

SLIS Career Con Tweets 2011

Oct 21, 2011

Your mls = leadership potential when you are a candidate anywhere, but especially at smaller public libraries

smaller libraries are very interested in your leadership potential.

Know your audience and library population when applying for jobs.

Experience = networking and networking = experience

Work to highlight pre-library job experience to emphasize qualities libraries are looking for. Think outside the library box

Be sure it's a good match for you and the institution to which you are applying

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Looking for a corporate job related to librarianship? Network with other departments, attend career fairs.. ..and be explicit about matching keywords in your application materials to keywords in the job postings.

Presented today at the #SLISCareerCon! Great questions from students and tips from the other panelists!

Yesterday's IS & LS Career Exploration session brought up some interesting points
John Straw from Ball State, Xiaozhong Liu from IU, Lou Malcomb from IU, and Susan Miller from Bedford Public Lib. spoke

GovDocs is a changing field--lots of digital; think outside of libraries if interested in this info. area

GovDocs information management opportunities available in military, CIA, Pentagon;
best way to get jobs=apply for internships

GovDocs/Government jobs resumes are very different from traditional ideas of resumes;
much longer with some narrative

Become comfortable with showing others how to work with and understand raw, statistical data--get over your fear of stats

Don't be afraid of programming; it just takes practice

Libraries are competing with Google for users; but we have an advantage we know the needs of our users and community

Funny quote from Xiaozhong re: MIS studies "...And, by the way, payments will be good." Talking about corporate info. work

Public libraries are building lifelong relationships with customers, from childhood through life's later years

Libraries help form the way children feel about libraries; generations of library users
Depending on your library and community, you may wind up being 2/3 social worker and 1/3 librarian

"The public library is a sacred trust...when you get a card you are a part of the community." Grandpa patron to grandson

Many public libraries only advertise on their website and state library; may not use big listservs, so check state lists

Bring fire and passion to your cover letter and interview

Be aware of state certification requirements (public library track) and continuing education requirements and opportunities

Be willing to accept and initiate change--it's a constantly changing environment

Show how you will work to align your services and programs with the community you serve

On the horizon: continuing digital emphasis, specialization and expertise (GovDocs), willingness to assume varied responsibilities

Interview tips session 10/22/11 w/ Dot Porter from IU, Josh Wolf from Monroe County Public Lib., and Rachel Stoeltje from IU

Be aware that many people wrote the job descriptions that are posted--even if you don't meet all pieces play up your strengths

Turn your knowledge about the organization (do your homework...) into a question to ask during the interview

During the interview, imagine you have the job already and just talk to the interviewer as though you're talking to your boss

You're interviewing them like they're interviewing you--look for cues to make sure it's a good fit

Know what you can do and how you can fit into the job

Have your elevator speech prepared; and have ideas in mind about things you could implement

Don't misrepresent yourself, but do sell the skills you do have

In an interview, don't apologize for things you don't know, but do emphasize a willingness to learn

Enthusiasm is KEY!

Show initiative; if you know you'll be around, let them know and see if the timing works to have an interview

Anticipate questions, prepare, and practice

All-day interviews w/ meals? Eat safe, non-messy foods and don't have more than 1 glass of wine, if any, w/ dinner

Don't bring up vacation & benefits during the interview--wait until they've offered you the job and let them bring it up

Stay open and willing to negotiate when it comes to salary/benefits

Once you're a final candidate the focus shifts from qualifications (you made it this far, you're qualified) to fit & connection

When entering the building for your interview, tell complete strangers you're going to an interview; diffuses your stress

Phone interviews are awkward but doable (and awkward for everyone participating)

When interviewers give you situational questions, they're looking for a story.

Always have an answer to those "mistake" or "weakness" questions--tell them what you learned

Know your response to enforcing a policy you don't necessarily agree with

Perfect on paper doesn't equal perfect in person

During the interview you're always on stage--even in the bathroom (wash your hands, please!)

But don't be so self-conscious that it distracts you

Watch out for illegal questions; if they're asking those, it's not a place you want to be.

Avoid personal talk in the interview

Email vs. paper thank-yous? Either is fine.

Always be conscious of online profiles and what you're putting out there!

Negotiation & Hiring Process w/ Carol Choksy with IRAD Strategic Consulting, Krista Ledbetter w/ Morgan Co. Pub. Lib... ...Carolyn Walters w/ IU, and Sarah Bowman w/ Monroe County Public Library

Benefits are a big part of salary considerations

Look at nearby libraries/similar libraries to get ideas of what entry-level salary might be

If you're asking for more money, give reasons (i.e. cost of living, experience, specialties, travel expenses, etc.)

When notified you've been selected to interview, ask what kind of interview, who you'll be interviewing with

As you go into a new job, that's the strongest point for negotiating salary/benefits; sets you up for future negotiations

Give them a reason to keep you in the candidate pool; don't give them a reason to eliminate you

If you're uncomfortable in negotiating, take your time, ask questions, understand benefits, take notes, take a day to think

If you can't negotiate \$, negotiate start date (right away is hard when moving across the country)

Don't undersell yourself--women are humble (sometimes too humble).

Listen to your gut and let your personality shine through--it has to be a good fit for you and for the library

Show interview committees your initiative and how you've grown from opportunities

Collaboration is key--show them how you've collaborated

Ask smart questions and share your professional experiences as much as possible--Always answer the "is there anything else" ?s

Community is key, whether public library or academic, or special. Know who you'd be serving

The ideal fit is a job you'd go and do for free. The perk is that you'd have a paycheck, but that's not the most important

Share your love & passion for service!!!

Shawn Conner, Courtney Greene, and Emma Dederick all from IU spoke in an extended afternoon session

Exploring emerging & unconventional careers in LS and IS

Make opportunities for yourself by showing initiative and showcasing your skills

Be organized in your job search; have a binder w/ your application materials organized and info on each institution

Make it easy to agree with you that you're a good candidate

Managing employees is a big part of librarianship

Supervisory work is incred. challenging; organizing, supporting, improving work & collaborating others=difficult but rewarding

Student workers: what we assign them to do shouldn't just be a job, should help them grow as professionals

Get to know the group of people you work with; everyone's work styles are different and supervisors must know others well

Supervisor: How am I going to interact with these people to bring them and the organization together?

Watch out for political pitfalls (which means listening a lot first!)

The best managers empower employees

Hiring committees want to work w/ people its a treat just to be around.

Supervisors should provide adequate training for new employees, set goals, check in on a regular basis s/ new hire

It's ok to seek out assistance, find more info, empower yourself

Thanks for a great #SLISCareerCon IU SLIS student groups!

Hey #SLISCareerCon folks--I forgot to mention, but following various blogs can really help you know which questions to ask when job hunting

One of my new favorites is <http://letterstoayounglibrarian.blogspot.com/>