



King County Library System

Adult/Teen Services Librarian - North Bend - 40 Hours

SALARY	\$43.57 - \$53.01 Hourly	LOCATION	North Bend Library, 115 E 4th North Bend, WA
JOB TYPE	Regular Full-Time	JOB NUMBER	2026-00107
DEPARTMENT	Cascade Region - FC/NB/RE/RR/SA/SN	DIVISION	North Bend
OPENING DATE	06/04/2026	CLOSING DATE	6/18/2026 3:00 PM Pacific
UNION REPRESENTED	Yes		

General Position Summary

Job Number: 2026-00107

King County Library System (KCLS) in Washington State is seeking a community-oriented and enthusiastic **Adult/Teen Services Librarian** to provide service to the Cascade Region of King County libraries, which includes libraries serving the communities of Fall City, North Bend, Redmond, Redmond Ridge, Sammamish, and Snoqualmie. This position will primarily serve the **North Bend** community.

General Position Summary

As an Adult and Teen Services Librarian, you will provide a variety of professional in-library, out-of-library, and online programs and services in support of adults and teens in the North Bend community. You will have the opportunity to:

- Provide a variety of professional in-library, out-of-library, and online programs and services to support the community of North Bend.
- Work with local schools to provide teen programming such as book talks and craft programming.
- Facilitate equitable and inclusive programs and services for adults and teens.
- Manage KCLS materials to meet the educational, recreational and information needs of the community
- Provide patrons with basic and in-depth informational and technological assistance.

Successful candidates will:

- Be passionate about providing library services to growing rural communities.
- Demonstrate commitment to diversity, equity and inclusion (DEI) practices in public service.
- Value building collaborative relationships with community members and organizations, as well as colleagues across KCLS.
- Be responsive to the emerging needs of King County residents, developing and delivering programs and services that reflect the unique needs of diverse populations.

Required: Applicants must attach a current resume and cover letter that addresses relevant work experience, education, and training as it relates to this position.

Schedule:**Tuesday, 12:15pm-8:15pm****Wednesday, 12:15pm-8:15pm****Thursday, 10:15am-6:15pm****Friday, 10:15am-6:15pm****Saturday, 10:15am-6:15pm*****All shifts worked at North Bend Library.****About King County Library System (KCLS):**

KCLS has a vision of a world where knowledge allows diverse communities to prosper and grow. In order to support this vision, we create opportunities through meaningful connections by acting as the knowledge sharing center for over 1.5 million diverse patrons, providing an unparalleled collection of library materials, resources, technology, services, and programs.

Approximately 1,000 engaged and passionate staff provide service in 50 community library locations and patron engagement using direct outreach, programs, and virtual assistance. Our service area includes cities, towns, tribal lands, and unincorporated districts of King County, with the exception of the city of Seattle.

From a 2021-2022 comprehensive Diversity, Equity, and Inclusion (DEI) Assessment Demographics and Language Report, of the more than 1.5 million residents who live within the KCLS service area, almost half identify as Black, Indigenous, or People of Color (BIPOC). Moreover, roughly one-third of the KCLS community speaks a language other than English as their first language.

The King County Library System values the diverse perspectives, lived experiences, and cultures of all qualified individuals. We seek applicants that reflect the diversity of the communities we serve and encourage individuals of all backgrounds to apply, including BIPOC (Black, Indigenous, and other people of color), immigrants, refugees, women, LGBTQIA+, individuals with disabilities, veterans, etc.

KCLS welcomes reasonable accommodations for persons with disabilities as an opportunity to assist qualified individuals to participate in the job application or interview process and/or perform the essential functions of the position upon hire.

Need an accommodation to apply or interview? Call (425) 369-3224 or email employment@kcls.org.

KCLS ensures equal opportunities and consideration for all job applicants, without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state, or local laws. KCLS does not tolerate discrimination or harassment during any stage of employment, including in recruiting, hiring, promotion, termination, leave of absence, compensation, or training.

Examples of Duties**Essential Duties/Major Responsibilities:**

Any of the following duties may be performed. These examples are not necessarily performed by all incumbents, however, and do not

include all specific tasks an incumbent may be expected to perform.

1. Creates, develops, directs, delivers, and evaluates relevant services and programs, including co-creating programs with the community.
2. Develops relationships and partnerships with community-based organizations, including civic, business, education, and cultural communities.
3. Engages with the community and target service population (e.g., children, teens, adults) using many delivery methods. Promotes the use of materials, services and programs to the community.
4. Participates in community activities by providing information, answering questions and discussing community needs for services. Represents the Library and makes public presentations.
5. Identifies and stays current with service area and understands their informational needs and interests. Plans and organizes information for use by service population. Identifies future needs and trends for information services.
6. Provides and responds to in-depth readers' advisory, informational and specialty service questions. Provides depth of knowledge in specialty area or skill set such as children's, teen and adult services. Assists and educates patrons in the use of library technology resources.
7. Promotes and supports Intellectual Freedom principles with staff and patrons. Resolves related concerns or redirects to appropriate source.
8. Promotes and supports KCLS's Diversity, Equity and Inclusion values with staff and patrons. Centers the experiences of people and communities who are most affected by structural inequities when engaging in programming, partnerships, and information services work.
9. Mentors, trains, and models for other staff. Works closely with the Public Services Assistant (PSA) position in support of excellence in informational and readers' advisory services.
10. Creates and provides relevant and timely communications.
11. Participates in collection development and maintenance activities.

Secondary Duties:

1. Initiates, participates and collaborates in the library profession beyond KCLS. Maintains professional expertise in order to provide relevant public service.
2. Initiates, participates and collaborates with KCLS staff on projects and committees.
3. Participates in activities such as staff meetings, committee work and trainings.
4. Performs other related duties, as assigned.

Customer Focus

Primarily focused on customer needs, able to deliver high-quality, value-added services. Constantly strives to find new ways to increase customer satisfaction and understanding, foster equitable services, and forge meaningful connections.

Valuing Diversity

Manages relationships with all kinds and classes of people inclusively and equitably; respects, values, and encourages the unique dimension each employee adds to the organization and each member of the community brings to the whole. Seeks opportunities to learn from differences.

Ethics, Values, and Judgment

Exercises best judgment, trustworthiness, and professional standards of conduct; consistently demonstrates organizational values, moral principles, and accountability in behavior, character and action. Defends intellectual freedom and patron confidentiality.

Professional & Technical Knowledge

Demonstrates proficiency in professional and technical skills and/or knowledge in position-related areas; purposely keeps up with current developments and trends in areas of expertise, in order to foster personal success and connections for others.

Interpersonal Savvy

Relates well to all kinds of people at all levels, both internally and externally; builds appropriate relationships; interactions are often purposeful and constructive.

Dealing with Ambiguity

Can shift gears comfortably; can decide and act without the total picture; can comfortably handle risk and uncertainty, does not exhibit excessive need to control or track, can 'let go' and move forward in uncertainty.

Organizing and Planning

Establishes courses of action for self, can influence others to ensure that work is efficient, appropriately sensitive to real restraints on time and resources. Willing to take a risk.

Teamwork/Collaborating

Works cooperatively and productively with others to achieve goals and deliverables. Is aware of, utilizes and celebrate their own and team member's strengths and differences.

Desired Minimum Qualification

Education/Experience:

- Masters of Library and Information Science degree, or equivalency, from an American Library Association accredited school of Librarianship.
- Evidence of training, experience, or study in an area of service specialty (e.g., Children's, Teen, Adult Services).

SPECIAL REQUIREMENTS

- Washington State Librarian's Certificate.
- Valid Washington State Driver's License.

Physical Demands & Work Environment

PHYSICAL DEMANDS

While performing the duties of this job, the employee is constantly using hands to grasp objects, frequently finger/keyboarding. The employee will frequently stand and walk and reach up to chest level with hands and arms and up to frequently will bend. Occasionally squats, kneels and sits on floor and will seldom crawl. The employee will frequently lift/carry 10 pounds, occasionally up to 20 pounds and seldom up to 50 pounds and up to frequently push/pull carts using light force.

WORK ENVIRONMENT

Work is performed in a typical library environment and in the community for engagement activities. Interactions with individuals that involve behaviors issues may occur. Incumbent must be available for a varied work schedule, including early mornings, evenings and/or weekends, which may change periodically. Extensive travel within the service area is required.

Employer

King County Library System

Address

960 Newport Way NW Issaquah, WA 98027

Issaquah, Washington, 98027

Phone

4253693224

Website

<http://www.kcls.org/careers-at-the-library>

***QUESTION 1**

Please fill out both the application and this questionnaire completely. Any false or incomplete answers (such as "see resume" or "see application") may result in your not having an opportunity to interview. Do you agree to answer each of these questions truthfully, and do you understand that your answers will be compared to the information on your application?

- Yes
- No

***QUESTION 2**

Can you (with or without reasonable accommodation) perform the physical requirements of this position as described in the job posting?

- Yes
- No

***QUESTION 3**

Are you a current KCLS employee?

- Yes
- No

***QUESTION 4**

Do you have a Master's of Library and Information Science (MLIS/MLS) degree from an ALA accredited school?

****Select "Yes" if you expect to complete your MLIS degree within two months from the day you submit your application.**

- Yes
- No

***QUESTION 5**

Do you have a Washington State Librarian Certification? ****KCLS will reach out to obtain a copy of your Washington State Librarian Certification at time of hire.**

- Yes
- No

QUESTION 6

If you answered "No" to the previous question, are you able and willing to obtain one within 30 days of hire, if selected? Please note the Librarian Certification Application Process can be found at:

<https://apps.sos.wa.gov/library/libraries/training/certification.aspx>

- Yes
- No

***QUESTION 7**

Do you have a valid Washington State Driver's License?

- Yes
- No

QUESTION 8

If you responded "No" to the question above, would you be able to obtain a Washington State Driver's License within 30 days of hire, if selected?

- Yes
- No

*QUESTION 9

Please describe why you are interested in being an Adult and Teen Services Librarian for the North Bend community.

*QUESTION 10

How many years of experience do you have developing programs and services for teens?

- No experience
- Less than 2 years
- 2 - 3 years
- 3 - 5 years
- 5+ years

*QUESTION 11

Please describe your work and the teen services/programs you've been involved in.

*QUESTION 12

KCLS's DEI Assessment emphasizes that our work must center the lived experiences of the people and communities most affected by systemic racism and other structural inequities. With that in mind, what do you see as the role of Librarians in advancing this commitment? How have you demonstrated this in your past work, or how would you see yourself demonstrating it in this role at KCLS?

*QUESTION 13

As indicated in the posting, applicants are asked to attach a cover letter and current resume detailing your relevant work experience, education, and training as it relates to the position. Have you done this?

- Yes - I have attached my resume and cover letter.
- No - I understand my application is considered incomplete without the required materials.

*QUESTION 14

The screening process at KCLS includes application review, interviews, and references. If selected to proceed after interviews, I acknowledge that KCLS may reach out to my listed references without notifying me beforehand.

- Yes

*QUESTION 15

The King County Library System works to offer library materials that represent a wide range of community interests. This is one of the foundations of our policy of intellectual freedom, the idea that each and every patron has the right to choose the materials that interest them. Given this policy of Intellectual Freedom would you both allow and support the fact that patrons have the right to choose what they wish to see, to hear, or to read at the library?

- Yes
- No

***QUESTION 16**

Where did you hear about this job opportunity? Please select all that apply.

- KCLS Social Media (Facebook or Twitter)
- American Library Association (ALA)
- Washington Library Association (WLA)
- Pacific Northwest Library Association (PNLA)
- Seattle Public Libraries (SPL)
- Sno-Isle Libraries
- Pierce County Libraries
- LinkedIn
- Indeed.com
- Career Fair (In-Person)
- Government Jobs (public sector job site)
- Referral from KCLS Staff Member
- Job Interest Email Notification
- Other

* Required Question