

**UNIVERSITY OF MARYLAND LIBRARIES-COLLEGE PARK CAMPUS
POSITION DESCRIPTION**

Action requested:

Establish new position
 Revised Existing Position
 Updated for files only

Position#: _____
Date Prepared: November 12, 2001
Effective Date: _____

A. GENERAL INFORMATION:

Name of Incumbent: _____ Current Classification: _____

Proposed Classification: Manager (Exempt) Descriptive Title: Continuing Publications Team Leader

Supervisor: Acquisitions Production Group Leader

Library Division/Production Group/Unit: Technical Services/Acquisitions Production Group

Cost Center: _____ FRS Account#: 01-113600 Sub Code: 1012 FTE: 100%

Permanent: Contingent I (Hrly) _____ Contingent II (contract): _____ Expected Duration: _____

B. POSITION SUMMARY:

Within a team environment, responsible for planning, implementation and administration of all aspects of ordering, receiving, claiming, reconciling financial statements and preparation for payment of continuing publications (\$3 million plus). Coordinates and facilitates inter and intra production team activities, facilitates team communications, fosters an environment of shared responsibility, and develops and promotes team plans and vision. As team leader, works directly with team members to plan, develop and implement ongoing activities and special projects and establish team goals and objectives. Provides leadership through active participation on teams and committees at the production group, division, and Library level.

C. ORGANIZATIONAL CHARACTERISTICS

Responsible for the administration of the Continuing Publications Production Team. Serves on the Acquisitions Production Group Leadership Team. Reports to the Acquisitions Production Group Leader. The University of Maryland Libraries promotes a team based, collaborative, continuous learning environment. Works closely with other Acquisitions Production Team Leaders to facilitate all aspects of the acquisitions process for all library materials.

D. PRINCIPAL ACCOUNTABILITIES:

1. Develops and implements (in consultation with Acquisitions Production Group Leader) policies, standards, goals and procedures to improve workflow. Assesses production team resources and needs and recommends adjustments.
2. Coordinates and monitors all operations required to order, receive, document and clear for payment of all continuing publications. This may include: bibliographic searching, order preparation, mail operations, material check-in, claiming, payment authorization, statement resolution, subscription renewals, cancellations and serial adds.
3. Trains staff in complex computer operations including use of Library Integrated Management System and Vendor databases. Trains staff in various aspects of duties. Trains library staff in use of serials and acquisitions modules of LIMS. Contributes to and interprets instructions and procedure manuals.
4. Works with team members to identify, analyze and resolve problems resulting from subscription lapses, vendor errors, defective, damaged or unwanted material, etc. Creates temporary records and takes appropriate action to move data within modules as necessary.
5. Establishes and maintains business relationships with vendors and publishers and resolves problems. Participates in "Request for Proposals" and contract discussions as needed.
6. Supervises and performs all required personnel activities such as preparing job descriptions, interviewing and selecting staff, performance review and development, merit assessments, discipline, etc. Determines performance deficiencies and designs interventions. Evaluates training needs and assists staff in acquiring the skills, knowledge and competencies needed to improve job performance.
7. Works closely with the staff of the Collection Management and Special Collections, Public Services and Information Technology Divisions on serial issues, problems and concerns.
8. Compiles data collection and analysis, time and cost studies as needed and on request.
9. Collaborates with other divisions and colleagues to improve service.
10. Serves on appropriate teams and committees to achieve the goals of the unit.
11. Participates in Library, Divisional, Production Group and Production Team planning activities.
12. Fulfills "Technical Services' Common Expectations of Staff" and performs other duties as requested.

E. DIMENSIONS

Number of Persons Supervised: Direct: 7.5 Indirect: _____

Number of Students Supervised: Direct: 0 Indirect: _____

Formal Leadership:

- "Work/Project Leader"**: answers general questions and provides assistance, maintains assignment completion schedules; performs the same tasks as others.
- "Team Leader"**: advises and directs the teams; answers complex questions functioning as an expert resource; maintains assignment completion schedules. Performs the same and higher level tasks.
- "Supervisor"**: participates in the selection process of new employees; assists with performance appraisals; disciplinary problems are referred to a higher level. Performs similar and higher level tasks.
- "Manager"**: solely responsible for performance appraisals; employee training and development; handles disciplinary problems, responsible for multiple units or areas, each with supervisor. This person will be evaluated on these decisions.
- No direct staff reports.

Complexity of Work:

- Routine**: Primarily deals in one singularly directed functional area. Awareness of related area is not significant.
- Semi-complex**: Requires some integration of different but relatively similar bodies of knowledge and/or functions. Some analytical ability is needed.
- Complex**: Functions differ significantly from each other or a major function is broad and requires integration of differing complicated bodies of knowledge. Analytical ability is clearly required.
- Very Complex**: Involves complicated bodies of knowledge/functions that differ substantially from each other.

Autonomy/Freedom of Action:

- Close supervision**: detailed instructions given. Close and complete review of work.
- General supervision**: proceeds on regular tasks, referring questionable situations to supervisor.
- Very general supervision**: resolves most questions, accomplishes most tasks without guidance.
- Little guidance**: performs complex functions, establishes priorities, resolves issues, rarely refers to supervisors.
- Plans, develops and implements functions/projects for functional unit(s) or team(s).
- Other (explain)

Interactions:

Primary interactions include all levels of staff within the Production Group including Production Group Leader, Production Group Teams and Team Leaders throughout the division. Outside of TSD, primary interactions include the Collection Management Team Leader, Head, McKeldin Periodicals, Electronic Resources Coordinator, and library faculty. Other interactions include outside publishers, vendors and suppliers.

Fiscal Responsibility: Reconciles \$3 million plus transactions.

Physical Working Conditions: Normal office environment.

F. MINIMUM QUALIFICATIONS:

Academic Level: Bachelor's degree desired.

Practical Experience: Five years progressively responsible relevant experience required. At least two years experience in serials activities in a university or college library. At least one year of successful supervisory experience. Knowledge of serials methods and procedures. Knowledge of the subscription trade. Excellent communication and interpersonal skills. Ability to use windows functionality on personal computers for word processing, e-mail, spreadsheets and library integrated management systems.

Technical Qualifications or Specialized Certifications: None

Other knowledge, skills, abilities and competencies required: Demonstrated management, and leadership skills. Must have ability to manage tasks in response to varying time pressures with shifting priorities and changing constraints. Ability to manage organizational change; to maintain a systematic perspective; to involve and influence others to accept new ideas or innovative approaches; to lead in a team-based organization. Must have the ability to take direction as well as to provide direction and motivation. Evidence of ability to interact collaboratively and work effectively with teams. Evidence of strong service orientation; an ability to anticipate customer needs and seek ways of providing satisfactory solutions. Ability to interact effectively with a variety of staff within and outside of Technical Services. Excellent interpersonal skills; ability to communicate clearly orally and in writing with all persons potentially affected by the scope of the work.

Incumbent's signature: _____ Date: _____

Supervisor's signature: _____ Date: _____

Production Group Leader's signature: _____ Date: _____

Director's signature: _____ Date: _____