Academic Librarian Competencies Model (ALCM)
Recognising Skills and Identifying Gaps

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Monash University Library is one of Australia’s leading academic libraries with a long-standing reputation for a comprehensive collection, technological innovation and professional excellence. We strengthen the University by providing outstanding scholarly resources and research and learning environments and through leadership in research skills development, scholarly communication and use of technology. For more on the work we do, please visit our website.

Position purpose
This position works as part of a team to provide services, programs and resources, and to facilitate prompt, seamless and reliable access to high quality scholarly information.

Reporting line: The position reports to either a supervisor or manager depending on the branch or department the position is located in and works as an effective member of a team under general supervision.
<table>
<thead>
<tr>
<th>FACET OF WORK SKILL</th>
<th>Prescribed Direction</th>
<th>Bounded Direction</th>
<th>Scaffolded Direction</th>
<th>Self-Actuated Direction</th>
<th>Open Direction</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Level 1</td>
<td>Level 2</td>
<td>Level 3</td>
<td>Level 4</td>
<td>Level 5</td>
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<td>Highly structured directions &amp; guidance from supervisor.</td>
<td>Boundaries set by &amp; limited direction from supervisor.</td>
<td>Works independently and within provided guidelines.</td>
<td>Develops own utilities &amp; works innovatively with limited guidance.</td>
<td>Works with self-determined guidelines appropriate to discipline / context.</td>
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**Skilled**

reflects on lifelong learning skills and career management.
d. Planning & Management
- Organises and manages work effectively.
- Allocates resources to tasks.
e. Problem Solving & Critical Thinking
- Synthesises and analyses data to create solutions.
f. Communication & Teamwork
- Writes, presents & performs with sensitivity to interpersonal communication and accounts for ethical, cultural and social/team issues (ECS).
Self-Assessment: Measuring Your Competencies & Identifying Your Skills

You are invited to participate in a survey. Responses to this survey will inform a paper to be presented at ALIA National 2016, titled: "Academic Librarian Competencies Model (ALCM): Recognising Competencies and Identifying Gaps". The research is being undertaken by Anna Rubinowski, Romney Adams, and Sylvia Pilz.

PURPOSE OF THE RESEARCH
The purpose of this research is to develop and present the Academic Librarian Competencies Model (ALCM), a model which will enable Librarians employed at academic institutions to, at any stage of their career, identify their competencies and skills gaps.

YOUR INVOLVEMENT
Your completion of this survey is entirely voluntary. If you decide to complete the survey, you will not be asked to give your name. You will be asked about your location of employment (in regards to both branch Library/ies and Faculty Team/s), and the length of your employment, but you can choose not to answer. You will also be asked to complete self-assessment and reflection in connection with a range of skills areas that pertain to your employment.

POSSIBLE RISKS, INCONVENIENCES AND DISCOMFORTS
All information collected will be entirely anonymous. No details that may identify you will be collected or reproduced. You are under no obligation to agree to participate. If you do agree to take part, however, you are free to withdraw from the survey at any time.
Consider themselves skilled because of the number of years that they have done this role.

28%

“Ability to understand and assess relevant research methods and information resources, in order to support the research activities of students and/or academic staff”
ALCM-y! ...Questions?