

Planning a career?



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Ten years ago the leisured society was confidently predicted for the year 2000. New technology, far from destroying jobs, was expected to generate greater employment opportunities and more interesting work. Real incomes were forecast to rise sharply, so that most Australians would have the financial resources to enjoy unprecedented leisure time. Just a decade later we can see how wide of the mark such predictions were. As one columnist succinctly put it: the leisure society Godot is a long time coming.

Only the bravest among us would pretend the next few decades will be any easier to anticipate. How can people plan careers in such turbulent times? Is the entire notion of 'career' in fact outdated? Is the long-serv-

the development of business corporations over the last century is a classic case of an old story — the benign creation which turns on its maker. Originally created to serve the public interest, corporations now exert immense power over society. They are largely unaccountable. And what little regulation of corporate activity we do have is described as 'a perverse score-keeping system' which is 'driving corporate misbehaviour'. At the centre of this is a wholly one dimensional focus on 'the bottom line' as sole measure of corporate performance.

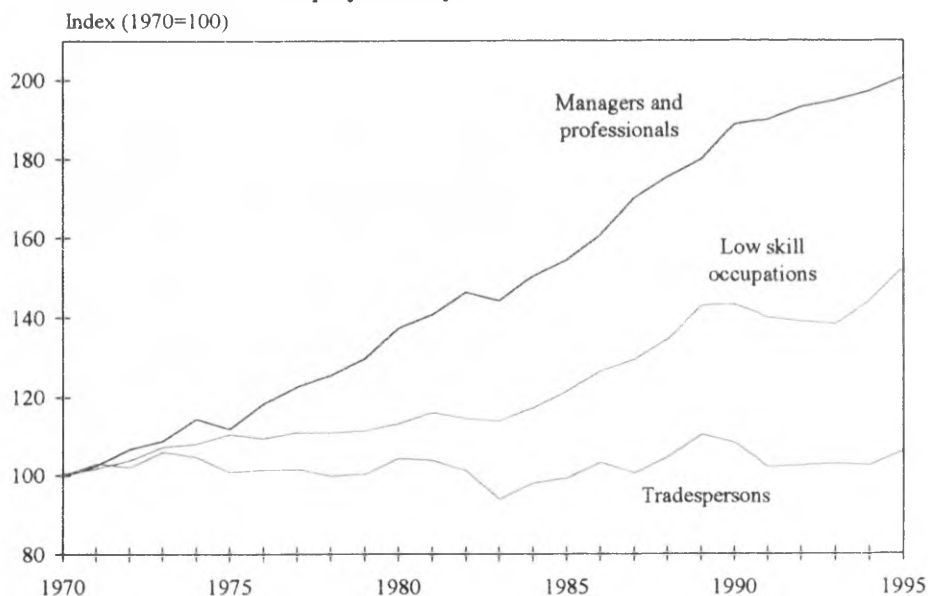
Professor Estes argues eloquently for much wider accountability standards for corporations, both public and private. Organisations should be held accountable to all stakeholders, he says, rather than just to their

stockholders. Performance measurement and reporting should go much further than mere profit and loss statements. It should be extended to include legislatively-imposed accountability measures for customers, employees, local communities and the broader society. And he calls for America's Securities and Exchange Commission to be reconstituted as a Corporate Accountability Commission charged with enforcing a legal framework for annual Corporate

Reports incorporating disclosure in these key areas.

In that environment, organisations would have a mandatory responsibility to assist staff in career planning. In accepting it, organisations, as well as their staff, could benefit. While the extent of change in contemporary organisational life makes planning difficult, it also emphasises its importance. Insecurity and uncertainty breed apathy and helplessness among staff. Neither is helpful to or-

Employment by skill level, 1970-95



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ing employee, loyal to a single organisation, 'as extinct as an 18th century clergyman' as British writer Anthony Sampson says? If so, what has happened to corporations to make it so?

In a challenging new analysis, *Tyranny of the bottom line*, Berrett-Koehler Publishers 1996, Ralph Estes, attempts to find out. A professor of business administration and founder of the Centre for the Advancement of Public Policy in Washington, Estes says

ALIAppointments

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organisational performance, even when this is judged solely by 'the bottom line'. A formal career development program in which management and staff accept joint responsibility can do much to reduce these negative effects on productivity and efficiency.

For ALIA members generally, there are both positives and negatives to consider when planning for future employment opportunities. As reported in earlier *inCite* editions, projected job growth for librarians in coming years is encouraging. But the changing nature of work in Australia is also cause for concern. In recent years, almost all new jobs have been part-time or casual. We are not creating attractive full-time positions. What growth there has been has certainly been in high-skill, professional-level work in recent years (see graph). And that will almost certainly continue.

Librarians should be better placed than most to secure work in the future. But they may have to accept that their 'career' will be a succession of varied roles, often incorporating casual or short term contracts. Australia now has a full ten per cent of its workforce — around half a million people — employed casually. Only Spain among developed countries has a higher proportion. In these circumstances, ALIA members will need to pay particular attention to continuing professional development as perhaps their most significant career planning mechanism. This could be coupled with careful consideration of strategic movements across a range of different positions, with a view to maximising their continued 'employability' — perhaps the only form of job security available in the future. Consideration should be given to beneficial lateral as well as upward movements.

As they pursue these and similar career planning strategies, librarians will recognise the value of knowing just what is going on in different parts of the library and information sector. They will find that maintaining key networks and alliances will become even more critical. And active membership of ALIA will remain perhaps the best vehicle for doing so. ■

LEICHHARDT MUNICIPAL COUNCIL

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SYSTEMS LIBRARIAN

POSITION No SPV 73/86

A multi-skilled and innovative person is required to evaluate, supervise and maintain all library computer and office equipment and systems. Council is well advanced in its planning for two new library buildings and is developing its information technology provision.

Leichhardt Library has its own IBM AS400 systems with 44 terminals and PCs. It uses the BOOKPlus Library Management System and, through its LAN, provides public access to CD-ROMs and the Internet. Dial-up access to the catalogue and community information is available and Leichhardt is a participant in the MPLA Interconnectivity Project.

Applicants must be qualified librarians, eligible for professional membership of the Australian Library and Information Association.

ESSENTIAL REQUIREMENTS

- Excellent knowledge of and experience with automated library systems, especially BOOKPlus, and mainframe systems
- Experience in reference and reader advisory work
- Experience in maintaining a LAN
- Excellent communication skills
- Knowledge of EEO and OHAS and their application in the workplace

The successful applicant will be required to regularly work on the Information Desk and may be required to work evening and weekend shifts in the future.

Conditions of employment are in accordance with the Local Government (State) Award. The commencing salary is \$747.17 per week.

Written applications **addressing the essential requirements of the position** can be submitted to the "Recruitment Officer" 4.00pm Friday, 15 November 1996 and should include relevant personal details, telephone number for contact and copies of references. Please ensure the application is **clearly marked "Position No 73/96"**.

ENQUIRIES

Further information and a Position Description may be obtained from Glennys Fabbri, Manager, Library and Information on (02) 9367 9266.

Administrative Centre
7-15 Wetherill Street
LEICHHARDT NSW 2040

Peter Head
Actg GENERAL MANAGER

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The University of Sydney

BADHAM LIBRARIAN

University Library

Reference No. F41/22

The Badham Librarian is responsible for the provision, development and promotion of library services to a large diverse user community. The Library's primary users are staff and students of the Faculties of Agriculture, Veterinary Science and the School of Sciences of the Faculty of Science. The Badham Librarian manages the operation of the Library and performs reference work, reader education and regular rostered desk duty. An evening shift may be required. As a senior member of the University Library staff the Badham Librarian will have the opportunity to participate in library-wide planning and policy formulation.

The Badham Library is open 60.5 hours p.w. during semester, has a staff of 6.6 (plus casuals), over 1,600 current serials, and a bookvote of \$87,000 p.a. There are over 100,000 volumes in the Badham collection as well as access to a wide range of electronic resources. 30,000 items are lent and a total of 7,000 interlibrary loans processed annually.

The University Library is undergoing a process of reorganisation and the duties of this position may be subject to change.

Essential: Eligibility for professional membership of ALIA or equivalent; advanced reference work in the life sciences or related fields; experience with a range of electronic databases and networked information resources; extensive professional experience in an academic or research library; management experience including staff supervision; experience with an integrated automated library system; excellent verbal and written communication skills; computing and keyboard skills. **Desirable:** Working knowledge of HTML; experience with Innopac; experience with a range of Internet search tools.

Appointment of the preferred applicant is subject to a satisfactory health assessment. Membership of a University approved superannuation scheme is a condition of employment for new appointees. For further information and a copy of the duty statement contact Mrs Judith Campbell (02) 9351 2173 or email j.campbell@library.usyd.edu.au

Salary: Level 8 \$43,084 - \$48,827 p.a. **Closing:** 18 November 1996

Applications must address the selection criteria including: Reference No, curriculum vitae and the names, addresses and phone nos of two confidential referees to: The University Librarian (Attention: Administrative Officer, Fisher Library), The University of Sydney, NSW, 2006.

Equal employment opportunity and no smoking in the workplace are University policies. The University reserves the right not to proceed with any appointment for financial or other reasons.

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