

Creative ways to procure MLIS candidates

Advertising

1. Currently advertising on:
 - NLLS website
 - Subscribed list serves
 - Foothills Library Association website, Alberta
 - Partnership Job Board, Canada
 - Linked-in that is linked to the job site Indeed
 - Social media
2. Advertise on the ALA job site. ALA is the largest library association in the world and advertises for US and Canada.

If there are no suitable candidates from the above resources the following could be the next steps for recruitment

Build a talent pool

3. Attend job fairs at universities that hold the MLIS program, build a talent pool
4. One University has a placement program for 3 and 6 months, after they graduate there could be the opportunity to hire the student and to build the talent pool

Alternative Recruitment Methods

5. Hire a head hunter
6. Change the location after training so that the employee could work from home, closer to Edmonton or surrounding area. Conditions would apply.
7. System Librarians
Hire librarians that are already within the system. One MLIS HQ position could potentially be split between the librarians interested in this position. Talks and negotiations would have to happen between NLLS, the librarians, and the Local library board, as to how this would look. Reports to the PS Manager.