

GOVERNMENT OF KIRIBATI
POSITION DESCRIPTION

1. Ministry: Ministry of Education		
2. Position Title: Chief Librarian/Archivist	3. Salary Level: L 6-5	4. Division: National Library & Archives
5. Reports To: Secretary	6. Direct Reports: Senior Librarian/Senior Archivist	
7. Primary Objective of the Position: Ensuring efficient and effective management and operation of the National Library & Archives		

8. Position Overview	
9. Financial: NIL	10. Legal: Education Act 2013, Kiribati National Condition of Service, Education Code of Ethics, Procurement Act, National Legislation Act, Customer Service Standard and Financial Regulation Act.
11. Internal Stakeholders: <ul style="list-style-type: none"> • Chief Librarian/ Archivist • Senior Assistant Archivist/Librarian • Library & Archives Supporting Staff i.e security, cleaner <p>To be referred to Manager:</p> <ul style="list-style-type: none"> • Monitor and reporting on all Library/ Archives patrons' informational needs and queries. 	12. External Stakeholders: <ul style="list-style-type: none"> • Staff of MOE Headquarter <p>To be referred to Manager</p> <ul style="list-style-type: none"> • wider public community
13. KEY ACCOUNTABILITIES(Include linkage to KDP, MOP and Divisional Plan)	
<ul style="list-style-type: none"> ▪ <i>KDP/KPA: KPA 1:Human Resource Development</i> ▪ <i>MOP Outcome: KPA 1: Human Resource Development 1.5</i> 	

This is position description provides a comprehensive, but not exhaustive, outline of the key activities of the role. It is an expectation that you may be required to perform additional duties as required.

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Key Result Area/Major Responsibilities	Major Activities/Duties	Performance Measures/Outcomes
Manage the Library & Archives' operation in an effective and efficient Manner,	<ol style="list-style-type: none"> 1. Manage and administer the operation of the Library & Archives section. 2. Administration – correspondence, reports writings (finance, meetings etc) 3. Collection, organization and preservation of all printed and published materials related to Kiribati islands. 4. In-service training and instruction. 5. Production of bibliographies and special lists. 6. Offer assistance an advice to departmental and institutional libraries throughout the country. 7. Organization and supervision of Outer Islands Library. 8. Book selection training and instruction. 	<p>Weekly report to Immediate supervisor. Whenever needed.</p> <p>Monthly report to Immediate Supervisor/OIC</p>
Develop and organize new strategies and policies of National Library & Archives.	<ol style="list-style-type: none"> 1. Set up and maintain s system for the acquisition, distribution and sale of government and other publications. 	Weekly report to Immediate Supervisor.

10. Key Challenges	11. Selection Criteria
To provide an efficient and effective	<p>11.1 PQR (Position Qualification Requirement):</p> <p>Education:</p> <ul style="list-style-type: none"> • Diploma in Library/Information Studies or Degree in Management/Human Resource with 3 years' relevant work experience <p>Experience: 3 years' relevant work experience</p>

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	Job Training:
	11.2 Key Attributes (Personal Qualities): Knowledge English Language – Knowledge of the structure and content of the English language including the meaning and spelling of words, rules of composition, and grammar. Computers and Electronics – Knowledge of circuit boards, processors, chips, electronic equipment, and computer hardware and software, including applications and programming. Customer and Personal Service – Knowledge of principles and processes for providing customer and personal services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction. Public Safety and Security – Knowledge of relevant equipment, policies, procedures, and strategies to promote effective local, state, or national security operations for the protection of people, data, property, and institutions. Skills Instructing – Teaching others how to do something. Speaking – Talking to others to convey information effectively. Active Listening – Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times. Reading Comprehension – Understanding written sentences and paragraphs in work related documents. Learning Strategies – Selecting and using training/instructional methods and procedures appropriate for the situation when learning or

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teaching new things.

Social Perceptiveness – Being aware of others' reactions and understanding why they react as they do.

Writing – Communicating effectively in writing as appropriate for the needs of the audience.

Active Learning – Understanding the implications of new information for both current and future problem-solving and decision-making.

Critical Thinking – Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.

Monitoring – Monitoring/Assessing performance of yourself, other individuals, or organizations to make improvements or take corrective action.

Time Management – Managing one's own time and the time of others.

Complex Problem Solving – Identifying complex problems and reviewing related information to develop and evaluate options and implement solutions.

Persuasion – Persuading others to change their minds or behavior.

Attributes

- i. Honest
- ii. Smart
- iii. Respectful
- iv. Dutiful

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