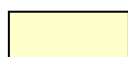


**Appendix 5: Table to show percentage of advertisements covering identified category, and the ranking of that category**

<b>Previous skills, experience &amp; knowledge/ duties of post</b>	<b>% (N=18)</b>	<b>Rank</b>
Other/ Unclear	67	1
Specialist subject knowledge	50	2
Client/ user education/ training/ support	39	3
Human Resource Management	39	4
Advocacy	33	5
Handling, analysis and presentation of numerical/ textual data	33	6
Information policies, strategies & governance	33	7
Knowledge & use of ICTs	33	8
Knowledge management	33	9
Database design/ development/ management	28	10
Change management	22	11
IM Responsibility	22	12
Information retrieval	22	13
Information system design/ development/ management	22	14
Internal liaison	22	15
Management (general)/ of services	22	16
Project management	22	18
Promotion/ Marketing	22	17
Research/ Searching internet/ databases/ sources	22	19
Service planning & development	22	20
Web page & intranet design/ development/ management	22	21
Collection development/ management	17	22
External liaison	17	23
Information products, sources & services	17	24
Information Provision	17	25
Knowledge of acts, laws & standards	17	26
Enquiries & reference	11	27
Financial management	11	28
Knowledge & use of Information Systems	11	29
Production of printed materials	11	30
Records management	11	31
Specific software	6	32
User Info needs	6	33



Shows combined categories of skills, experience and knowledge, and duties of post



Shows categories unique to coding scheme and therefore, not included in comparison.