



German-Dutch dialogue on the future of libraries

## **Library staff: identifying, qualifying, employing and training**

With Ute Engelkenmeier and Matthijs van Otegem

Moderator: Harm Derks

Monday, March 15th, 2021



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## **Library staff: it's about qualifying and motivation**

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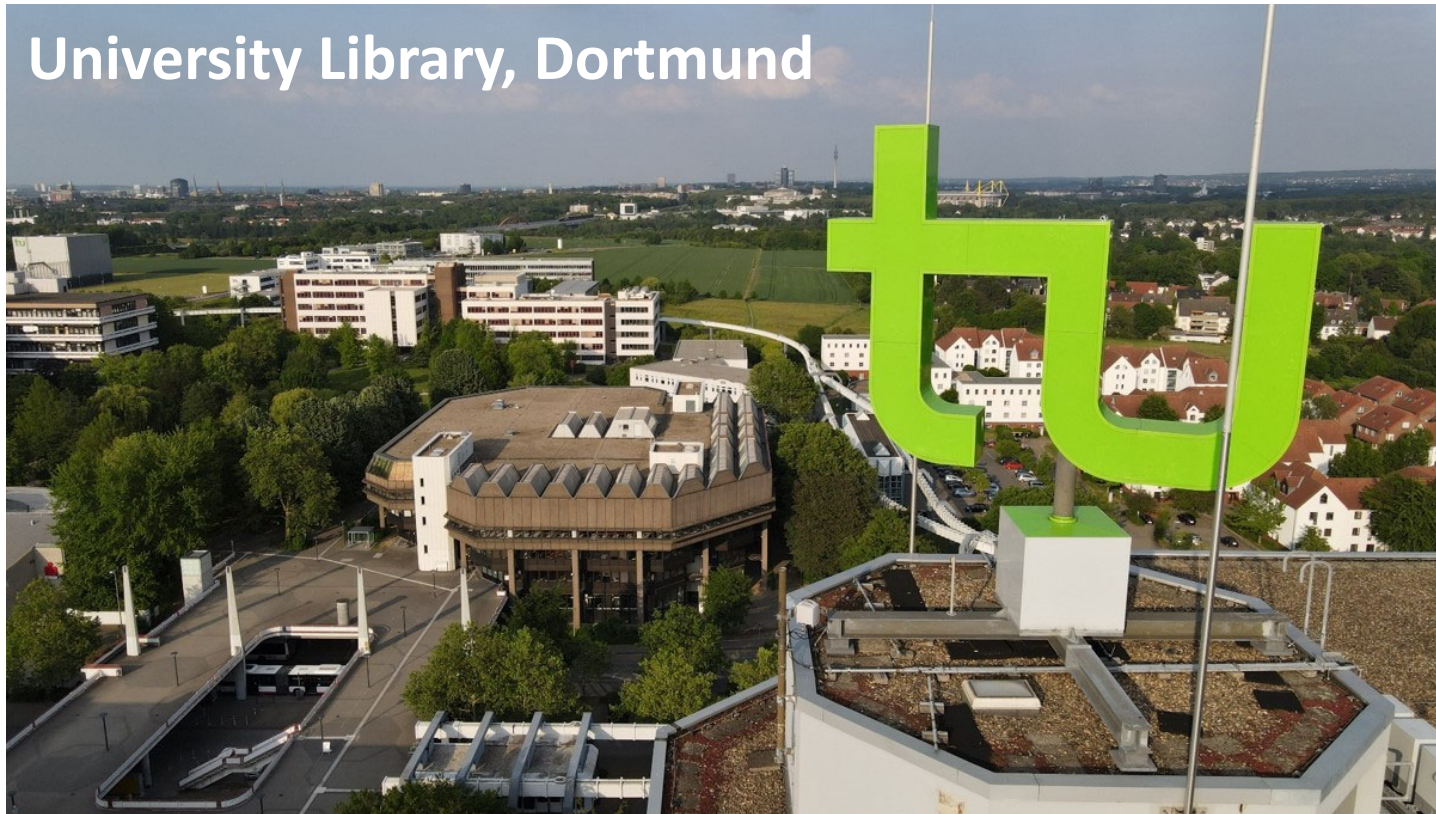
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## University Library, Dortmund



### Contents:

1. Identifying
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5. What I would like to say...



## 1. Identifying



- Mission
- Strategy and goals
- Organizational structure
- Human resource management
- Challenges
- Requirements
- Skills
- Job posting/ad
- Application process





## 2. Qualifying



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- Trainees
  - vocational school
  - dual education
- Bachelor graduates
- Master graduates
- Career changers
- Specialists
- Continuing education



### 3. Employing



- Induction/training
- Job enlargement
- Projects
- Participation
- Internships
- Standardized employee interview
- Development



## 4. Training



- Training
  - Inhouse
  - TU / University
  - ZBIW / NRW
  - Online, webinar
- Knowledge management
- „Update“



## 5. what I would like to say...

Thank you 😊

- Open mind
- Values
- Appreciation
- Confidence
- Failure permitted
- Humor