attending WHS training and following instructions and advice provided.
- Complying with the requirements of the CoA WHS management system.
- Using and caring for equipment, including personal protective equipment, as instructed.
- Not intentionally or recklessly interfering with or misusing workplace equipment and supplies in a manner that could adversely affect health, safety or welfare in the workplace.

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Position Criteria

Qualifications	Experience working in a public library and/or strong customer service background and/or related qualifications.	Desirable
People Management	Experience working with and providing support for volunteers, trainees or work experience students.	Essential
Financial Skills & Acumen	Experience in handling cash and sound numeracy skills and adhere to Council cash handling procedures.	Essential
Technical Knowledge & Experience	Experience in delivering a high level of customer satisfaction in a community service environment. Sound knowledge of the role of Public Libraries within the community. Ability to capture statistical information. Demonstrated experience and understanding of Microsoft Office.	Essential
	Experience in the delivery of Public Library services and programs. Previous experience in automated library systems and library services & Knowledge or understanding of the Public Library Service Network in SA.	Desirable
Innovation & Initiative	Ability to work independently when necessary. Ability to display flexibility and initiative. Proven ability to work collaboratively within a high functioning team which values innovation and creativity.	Essential
Resource Management & Decision Making	Ability to prioritise and be flexible when responding to changing priorities and demands.	Essential
Professional Development	A commitment to ongoing professional development and continuous learning. Enthusiasm for life-long learning, community development and the role of libraries and community centres in the community.	Essential
Customer Commitment & Integrity	Demonstrated commitment to, and a thorough understanding of, the principles and practice of good customer service. Ability to work effectively and positively in a team environment. Ability to accept accountability and responsibility to work towards agreed goals and KPI's.	Essential
Collaboration & Communication	Ability to build positive relationships through excellent verbal and written communication skills with the ability to manage challenging customers and situations tactfully and sensitively. Experience in collaboration and liaison within a team and across a program and organisation.	Essential

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Administrative Skills

An awareness of Workplace Health and Safety issues, standards and actions in the workplace.
Excellent time Management and prioritising skills.

Essential

Government Experience

Experience working in a government environment.

Desirable

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Our Values

Our values will guide us towards becoming a stronger, more effective organisation with a positive and mutually beneficial work environment for everyone.

Our Values



**ACHIEVEMENT**

**COLLABORATION**

**CUSTOMER COMMITMENT**

**INTEGRITY**

**INNOVATION**

Achievement

- Deliver what matters
- Ensure clarity of direction and unity of purpose
- Inspire excellence and strive for outstanding results



Collaboration

- Work together to build successful teams and partnerships
- Be open, inclusive, and share knowledge
- Seek, provide and act on feedback



Customer Commitment

- Know your customers and put them first
- Listen to and understand customer needs
- Be responsive, close the loop and deliver on promises



Integrity

- Own your actions, successes and mistakes
- Act with transparency, honesty and respect
- Do what you say you will do



Innovation

- Look for ways to improve and create positive change
- Think broadly and take a wider viewpoint
- Be responsive to new ideas and opportunities



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Special Conditions

- Performance will be based upon the delivery of the agreed goals recorded in your Performance Review documentation.
- Centres include City Library / Hutt Street Library / North Adelaide Library / Library Out & About – this is subject to change as per operational requirements.
- Rostered library and customer service including some weekend and evening work will be required in various centres
- Some out of hours' work may be required to meet the requirement of the role.
- An unencumbered Drivers Licence will be required.
- A satisfactory Police Clearance will be required.
- This role requires the incumbent to undertake regular mandatory reporting training in accordance with the South Australian Child Protection Act.
- A satisfactory Medical Clearance may be required.
- Where applicable, I have reviewed and understand the delegations associated with this position.

Physical Demands

Task	Customer Service
Work Area	Library and Community Centre Service
Physical Demand Rating	Light Work

The below table summarises the physical demands of this role.

Physical Demand	O	F	C	Description	FCE Notes
Sitting	✓			Office chairs in the offices or chairs at the front counter	Critical Range of Motion: Shoulders to 120° flexion (repetitive). Lift Capacity: Occasional lift up to 10kg. Mostly lifting <5kg. Push / Pull Force: Occasional push force up to 10kg. Environmental Factors: Working indoors mostly with member of the public close by. Task Rotation: Change tasks regularly throughout the day. Some locations have formal 1 hour rotations. PPE: Footwear: Sandals can be worn but must have a heel.
Standing		✓		Various surfaces, can be standing for up to an hour at a customer service workstation	
Walking		✓		Short distances inside the library and community centres	
Climbing	✓			Rarely climbing a step ladder, occasional stairs at some sites	
Bending	✓			Access low shelving, drawers, public PCs	
Kneeling	✓			Optional: Accessing low shelving and drawers	
Squatting	✓			Accessing low shelving and drawers	
Gripping			✓	Handling of books, resources, returns and computer equipment	
Forward Reach		✓		Re-shelving resources and equipment	
Lift	✓			Light objects mostly <5kg, some containers and resources up to 10kg (e.g. tubs)	
Carry	✓			Light items short distances mostly, trolleys used for longer distances	
Push / Pull		✓		Moving re-shelving trolleys, returns chutes and other trolleys	

O = Occasional (1–33%), F = Frequent (34–66%), C = Constant (67–100%).

***This is a general statement regarding the physical requirements of the role. The inherent physical requirements are underpinned by Job Dictionaries, which can be accessed by contacting the People Team (OSCAR).**

Agreement

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This Position Description is only descriptive of the type of duties to be undertaken by you during your employment and you accept the Corporation may require you to carry out any duties which are within your skills and competence.

**** Electronic Offer**** By accepting your letter of offer electronically you are agreeing to the work profile / job description attached to your offer.