



THSC Position Description

1. Position Details

Position Title	TR822 Library Trainee
Team	Library Services
Group	Customer, Community Services Group
Report To	S0394 Coordinator - Castle Hill and Dural
Number of Direct Reports	0
Max Grade	35T05
Min Grade	35T01

2. Organisational Values

Core Value	Expectation
Honesty	Sets an honest and ethical example for others to follow. This means acting truthfully, transparently and fairly and holding others accountable to do the same.
Integrity	Monitors confidentiality and guide others to respond to inappropriate conduct and conflicts of interest. Models and practices behaviour that supports Council's Fraud and Corruption Policy and other policies. This means facilitating a work environment that encourages reporting of inappropriate conduct and taking responsibility for own actions.
Loyalty	Commits to facilitating the delivery of best outcomes for the organisation. This means fulfilling the obligations of your role and leading by example.
Leadership	Knows own strengths and limitations and can develop them in others. This means taking action to put in place initiatives to coach and assist individuals and teams to apply their capabilities productively in the workplace. This also means participating in team meetings, training and contributing to a positive corporate culture.
Safety	Facilitates resources to implement safe work practices and act on reports of incidents and hazards immediately. This means taking action to provide resources to implement Workplace Health and Safety policies and procedures and make changes to improve safe work practices. Adheres to the responsibilities under Council's WHS Policy and WHS Responsibilities and Accountabilities Procedure.

3. Primary Purpose

1. Direct delivery of the full range of Council and Library Services whilst completing employer supported formal studies;
2. Efficiently and effectively resolve customer enquiries and complaints on a range of Library and Council services within agreed guidelines or in consultation with specialist staff;
3. Work cohesively as part of a team, building relationships, sharing knowledge and skills, and participate in the delivery of library activities and programs under the guidance of experienced staff.

4. Skills & Competencies

Item	Description
PLAN & PRIORITISE	Understands the strategic direction of Council and contributes to the delivery of team goals and outcomes.
FINANCE	Undertakes tasks and duties with a financially responsible approach.
TECHNOLOGY	Identifies ways to leverage technology to achieve better outcomes and uses corporate systems.
PROCUREMENT	Complies with Council's procurement guidelines.
FLEXIBILITY & CHANGE	Is flexible and able to adjust to changes in their working environment. Listens and takes action to make changes when provided with feedback. Can bounce back after setbacks and failures and use them as an opportunity to learn.
WORKING WITH PEOPLE	Can work as a member of a team and develop meaningful and productive workplace relationships.



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COMMUNICATE & COLLABORATE	Can engage team members and internal stakeholders. Can tailor communication style to the needs of the audience, actively listens to others and provides input where appropriate. Develops respectful working relationships with team and colleagues.
INFLUENCE & NEGOTIATE	Influences and negotiates with other internal and external stakeholders from a position that is well informed of the key issues. Works towards mutually beneficial outcomes.
LEGISLATION & POLICY	Works within defined legislation and policies relevant to their role.
CONTRIBUTE TO COUNCIL'S ETHICAL STANDARDS	Models behaviours to maintain Council's ethical standards, compliance with the Code of Conduct and contributes to wellbeing and reporting inappropriate behaviour.

5. Duties

Deliver accurate information and resolve customer enquiries face to face and by phone
Effectively and efficiently process a range of transactions and payments for both Council and Library
Undertake day to day operations in any of Council's libraries as rostered
Other duties as specified by Supervisor/Manager

6. Risk Management

Act at all times in a manner which does not place at risk the work health and safety of themselves or any other person in the workplace. Be responsible and accountable for taking practical steps to minimise Council's exposure to risks insofar as is reasonably practicable within your area of activity and responsibility.
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7. Qualifications and Accreditations

Drivers Licence (Class C) - NSW
Working with Children Check
HSC or equivalent
Committed to complete a full-time 1-year traineeship whilst studying a Cert IV in Library and Information Services

8. Knowledge and Experience

Excellent interpersonal skills
High level written and verbal communication skills
Flexible approach in a fast-paced work environment
Reliable

Managers Signature

30/09/2026

Date



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Employees Signature

Date

Employee Name

Job Demands Checklist for: Library Trainee

PHYSICAL DEMANDS	Definition	Freq.
1. Sitting	Remaining in a seated position to perform tasks	C
2. Standing	Intermittent standing to perform tasks	C
3. Walking	Intermittent walking various floor type: even / uneven / indoors / outdoors / slopes	F
4. Running	floor type: even / uneven / indoors / outdoors / slopes	N
5. Bending/Leaning Forward from Waist	Forward bending from the waist to perform tasks	C
6. Trunk /Twisting	Turning from the waist while sitting or standing to perform tasks	C
7. Kneeling	Remaining in a kneeling posture to perform tasks	O
8. Squatting/Crouching	Adopting a squatting or crouching posture to perform tasks	F
9. Leg / Foot Movement	Use of leg and / or foot to operate machinery	N
10. Climbing (stairs/ladders)	Ascend / descend stairs, ladders, steps	F
11. Lifting/Carrying	Light lifting and carrying: 0 – 9kgs	C
12. Lifting/Carrying	Moderate lifting and carrying: 10 – 15kgs	O
13. Lifting/Carrying	Heavy lifting and carrying: Up to 20kg (not required)	N
14. Reaching	Arms fully extended forward or raised above shoulder	F
15. Pushing/Pulling/Res training	Pushing/pulling: 0-9kgs (documents/laptop) Pushing/pulling: 10 – 15kgs	C O
16. Head/Neck Postures	Holding head in a position other than neutral (facing forward)	F
17. Hand/Arm Movements	Repetitive movements of hands and arms for administration work	C

SENSORY DEMANDS	Definition	Freq.
1. Sight	Use of sight is an integral part of work performance. E.g. Computer screens used for administrative work	C
2. Hearing	Use of hearing is an integral part of work performance. Operating a telephone for administrative duties	C
3. Smell	Use of smell is an integral part of work performance.	N
4. Taste	Use of taste is an integral part of work performance.	N
5. Touch	Use of touch is an integral part of work performance. For administration work and other tasks	F
PHSYCHOLOGICAL DEMANDS	Definition	Freq.
1. Distressed People	Emergency situations	O
2. Aggressive & Uncooperative People	Dementia, mental illness, drug or alcohol	O
3. Unpredictable People	Dementia, mental illness, drug or alcohol	O
ENVIRONMENTAL DEMANDS	Definition	Freq.
1. Dust	Exposure to atmospheric dust onsite	O
2. Gases	Working with explosive or flammable gases requiring precautionary measures	N
3. Fumes	Exposure to noxious or toxic fumes	N
4. Liquids	Working with corrosive, toxic or poisonous liquids or chemicals requiring PPE	N
5. Hazardous Substances	Dry chemicals, glues, etc.	O
6. Noise	Environmental / background noise necessitates people to raise their voice to be heard	N
7. Inadequate Lighting	Risk of trips, falls or eyestrain	O
8. Sunlight	Risk of sunburn exists from spending more than 10 minutes per day in sunlight	N
9. Extreme Temperatures	Environmental temperatures are less than 15°C or more than 35°C	N

18. Grasping/ Fine Manipulation	<i>Gripping, holding, clasping with fingers or hands</i>	C
19. Work at Heights	<i>Using ladders, footstools, scaffolding, or other objects to perform work.</i>	O
20. Driving	<i>Operating motor vehicle</i>	O

10. Confined Spaces	<i>Areas where only one egress (escape route) exists</i>	N
11. Slippery or Uneven Surfaces	<i>Greasy or wet floor surfaces, ramps, uneven ground</i>	N
12. Inadequate Housekeeping	<i>Obstructions to walkways and work areas cause trips and falls</i>	O
13. Working at Heights	<i>Using ladders, footstools, scaffolding, or other objects to perform work.</i>	N
14. Biological Hazards	<i>Exposure to body fluids, bacteria, infectious diseases</i>	N
15. Vibration	<i>Whole body vibration, upper or lower body vibration</i>	N
16. Hot works	<i>Asphalt or other hot work</i>	N

FREQUENCY KEY:

C	Continuous	67-100%	Occurring continuously over a period of time
F	Frequent	34-66%	Occurring or done many times at short intervals
O	Occasional	1-33%	Occasional or done infrequently or irregularly
N	Never	0%	Never

Work Arrangements & Requirements

Hours/Days of work	Variable working hours																									
Variable hours	☐ Overtime ☐ On Call ☐ Call Outs																									
Break/Rest Periods	1 hour lunch break																									
Equipment used	Desktop computers, iphone, ipad, trolley, automated booking sorting machine																									
Personal Protective Equipment	<table><tr><td>☐ </td><td>☐ </td><td>☐ </td><td>☐ </td><td>☐ </td><td>☐ </td><td>☐ </td><td>☐ </td><td>☐ </td><td>☐ </td><td>☐ </td><td>☐ </td><td>☐ </td></tr></table>													☐ 	☐ 	☐ 	☐ 	☐ 	☐ 	☐ 	☐ 	☐ 	☐ 	☐ 	☐ 	☐ 
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