

for each of your local councils, universities, non-profits, state government, and library, and check their employment pages regularly. Even when signed up with agencies, it's a good idea to check their job pages regularly and contact them about relevant positions.

- Get involved in the LIS community. Join ALIA and attend local events, or create your own local LIS group. Getting actively involved will increase both your marketable skills and your contact base. Volunteering for ALIA also keeps you active in the LIS community and in the loop during periods of unemployment.
- Get some committee and project management experience. This can be in the LIS field or in another volunteering area, such as a local club.
- Sign up to ALIA's Professional Development scheme, and actively contribute to your own professional development.
- Consider enrolling in short courses, such as ALIA's FOLIOz, or going back to university to complete your Master's, or start a new one in a related field.
- Use the ALIA NewGrad e-list. Many jobs are advertised there, and you can seek out advice and exchange ideas with other new graduates.
- Be open to new experiences. You may conceive of yourself as an academic, public, or special librarian: broaden your horizons, and don't be afraid to try something new. Research each position you apply for, and tailor your application.

These are all strategies that can be used in order to find a job in good times and bad. Tough times may require you to use more of them. You may think of additional strategies, and, if so, please share them with the New Graduates list. Good luck out there, to all of us.

Naomi Doessel is Chair of the New Generation Advisory Committee (NGAC), and available for hire. She was assisted in this article by Katie Hannan and Andrew Finegan, both active members of NGAC and currently employed in the LIS field.

Naomi Doessel
 naomidoessel@gmail.com
Katie Hannan
 Katie@lost.net.au
Andrew Finegan
 afinegan@gmail.com

Professional development: check your rating!

How do your professional credentials stack up against the competition? Don't wait for a vacant position to check your rating, do it today! Be ready to respond to selection criteria rather than react to it.

Using Library Speak for librarians, there are six checkpoints you can do to make you stand out in the competition not stand in the competition.

1. Stocktake

Write down all your qualifications, skill sets, and areas of expertise. Discard what is obsolete, identify gaps in your current qualifications, skill sets, and areas of expertise, and investigate ways you can fill those gaps. Delete qualifications, skill sets, and areas of expertise that have been superseded, and upgrade if possible to meet the current requirements.

2. Circulation

Keep abreast of what is happening in the library information industry. Read magazines, journals, and online articles that will keep you current about new trends and innovations.

3. Membership

Join e-lists, and professional affiliations such as ALIA, to build up

your networks for opportunities to contribute and learn new skills and knowledge to make connections with other professionals that could potentially be mentors, referees, future employers, and advocates. If a committee is being formed for a specific project that would help you fill a gap in your skill set, why not volunteer?

4. Acquisition

Invest in yourself and your training, study, attend professional development workshops, or ask to attend a conference that is of interest to you. Look for opportunities to do higher duties, relieving in a position, secondments, and job exchanges. There may be funding you can apply for fellowships, grants, sponsorship to do research, benchmarking in your chosen area of expertise or interest.

5. Catalogue

Accurately record your achievements: if you attend training, ask for a statement of attainment. If you complete higher duties etc, ask for a testimony of what you achieved during that period from your manager. If you volunteer on a committee, ask for a reference from the convenor for your CV. Keep certified copies of awards, qualifications, and attainments so that you can certify what you have done.

6. C.R.E.W.*

Constantly review, evaluate and weed – your qualifications, skill sets, and areas of expertise. The same processes apply for a collection development as your ongoing professional development. The same principles also apply.

To survive in this economic climate of constant change and uncertainty, libraries need to be accurate, authoritative, current, and objective. To meet the demands of this evolving profession, library professionals need to have qualifications, skill sets, and areas of expertise that are accurate, authoritative, current, and objective.

If you do not have these opportunities available to you, ask for them in your annual appraisal. Source appropriate opportunities to learn and bring them to your manager's attention – your manager may not be aware of them. Volunteer and get involved, discuss professional development with your peers. Start an e-list or blog, chair a bi-monthly get-together to find what is happening.

Check your rating, make a plan, be proactive, and ask yourself 'what if I did this?...what if tried that?...'

Bernadette Franzoni
 Library Solutions
 bernadette.franzoni@gmail.com

**The Crew method was created by Belinda Boon of the Texas State Library in 1995 as a collection development tool.*

PD & Gen Ys: using web 2.0 to track the journey of new grads

As new graduates fresh out of our studies, our view of professional development was probably similar to most new grads: it's a good idea, it's something I should do, but I need to find a job. After all, we had just spent four years studying for the purpose of getting a dream library job, and wanted to direct all our energies towards finding one. It would be some years later that we finally would find ourselves working in a graduate library position (our current dream job), and then both quickly realising that professional development is a *vital* part of surviving in the library world.

We are two new librarians who for the past nine months have been working as Graduate Librarians at the University of Adelaide. Our position is three years long, with our time divided between Research and Reference and Metadata Services. We hope to emerge as well-rounded librarians with skills and knowledge that we can take wherever the library world leads. Having come from different working backgrounds, one of us working as an