

Job Title	Youth Services Librarian
Job ID	107974
Location	Oregon City, Oregon
Full/Part Time	Full-Time
Regular/Temporary	Regular

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CLACKAMAS COUNTY CORE VALUES



Clackamas County employees work to serve the public and enrich our community. In that spirit, we pledge to hold ourselves to these standards at all times in our interactions with customers and one another:

• **Service** • **Professionalism** • **Integrity** • **Respect** • **Individual accountability** • **Trust**

By incorporating these values into our daily routines, we can better serve our customers, ourselves and our projects. We're always looking to improve. That's the Clackamas County **SPiRiT**.

[Clackamas County Core Values](#)

Clackamas County is committed to building a community where people thrive, have a sense of safety, connection, and belonging, so that everyone is honored and celebrated for the richness in diversity they bring. We encourage applicants of diverse backgrounds and lived experience to apply.

CLOSE DATE

This Job Posting closes at 11:59 p.m. (Pacific Time) on **MONDAY, JULY 7, 2025**.

Please Note: The application deadline may be extended to expand the pool of qualified candidates. Any recruitment timeline changes will be communicated to all who have initiated an application process or have submitted an application.

PAY AND BENEFITS

Annual Pay Range (*effective July 1, 2025*): \$67,307.99 - \$85,070.20

Hourly Pay Range (*effective July 1, 2025*): \$32.359609 - \$40.899133

Salary offers will be made within the posted pay range and will be based on a candidate's experience (paid or unpaid) that is directly relevant to the position.

Clackamas County proudly offers an attractive compensation and benefits package, including competitive wages, cost-of-living adjustments, merit increases (for eligible employees), and a robust sick and vacation plan for regular status employees.

We encourage and support employee health and wellness by offering, health and wellness classes and events, and alternative care benefits, so you can customize your wellness needs to fit your lifestyle.

Employee benefits become effective the first of the month following an employee's date of hire.

Attractive benefits package and incentives for employees in regular status positions are detailed below.

Generous paid time off package, including:

- 12 hours of vacation accrued per month
 - Eligible newly hired employees will have the one-time option to frontload their first year of vacation accruals in compliance with [EPP 66 - Vacation Leave](#)! This means you have access to vacation time at time of hire.
- 8 hours of sick accrued per month
- 10 paid holidays and 1 personal day per year

Other Benefits:

- Membership in the Public Employees Retirement System (PERS)/Oregon Public Service Retirement Plan (OPSRP):
 - **Employer paid 6% PERS retirement contribution** (The county currently pays the employee's share of the retirement contribution.)
 - OPSRP members get vested after five years of contributions or when they reach age 65
- **A Choice of Medical Plans** that include chiropractic coverage, alternative care, vision, and prescription drug coverage
- **A Choice of Dental Plans**
- Robust EAP and wellness programs, including gym discounts and wellness education classes
- Longevity pay
- Other retirement Savings Options that allow for additional retirement funds savings, including an option to contribute a portion of employee earnings on a pre or post-tax basis to a 457b Deferred Compensation Plan
- A variety of additional optional benefits (see links below for additional information)

This is a full time County position represented by the Employees' Association.

[Employees' Association \(EA\) Full Time Benefits](#)

[Learn More About Benefits](#)

JOB DETAILS AND QUALIFICATIONS

- ***Are you passionate about providing public library youth services to the local community?***
- ***Are you ready to inspire the next generation of readers, creators, and curious minds?***
- ***Do you dream of building imaginative, inclusive, and community-rooted programs for youth and families?***
- ***Do you want to grow your career while helping shape youth services in two brand-new library spaces?***
- ***Are you a self-motivated innovator who believes the library is a place for discovery, connection, and joy?***

If you answered YES to the questions above, please read on!

We are seeking a committed, self-driven, enthusiastic, and service-oriented individual to join our dynamic team as a Youth Services Librarian (classified as Librarian 1) at the Clackamas County Oak Lodge and Gladstone Libraries. This is

a unique opportunity to work in the brand-new facilities! The new Gladstone Library is now open and the Oak Lodge Library will follow in Fall of 2025!

If selected for this position, you will plan and provide innovative youth programming and cultivate relationships through outreach for various youth programs offered by the Library. In this role, you will also be responsible for planning, coordinating and evaluating the summer reading program, as well as providing collection development, adult reference, and circulation services. With the two new libraries, this is an exciting opportunity to reimagine and grow the programs and services provided to our young people and their families.

Oak Lodge and Gladstone Libraries are a part of the Department of Transportation & Development (DTD) under Community Services. We are committed to providing direct public library services to the Oak Lodge and Gladstone communities within the LINCC consortium. We are searching for an individual, who is motivated to contribute to a team with a strong focus on quality library services, innovative outreach, programming, and who can demonstrate strong interpersonal, communication and organizational skills.

Required Minimum Qualifications/ Transferrable Skills:*

- Possession of a Master's degree in Library Science (MLS) or a Master's degree in Library Information Systems (MLIS) from an ALA-accredited college or university

Preferred Special Qualifications/ Transferrable Skills:*

- Experience working in a public library as a Youth Librarian
- Experience working in a public library planning and providing youth programming and outreach
- Youth and adult reference experience
- Circulation experience

Pre-Employment Requirements:

- Must pass a criminal history check which may include national or state fingerprint records check
- Must pass a post-offer physical assessment; accommodation requests will be reviewed on an individual bases in compliance with State and Federal legislation.
- Driving is required for County business on a regular basis or to accomplish work. Incumbents must possess a valid driver's license, and possess and maintain an acceptable driving record throughout the course of employment. [Learn more about the County's driving policy.](#)

*For Veterans qualified for Veteran's Preference: If you believe you have skills that would transfer well to this position and/or special qualifications that relate to this position, please list those skills and/or qualifications in the open-ended question at the end of the application and explain how those skills and/or qualifications relate to this position.

KEY COMPETENCIES FOR SUCCESS IN THIS ROLE

We are searching for someone who:

- **Aligns with Clackamas County Core Values** of Service, Professionalism, Integrity, Respect, Individual Accountability, and Trust **"SPIRIT"**.
- **Builds and Maintains Professional Relationships** with internal and external customers, partners and stakeholders by honoring commitments and delivering exceptional customer service.
- **Commits to Teamwork and Collaboration** by working effectively towards a shared goal, encouraging sharing of information, productive problem solving and putting team success first.
- **Demonstrates Excellent Customer Service** by anticipating, assessing, and responding effectively to the needs of those we serve.
- **Communicates Professionally** demonstrating self-awareness, respect for others, and adjusting to various levels of technical skills & understanding of subject matters.
- **Embraces Continual Learning** through commitment to education, self-improvements, and willingness to grow within the job as technology and organizational changes demand it.
- **Values Technology and Use of Electronic Systems** appropriately and effectively for the processing and distribution of information, supports the implementation and use of technology in the workplace.
- **Seeks to Problem Solve** by using critical thinking and analytical skills, identifying alternative strategies & developing a solution-focused approach to address challenges or issues.
- **Displays Creativity and Innovation** by taking initiative in improving processes, programs, services and products through new approaches or ideas and being open to others' ideas.
- **Promotes Cross Cultural Effectiveness** by engaging in a culture of respect, inclusiveness, and appreciation of diverse perspectives, backgrounds and values.

- **Puts Ethics into Action** by holding themselves to a high standard of professional, honest, and objective behavior in all dealings and interactions.

TYPICAL TASKS

Please review the classification specification which includes the typical tasks of this position by clicking on the following link: [Librarian 1](#).

WORKING CONDITIONS

Duties require continuous walking/moving, standing for extended periods, frequent squatting, kneeling, bending, twisting, reaching forward and overhead, fine motor control, and ability to lift 35 pounds, lift and carry 20 pounds, overhead reach 5 pounds, and push/pull 20 pounds. Duties also involve exposure to dust and odor/fumes including strong perfumes.

WORK SCHEDULE

This position works 40 hours during a standard workweek of **Tuesday - Saturday**. Specific hours of work will be discussed with the candidate selected for this position at the time an offer of employment is extended.

Please Note: This position is designated as on-site/in-person. It is expected that the selected candidate will perform duties at the specified on-site work location.

EXPLORE CLACKAMAS COUNTY

Clackamas County is in a prime location in the Portland, Oregon metropolitan area and is recognized nationally as one of the most livable areas in the United States. Located on the southern edge of the City of Portland and extending to the top of Mt. Hood, Clackamas County is part of a thriving region in the Northwest. It has a population of about 420,000 residents.

[Explore Clackamas County](#)

[Working for Clackamas County](#)

[Recreation, Arts & Heritage](#)

ABOUT THE DEPARTMENT

The mission of the Department of Transportation and Development (DTD) is to assist residents and businesses in creating vibrant, sustainable communities through innovative and responsive public service.

DTD is responsible for a broad range of county services involving land use planning and permitting, building permits, county code enforcement, solid waste and recycling, road construction and maintenance, surveying, plat approvals, public land corner restoration, economic development, libraries, County parks, and dog services.

[Learn more about the divisions in DTD](#)

ABOUT THE LIBRARIES

The Gladstone Library and Oak Lodge Library are operated by Clackamas County. We provide access to informational, recreational, community and cultural services to the library service areas and general public so they can develop into lifelong learners and readers, satisfy intellectual curiosity, and benefit from strengthened communities.

[Learn more about County Libraries](#)

APPLICATION PROCESS

Clackamas County only accepts online applications.

Help With Your Application:

[Application Process](#)

[Help with the Application](#)

If you have any questions or issues you may contact the Department of Human Resources at 503-655-8459 or [e-mail us](#). Our office hours are Monday - Thursday 7:00 a.m. - 6:00 p.m. Pacific Time (closed on Fridays).

HOW TO CLAIM VETERAN'S PREFERENCE

[Request Veterans' Preference](#)

[Learn more about the County's Veterans' Preference](#)

VISA SPONSORSHIP

Clackamas County does not offer visa sponsorships. Once a job applicant has accepted a position, they will be required to complete an I-9 and confirm authorization to work in the United States prior to their first day.

EQUAL EMPLOYMENT OPPORTUNITY

Clackamas County is an Equal Opportunity Employer. We value diversity, equity, and inclusion as essential elements that create and foster a welcoming workplace. All qualified persons will be considered for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, political affiliation, disability or any other factor unrelated to the essential functions of the job.

If you wish to identify yourself as a qualified person with a disability under the Americans with Disabilities Act and would like to request an accommodation, please address the request to the Department of Human Resources prior to the recruitment close date. You may request an accommodation during the online application process.

RECRUITING QUESTIONS?

Victoria Vysotskiy, Recruiter
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