Library Programming Competencies

**Organizational Skills**
Works toward managing time and projects efficiently and effectively at multiple levels: individually, institutionally, and in collaboration with outside organizations and agencies.

**Knowledge of the Community**
Works toward understanding the communities for which programs are developed, including their particular needs and interests; building respectful, reciprocal relationships with community members and organizations; and ensuring access to a wide variety of programs for all community members, especially those who have historically been underserved or face other challenges to access.

**Interpersonal Skills**
Works toward communicating effectively and appropriately with all stakeholders and audiences to provide consultation, mediation, and guidance during programs and in other contexts relating to programs.

**Creativity**
Responds to challenges and problems with inventiveness, flexibility, and creativity to resolve them.

**Outreach & Marketing**
Works toward communicating information about programs to all community members who could potentially attend or benefit, using a variety of digital and analog channels in ways that are culturally and developmentally appropriate.

**Financial Skills**
Works toward budgeting, seeking funding for, and managing the finances of a program or suite of programs, often in collaboration with external partners.

**Evaluation**
Works toward using statistical and qualitative tools to measure program effectiveness and impact on all community audiences, including those that have historically been un- and underserved; and using this information to iteratively improve the development and delivery of programs.

**Content Knowledge**
Works toward sufficient knowledge of program content to deliver, manage, or evaluate programs, according to role.

**Event Planning**
Works toward planning, managing, and implementing events that are both developmentally and culturally appropriate for their intended audiences.