

**Quality Ranking Factors Statement**  
**Assistant Library Director – Operations Services**  
**Announcement No. P-310-9-50**

[NB: Use as much space as necessary to comprehensively and concisely describe your specific work experiences, education, or other training that provides evidence of the degree to which you possess the following knowledges and abilities. All examples associated with these quality ranking factors should be clearly identified with one or more of the work experiences or education cited in your employment application.]

1. *Knowledge of principles and techniques of supervision and motivational theories*
2. *Ability to administer library operational services in a complex library system to achieve efficient and proper utilization of funds, personnel, equipment, materials and supplies consistent with best management practices in a public sector environment.*
3. *Ability to a) identify barriers to overcoming diversity within a library's internal and external communities and b) develop and implement pathways to overcome said barriers*
4. *Knowledge of library-based technology and ability to manage complex technological systems within a geographically dispersed library system*
5. *Knowledge of construction project planning and management and ability to oversee a construction project from concept through completion.*