

# 2023 INALJ Jobs

Naomi House & Sana Khan- Co-Head Editors of INALJ Jobs

Karly Szczepkowski, Rebekah Kati, Iris Jahng,  
Rose Feuer & Sarah Eiseman - INALJ Volunteers

4.19.2023

\*\*\*\*\*

Issue 61 (includes all of 56-60)

Sponsored jobs \*USA jobs \*Canada jobs \*International jobs

[INALJ fundraiser info](#)

## SPONSORED JOBS

\*\*\*\*\*

[Librarian I / Rocklin Library / Rocklin, CA](#)

[Librarian -Senior \(Branch Librarian\) / Auburn Library / Auburn, CA / Apply by 4/21 at 5 PM](#)

[Associate Dean for Collections and Discovery Services / San Diego State University Library / San Diego, CA / Priority date 4/24](#)

[Web Services Coordinator / American University Library / Washington, DC](#)

[Scholarly Communications, Data, and Affordable Learning Librarian / University of Massachusetts Boston / Boston, MA](#)

[Liaison Librarian / University of Massachusetts Boston / Boston, MA](#)

[Instructor – Librarian \(Public Health\) / CUNY Graduate School of Public Health and Health Policy / New York, NY / Review begins 4/20](#)

[Upper School Head Librarian / St. Christopher's School / Richmond, VA / \*further info\*](#)

[Liaison Librarians \(3 Faculty Positions\) / University of Vermont / Burlington, VT / Best consideration date 5/8](#)

\*\*\*\*\*

Looking for more jobs?

Check out the Monday edition of the [jobs pdfs](#) for each of the previous week-2 weeks!!  
Each week is cumulative Tues-the following Mon & we try not to duplicate week to week

## USA

**USA – Virtual - Telework - Remote** *further job resources can be found at [INALJ Telework](#)*

[Lead Fellow – Informatics \(Part Time, Temporary\)](#) / Drexel University – College of Computing and Informatics / Philadelphia, PA/remote / Apply by **5/10**

[Learning Architect](#) / Albright College / Reading

[Consortium Executive Director](#) / Missouri Evergreen Consortium (MEC) /Remote with travel within Missouri / Apply by **4/30**

[Archives, History and Heritage Advanced Internship Program \(AHHA\)](#) -[further info](#)- Library of Congress, DC or Remote, Apply by **4/24**

[Search Engineer](#) - HathiTrust administratively based in the University of Michigan Library, Ann Arbor MI or remote or hybrid, Apply by **4/24**

**Alabama** *further job resources can be found at [INALJ Alabama](#)*

[Assistant Librarian, Social Sciences](#), Marx Library, University of South Alabama Libraries, Mobile

[Assistant Librarian in Acquisitions](#) at the University of South Alabama in Mobile

**Alaska** *further job resources can be found at [INALJ Alaska](#)*

**Arizona** *further job resources can be found at [INALJ Arizona](#)*

[Library Services Associate III \(Talent Req14407\)](#)/University of Arizona Libraries, Tucson, First review **4/21**

[Library Services Associate III \(Talent Req14408\)](#)/University of Arizona Libraries, Tucson, First review **4/21**

[IT Project Manager II](#) /University of Arizona Libraries, Tucson, First review **5/2**

**Arkansas** *further job resources can be found at [INALJ Arkansas](#)*

**California** *further job resources can be found at [INALJ California](#)*

Sponsored

[Librarian I](#) / Rocklin Library / Rocklin, CA

[Librarian -Senior \(Branch Librarian\)](#) / Auburn Library / Auburn, CA / Apply by **4/21 at 5 PM**

[Associate Dean for Collections and Discovery Services](#) / San Diego State University Library / San Diego, CA / Priority date **4/24**

Other jobs

[Digital Services Specialist](#), ArtCenter College of Design Library, Pasadena

[Librarian](#), Legal Education, LA Law Library, Los Angeles

[Director of Sciences User Engagement](#) / UCLA Library/ Review on **4/27**

[Archivist](#), Santa Clara University - Santa Clara

[Project Specialist for Rare Books](#): Stanford University, Palo Alto

[Cataloging & Acquisitions Librarian](#): California Institute of Integral Studies (CIIS), San Francisco

[Digital Archivist](#) at the Ralph J. Bunche Center for African American Studies at the University of California, Los Angeles, Next review **4/25**

[Document Delivery Services Librarian](#) / UCLA Law Library / First consideration **5/8**

[Senior Assistant Librarian for Justice, Diversity, Equity, And Inclusion \(JDEI\)](#) / California State University / Long Beach

**Colorado** further job resources can be found at [INALJ Colorado](#)

**Connecticut** further job resources can be found at [INALJ Connecticut](#)

[Children's Librarian \(Part-Time\)](#) - Town of Greenwich, Apply by **4/24 at 4 PM**

[Communications Manager](#) - CT Humanities, Middletown, Apply by **4/30**

[Library Director](#) - Town of South Windsor. Apply by **5/10**

**DC (Washington, DC)** further job resources can be found at [INALJ DC](#)

Sponsored

[Web Services Coordinator](#) / American University Library / Washington, DC

Other jobs

[Archives, History and Heritage Advanced Internship Program \(AHHA\)](#) -[further info](#)- Library of Congress, DC or Remote, Apply by **4/24**

[Metadata and Cataloging Management Librarian](#) / American University Library / Washington, DC

[Persian and Arabic language project cataloger](#)/ George Washington University

**Delaware** further job resources can be found at [INALJ Delaware](#)

**Florida** further job resources can be found at [INALJ Florida](#)

[Librarian](#)/Clearwater Public Library System/Clearwater

[Librarian – Part-Time](#)/Clearwater Public Library System/Clearwater

[Library Assistant](#)/Clearwater Public Library System/Clearwater

[Library Assistant – Part-Time](#) / Clearwater Public Library System/Clearwater

**Georgia** further job resources can be found at [INALJ Georgia](#)

[Archivist, PT, 3 year contract](#), The Okefenokee Swamp Park (OSP)- Hybrid with some trips to Waycross and Folkston, GA, and elsewhere, Apply by **5/15**

[Part Time Library Assistant](#) - South Columbus Public Library / Chattahoochee Valley Libraries / Columbus, Apply by **4/28**

[Part Time Library Assistant](#) - Columbus Public Library - Teen Department / Chattahoochee Valley Libraries / Columbus, Apply by **4/26**

[Library Assistant I - Materials Management](#) - Columbus Public Library- Chattahoochee Valley Libraries / Columbus, Apply by **4/19**

[Librarian III](#), Goldbelt Professional Services, LLC: Atlanta

[Local Archivist](#) / Archival Services and Digital Initiatives and The Georgia Archives, Apply by **5/10**

[Paid Archivist Intern](#), Waffle House, Norcross, Apply by **4/28**

**Hawaii** further job resources can be found at [INALJ Hawaii](#)

**Idaho** further job resources can be found at [INALJ Idaho](#)

**Illinois** further job resources can be found at [INALJ Illinois](#)

[Mansueto & Regenstein Circulation Evening and Weekend Supervisor](#) / The University of Chicago Library  
[Technical Services Librarian](#), Chicago History Museum  
[Cataloging and Metadata Librarian](#) at the University of Illinois at Urbana-Champaign Library

**Indiana** further job resources can be found at [INALJ Indiana](#)

[Adult & Teen Librarian](#)/ Evansville Vanderburgh Public Library / Evansville  
[Customer Experience Facilitator](#) - EVPL West, Evansville Vanderburgh Public Library / Evansville  
[Youth Librarian](#) - EVPL Central READ Center, Evansville Vanderburgh Public Library / Evansville

**Iowa** further job resources can be found at [INALJ Iowa](#)

**Kansas** further job resources can be found at [INALJ Kansas](#)

[Head of Youth Services](#) / Salina Public Library / Salina

**Kentucky** further job resources can be found at [INALJ Kentucky](#)

[EKU Libraries Assistant University Librarian in Teaching & Learning](#) / Eastern Kentucky University /  
Richmond  
[Noel Studio Librarian Assistant University Librarian](#) / Eastern Kentucky University / Richmond

**Louisiana** further job resources can be found at [INALJ Louisiana](#)

[Librarian I \(Youth Services\)](#) / Lafayette Public Library / Lafayette / Apply by **4/28th at 12 PM**

**Maine** further job resources can be found at [INALJ Maine](#)

**Maryland** further job resources can be found at [INALJ Maryland](#)

**Massachusetts** further job resources can be found at [INALJ Massachusetts](#)

Sponsored

[Scholarly Communications, Data, and Affordable Learning Librarian](#) / University of Massachusetts Boston / Boston, MA

[Liaison Librarian](#) / University of Massachusetts Boston / Boston, MA

Other jobs

[Technical Services Librarian](#): Massachusetts College of Pharmacy and Health Sciences-MCPSS, Boston  
[Science and Engineering Metadata Specialist](#) (still posted): University of Massachusetts, Amherst

**Michigan** further job resources can be found at [INALJ Michigan](#)

[Director of Library Services & Operations](#), The Ferris Library for Information, Technology, & Education (FLITE) at Ferris State University, Big Rapids

[Library Director](#) / Cheboygan Area Public Library

[Library Systems Analyst](#) / Oakland University Library Systems Analyst / Rochester

[Programming Clerk](#) / Oscoda County District Library / Mio

[Local History Digitization Summer Intern](#) / Clinton Macomb Public Library / Clinton Twp

[Part-Time Information Librarian](#) / Clarkston Independence District Library / Clarkston

[Search Engineer](#) - HathiTrust administratively based in the University of Michigan Library, Ann Arbor MI or remote or hybrid, Apply by **4/24**

**Minnesota** further job resources can be found at [INALJ Minnesota](#)

**Mississippi** further job resources can be found at [INALJ Mississippi](#)

**Missouri** further job resources can be found at [INALJ Missouri](#)

[Youth Services Assistant / Associate](#), Springfield-Greene County Library District, Springfield  
[Consortium Executive Director](#) / Missouri Evergreen Consortium (MEC) / Remote with travel within Missouri / Apply by **4/30**  
[Metadata & Cataloging Librarian](#): Burns & McDonald - Kansas City

**Montana** further job resources can be found at [INALJ Montana](#)

[Development Director](#) / The Archie Bray Foundation (The Bray) / Helena

**Nebraska** further job resources can be found at [INALJ Nebraska](#)

**Nevada** further job resources can be found at [INALJ Nevada](#)

[Community and University Archivist](#) / University of Nevada, Reno, Apply by **5/8**

**New Hampshire** further job resources can be found at [INALJ New Hampshire](#)

**New Jersey** further job resources can be found at [INALJ New Jersey](#)

[Resource Description Librarian](#) (Tenure Track) Scholarly Communication and Collections, Rutgers University Libraries

[Metadata Librarian](#) / Seton Hall University, South Orange Village

[Metadata Assistant](#) / Seton Hall University, South Orange Village

[Children's Services Librarian or Senior Librarian](#) / Piscataway Public Library/ Piscataway, Apply by **4/20**

[Continuing Resources/General Description Cataloging Librarian](#) / Princeton University Library

[Rare Book Cataloging Librarian \(2 positions\)](#) - Princeton University Library

**New Mexico** further job resources can be found at [INALJ New Mexico](#)

**New York (state)** further job resources can be found at [INALJ NY State](#)

[Library Director](#) / Sidney Memorial Public Library / Sidney

[Interlibrary Loan / Cataloging Specialist](#) / Mid-Hudson Library System / Poughkeepsie

[Research Services Coordinator](#) / Harris Beach / Rochester

[Youth Services/Programming Librarian](#) / Brewster Library / Brewster

[Part-Time Librarian](#) / Floral Park Library / Floral Park

[Librarian I](#) / Newburgh Free Library / Newburgh / Apply by 4/28

[Library Assistant, Part-Time](#) / Castleton Public Library / Castleton / Apply by 4/28

[Part-Time Librarian I or Librarian Trainee in the Adult Services Department](#) / East Islip Public Library / East Islip / Apply by 4/26

[Librarian \(School Media Specialist\)](#) / Longwood Central School District / Middle Island / Apply by 4/21

[Library Media Specialist – Elementary School](#) / South Huntington UFSD / Huntington Station / Apply by 4/21

[Librarian Trainee, Full-Time, Bookmobile Unit](#) / Buffalo & Erie County Public Library / Buffalo / Apply by 4/24

[Social Sciences Librarian](#) / Skidmore College / Saratoga Springs

[Adult Services Clerk-Typist](#) / Finkelstein Memorial Library / Spring Valley

[Adult Services Library Assistant](#), Finkelstein Memorial Library, Spring Valley

[Instruction Librarian / Electronic Resources](#) / SUNY Cobleskill / Cobleskill / Apply by 4/20

[Youth Services Librarian](#) / Middle Country Public Library / Centereach & Selden / Apply by 4/21

[Law Librarian](#) / Kingston Law Library / Kingston / Apply by 4/26

[Community Engagement and Talent Development Specialist](#) / Ramapo Catskill Library System / Middletown / Apply by 4/28

[Librarian II \(Digital Resources Librarian\) – I&T Division](#) / Oneida-Herkimer-Madison BOCES / Utica / Apply by 5/31

[Library Director](#) / Vestal Public Library / Vestal / Apply by 5/5

[Library Director](#) / Valatie Free Library / Valatie

[Part-Time Librarian/Librarian Trainee in Adult and Reference Services](#) / Huntington Public Library / Huntington / Apply by 4/21

[Part-Time Librarian/Librarian Trainee Youth & Parent Services](#) / Huntington Public Library / Huntington / Apply by 4/21

[New York State Archivist/Assistant Commissioner](#) / New York State Education Department / Albany  
[Director of Libraries](#) / SUNY Morrisville / Morrisville

[Temporary Music Choral Librarian Assistant](#) / Syracuse University / Syracuse

[STEM – Library Media Specialist Teacher \(K-5\)](#) / Schenectady City School District / Schenectady / Apply by 8/31

[School Media Specialist \(Librarian\)](#) / Sachem Central School District / Lake Ronkonkoma / Apply by 5/12



[Library Media Specialist](#) / Greater Johnstown School District / Greater Johnstown / Apply by **4/24**

NYC further job resources can be found at [INALJ New York City](#)

Sponsored

**[Instructor – Librarian \(Public Health\) / CUNY Graduate School of Public Health and Health Policy / New York, NY / Review begins 4/20](#)**

Other jobs

[Summer Intern – Digital Collections and Archives](#): Thurgood Marshall U.S. Courthouse, Headquarters Library: Apply by **4/30**

North Carolina further job resources can be found at [INALJ North Carolina](#)

[Makerspace Librarian](#), The NC State University Libraries, Raleigh

[Research Librarian for Engineering](#), The NC State University Libraries, Raleigh

[Experiential Learning Services Librarian](#), The NC State University Libraries, Raleigh

[Web Applications Developer](#), The NC State University Libraries, Raleigh

[Library Assistant - Archdale Library \(16 hours/week\)](#) / Randolph County Government / Asheboro

[Instruction and Outreach Librarian](#) / Warren Wilson College / Asheville

[Research Services Librarian](#) / Belmont Abbey College / Belmont

[Library Assistant - Beaufort and Bogue Banks Branch Libraries](#) / Carteret County Public Libraries / Beaufort

[Camden County Librarian - Camden County Library](#) / East Albemarle Regional Library / Camden

[Coordinator, Media](#) / Charlotte-Mecklenburg Schools / Charlotte

[Media Coordinator](#) / J.N. Fries STEM Middle / Concord

[Media Coordinator - Fayetteville Street Elementary School](#) / Durham Public Schools / Durham

[Adult Services Librarian](#) / Farmville Public Library / Farmville

[Library Assistant | Youth Services \(Full Time\)](#) / Fontana Regional Library / Franklin

[Media Coordinator - Morton Elementary](#) / Onslow County Schools / Jacksonville

[Library Assistant - Pine Valley Circulation \(CPT\)](#) / New Hanover County / New Hanover County

[Assistant Librarian](#) / United States Golf Association / Pinehurst

[Reference Assistant \(20 hours per week\)](#) / Chatham County / Pittsboro

[Director of Library Services and Archives](#) / Rockingham Community College / Wentworth

[Media Specialist - Interim Clyde A. Erwin High School](#) / Buncombe County Schools / Asheville

[Special Libraries Sales Manager](#) / Oxford University Press / Cary

[Director, Everett Library](#) / Queen's University of Charlotte / Charlotte

[Media Coordinator - Burton Elementary School](#) / Durham Public Schools / Durham  
[Media Coordinator - Neal Middle School](#) / Durham Public Schools / Durham  
[University Library Technician - Academic Library Services](#) / East Carolina University / Greenville  
[Records & Archives Assistant - Journey](#) / East Carolina University / Greenville  
[Media Coordinator - Hall-Woodward Elementary](#) / Winston-Salem Forsyth County Schools / Winston-Salem  
[Media Coordinator 2023-2024 - W.M. Irvin Elementary](#) / Cabarrus County Schools / Concord  
[ARIS Department Head](#) / Western Carolina University / Cullowhee  
[Media Coordinator - Charles E. Boger Elementary](#) / Cabarrus County Schools / Kannapolis  
[Elementary Media Specialist 2023-2024 - Bethel Elementary](#) / Cabarrus County Schools / Midland  
[PT Youth Services Librarian, temporary - Bookmobile](#) / Wake County Public Library / Raleigh  
[Library Associate I](#) / Rowan Public Library Headquarters / Salisbury  
[Circulation Librarian](#) / Rowan Public Library Headquarters / Salisbury  
[Processing and Reference Assistant](#) / Wake Forest University / Winston-Salem  
[Copyright & Licensing Librarian](#) / University of North Carolina at Charlotte / Charlotte  
[PT Reference Librarian - South Campus](#) / Rowan-Cabarrus Community College / Concord  
[Library Circulation Supervisor](#) / Cumberland County / Hope Mills

**North Dakota** *further job resources can be found at [INALJ North Dakota](#)*

**Ohio** *further job resources can be found at [INALJ Ohio](#)*

[Elementary Age Coordinator](#)/ Dayton Metro Library / Dayton  
[Teen Services Librarian](#) / Dayton Metro Library- Main Library/ Dayton

**Oklahoma** *further job resources can be found at [INALJ Oklahoma](#)*

**Oregon** *further job resources can be found at [INALJ Oregon](#)*

[Library Network Technology Analyst](#), County of Clackamas, Oregon City

**Pennsylvania** *further job resources can be found at [INALJ Pennsylvania](#)*

[Lead Fellow – Informatics \(Part Time, Temporary\)](#) / Drexel University – College of Computing and Informatics / Philadelphia, PA/remote / Apply by **5/10**

[Learning Architect](#) / Albright College / Reading

[Associate Director, Instructional Design](#) / University of Pennsylvania – Van Pelt Library / Philadelphia

[Processing Archivist – The Annenberg School for Communication \(Hybrid Eligible\)](#) / University of Pennsylvania – Annenberg School for Communication Library Archives / Philadelphia

[IT Systems Manager \(Hybrid\)](#) / University of Pennsylvania – Van Pelt Library / Philadelphia

[Nursing Librarian \(Hybrid Eligible\)](#) / University of Pennsylvania – Holman Biotech Commons / Philadelphia

[12 month – Faculty, Information Science \(tenure track\)](#) / Harrisburg Area Community College – Harrisburg campus / Harrisburg

[Library Supervisor](#) / Dauphin County Library System – McCormick Riverfront Library / Harrisburg

[Assistant Director](#) / Cheltenham Township Library System / Glenside / Apply by **5/1**

[Public Services Assistant](#) / Dauphin County Library System – McCormick Riverfront Library / Harrisburg

[Outreach and Circulation Services Specialist](#) / Dickinson College / Carlisle/ Apply by **5/1**

[Library Assistant](#) / University of Pennsylvania – Schoenberg Center for Electronic Text and Image / Philadelphia

[Resource Sharing Specialist](#) / University of Pennsylvania – Van Pelt Library / Philadelphia

[Summer Youth Services Assistant \(Part Time, Temporary\)](#) / Lower Macungie Library / Macungie

[Director of Youth Services](#) / York County Libraries / York County / Apply by **5/21**

**Rhode Island** *further job resources can be found at [INALJ Rhode Island](#)*

**South Carolina** *further job resources can be found at [INALJ South Carolina](#)*

[Art & Architecture Librarian & Director of the Gunnin Architecture Library](#): Clemson University Libraries: Clemson, Apply by **5/5**

**South Dakota** *further job resources can be found at [INALJ South Dakota](#)*

**Tennessee** *further job resources can be found at [INALJ Tennessee](#)*

[Public Services & Engagement Librarian](#) - Pendergrass Library, University of Tennessee Libraries Knoxville (Monday – Friday, 9:00 AM – 6:00 PM)

[Public Services & Engagement Librarian](#) - University of Tennessee Libraries Knoxville (Tuesday – Saturday, 9:30am – 6:30pm)

[Public Services & Engagement Librarian](#) - University of Tennessee Libraries Knoxville (Sunday – Thursday, 11:00am – 8:00pm)

**Texas** further job resources can be found at [INALJ Texas](#)

**Utah** further job resources can be found at [INALJ Utah](#)

[Assistant Librarian - Public Services](#) / Utah Tech University / St. George  
[Assistant Librarian – Instruction and Assessment](#) / Utah Tech University / St. George

**Vermont** further job resources can be found at [INALJ Vermont](#)

Sponsored

[Liaison Librarians \(3 Faculty Positions\)](#) / University of Vermont / Burlington, VT /  
**Best consideration date 5/8**

Other jobs

**Virginia** further job resources can be found at [INALJ Virginia](#)

Sponsored

[Upper School Head Librarian](#) / St. Christopher's School / Richmond, VA / [further info](#)

Other jobs

**Washington** further job resources can be found at [INALJ Washington](#)

**West Virginia** further job resources can be found at [INALJ West Virginia](#)

[Systems and Digital Resources Librarian](#) / Shepherd University / Shepherdstown

Wisconsin further job resources can be found at [INALJ Wisconsin](#)

[Science & Engineering Diversity Resident Librarian](#), University of Wisconsin-Madison Libraries,

Apply by 4/28

[Assistant Director](#) / McMillan Memorial Library / Wisconsin Rapids, WI / Apply by 4/24

[Youth Services Librarian](#): Clintonville Public Library: Clintonville, Apply by date: 4/30

Wyoming further job resources can be found at [INALJ Wyoming](#)

[Building Manager](#) - library manager / Lincoln County Library / Kemmerer

\*\*\*\*\*

## CANADA

**The Canada pages are no longer updated!**  
**Instead check out INALJ International below for non-U.S. based postings!**

As of 2021 I am seeking someone(s) to take over these pages  
(no longer hosted on INALJ) - Please email [jobs@inalj.com](mailto:jobs@inalj.com) for further info  
(all dates in U.S. format, Month/Day)

**Alberta** to find more sites to job hunt at check out [INALJ Alberta home page](#):

**British Columbia** to find more sites to job hunt at check out [INALJ British Columbia home page](#):

**Manitoba** to find more sites to job hunt at check out [INALJ Manitoba home page](#):

**New Brunswick** to find more sites to job hunt at check out [INALJ New Brunswick home page](#):

**Newfoundland & Labrador** to find more sites to job hunt at check out [INALJ Newfoundland & Labrador home page](#):

**Northwest Territories, Nunavut & Yukon** to find more sites to job hunt at check out [INALJ NWT, Nunavut & Yukon home page](#):

**Nova Scotia & PEI** to find more sites to job hunt at check out [INALJ Nova Scotia & Prince Edward Island home page](#):

**Ontario** to find more sites to job hunt at check out [INALJ Ontario home page](#):

**Québec** to find more sites to job hunt at check out [INALJ Québec home page](#):

**Saskatchewan** to find more sites to job hunt at check out [INALJ Saskatchewan home page](#):

\*\*\*\*\*

## UK & Ireland

**These sites are no longer updated!**  
**Instead check out INALJ International below for non-U.S. based postings!**

**Ireland:** *to find more sites to job hunt at check out [INALJ Ireland home page](#):*

**UK:** *to find more sites to job hunt at check out [INALJ UK home page](#):*

\*\*\*\*\*

## Puerto Rico

**The Puerto Rico page is no longer updated!**  
**Instead check out INALJ International below for job postings!**

**Puerto Rico** *further job resources can be found at [INALJ Puerto Rico](#)*

\*\*\*\*\*

## International (other countries)

**International (all dates in US format, Month/Day)**

*to find more sites to job hunt at check out [INALJ International home page](#)*

[Technologist](#) / Amnesty International/ London, UK, other locations where there is an Amnesty International IS office can be considered

[User Experience and Digital Accessibility Librarian](#)- Technology, Discovery, and User Experience (TDUX), UBC Library | Vancouver Campus, Apply by **5/12**

[Responsable d'Unité Services au Public](#) (Bibliothèque de l'EPFL) (Lausanne, Switzerland) Working language : French + Fluent in English (oral and written)