

An Analysis of Three Academic Librarian Job Listings

City College of San Francisco – San Francisco, California

City College in San Francisco, California, advertised for a librarian position for Fall 2026 at the Ocean Campus, which serves as the college's primary campus. The salary range is \$75,466 to \$115,214, which sounds impressive for a potentially entry-level job, but one must also consider the high cost of living in the Bay Area. This is a general position for a full-time, tenure-track librarian to serve students, faculty and staff. Specified job duties include in-person and virtual reference assistance and information literacy instruction, as well as active promotion of library resources and services, collection development, committee duties, and serving as liaison to assigned subject areas. The ad also points out a need to participate in ongoing training regarding accessibility, anti-racism, diversity, equity, and inclusion, as well as helping to develop and engage in "culturally responsive, inclusive, and anti-racist practices to reduce barriers to student success and student equity gap" ("Librarian (Full-Time, Tenure Track)"). As is common with most library jobs, the position also requires flexible work availability, including late afternoons, nights, and multiple college campuses. The job advertisement notes a particular interest "in applicants with strong technology skills, experience with digital tools, and adaptable to change and innovation" ("Librarian (Full-Time, Tenure Track)").

Minimum qualifications include an American Library Association-accredited master's in library science, library and information science, or equivalent, as well as demonstrated knowledge, skills, and abilities to work with community college students of various backgrounds, orientations, and capabilities. The "desirable qualifications" are much more extensive and include a year of experience in an academic library; experience with online

reference systems and collection development tools; expertise in emerging technologies; an ability to teach AI and other forms of information literacy; experience teaching, particularly literacy information; experience with open educational resources (OER); experience in providing technical support for library systems and electronic resources; leadership experience; and the ability to work both independently and collaboratively. (“Librarian (Full-Time, Tenure Track)”).

For the most part, this job listing is in line with many others I have seen. The minimum qualifications are what I have come to recognize as standard, although the specified focus on technological skills does stand out, as does the fact that this job ad specifies that the first year is probationary (“Librarian (Full-Time, Tenure Track)”). The list of “desirable” qualifications is a definite eye-opener and slightly worrying for someone with basically zero library experience. Any such position is going to want someone with a fair amount of technological savvy, but the specification that they prefer someone with what amounts to tech support experience seems a little peculiar. Admittedly, this is basically a wishlist rather than what they necessarily expect to find all wrapped in a single candidate, but that particular point still stands out as an oddity.

College of the Mainland – Texas City, Texas

College of the Mainland in Texas City, Texas, has an opening for a reference and collection development librarian position. The salary range is \$53,532 to \$72,269, which is equivalent to other job postings for librarian positions in the Houston-Galveston area. Job duties include: in-person and online reference services and library instruction for students, faculty, and staff, as well as platforms such as LibAnswers and LibGuides; collaborating with faculty; coordinating development, inventory, and promotion of the various collections; managing the book budget; tracking and analyzing statistics on library usage and aligning spending accordingly; promoting library resources; conducting an annual survey of user satisfaction

regarding library services and materials; and helping to write and manage grants. The job advertisement also mentions professional development and continuing education, as well as participating in library organizations and college committees. The position also requires alternating Saturday shifts and some night work. There is no mention of tenure or continuing appointment for this position, which seems to be common for Texas community colleges (“Librarian, Reference & Collection Development”).

The only minimum requirement is an ALA-accredited master’s degree in library science; there is no minimum experience requirement;. However, the listing does say that the college prefers someone with two years of experience with reference services in a college library. Although the position is specifically for reference and collection development, minimum knowledge and skills include familiarity with a wide range of library services, as well as familiarity with integrated library systems (ILS), customer service, record keeping, and word processing software. The ad also mentions training or experience with catalogs, databases, and internet research and “highly developed” communication and interpersonal skills as minimum qualifications. Preferred knowledge and skills include knowledge of spreadsheet and database software, as well as familiarity or experience with instruction of how to use library resources, LibGuides and LibAnswers, collection development, social media promotion, experience with Alma and Primo ILS, and report preparation (“Librarian, Reference & Collection Development”).

This particular job listing is less daunting than the one for City College of San Francisco. The preferred qualifications may be something of a stretch for someone just coming out of a library science program, but the ad seems less of a Christmas list one might ask Santa for and more in line with a reasonable request for parents. Many of the knowledge and skills are fairly

ubiquitous, such as spreadsheet and word processing software, and any graduate student will have at least a working understanding of databases. My own experience with a range of content management and learning management systems would likely help with understanding integrated library systems, even if I am not familiar with Alma and Primo in particular. The pay is much lower than the other two, but Texas has an overall lower cost of living than California or Washington. One thing that stands out as different about this job is the pairing of reference and collection development. The specialized nature of the job is not unusual, as many libraries hire librarians for specific roles as often as general. The Green River College position pairs reference and instruction, which both require assistance and education in varying degrees, but two areas in Texas City are rather disparate. It makes sense, however, when considering that College of the Mainland is a fairly small institution, so needs may create some odd combinations. All in all, this particular job listing seems right on track for a recent MLIS graduate.

Green River College – Auburn, Washington

Green River College in Auburn, Washington, has an opening for an instruction and reference librarian position. The salary range for this tenure track position is \$70,000 to \$102,000; this aligns closer with the San Francisco job than the Texas one, which makes sense given that Auburn lies in the Seattle area, which also has a high cost of living. The ad lists a number of job responsibilities, including: face-to-face and virtual reference, research, and technical services; in-person and online information literacy instruction, both in conjunction with faculty and in credit-bearing classes; assuming leadership roles for both new and existing projects; participating in the Humanities Division with work such as committees, faculty observations, and student advising; and working with assigned instructional areas for collection development. The posting also discusses a need to contribute to the college's "efforts to improve

college-wide access, equity, retention, and completion, particularly to traditionally underserved communities and students” and to demonstrate both "cultural responsiveness and a commitment to equity in interactions with students, faculty, staff, and community members” (“Librarian Tenure Track”).

There is no minimum experience, although the position does require a master’s degree from an ALA-accredited library and/or information science program, which must be completed before the position start date. Other minimum qualifications include experience teaching information literacy in a higher education setting and providing reference services, as well as an ability to work collaboratively and a commitment to equity in working with not just a diverse range of students, but also colleagues and the community in general. There are no “preferred” qualifications listed, but the ad does state that the position needs someone with a strong commitment to diversity, equity, and inclusion and information literacy. This librarian will be someone familiar with online and face-to-face education and can provide instruction with both one-shots and credit-bearing courses, as well as reference services both in-person and online. And librarians at Green River College assume leadership for “new and ongoing projects such as physical and electronic collection development, Ex Libris Alma/Primo, OER, and the library website,” as well as taking “leadership roles in library outreach, online learning, and campus-wide initiatives” (“Librarian Tenure Track”).

Much like the Texas City position, this job seems in line with reasonable expectations for a recent graduate with little to no prior experience. The qualifications are all fairly standard, although the strong focus on instruction is unusual compared with other listings I have seen, even when they are for instructional librarians. I believe this reflects the fact that the library is actually part of the Humanities Division, an academic designation rather than an administrative arm such

as Academic Affairs (“Librarian Tenure Track”). However, the biggest surprise about this particular job ad is what is not there; I have never seen one without separate minimum/preferred qualifications before. This bodes well for just-out-of-grad-school applicants. Interestingly, the position’s description shares a focus on DEI and equity with the San Francisco job ad – which is not really surprising, but the fact that these are important facets of jobs on the West Coast contrasts sharply with the lack of any such mention in the Texas position.

Works Cited

- “Librarian (Full-Time, Tenure Track).” *City College of San Francisco*, 23 Feb. 2026, jobs.ccsf.edu/postings/7488.
- “Librarian, Reference & Collection Development.” *College of the Mainland Portal*, 15 Jan. 2026, jobs.com.edu/postings/4480.
- “Librarian Tenure Track.” *Jobs @ Green River College*, 9 March 2026, www.schooljobs.com/careers/greenriveredu/jobs/5260919/librarian-tenure-track.