

# WHO DO WE WANT TO HIRE? ARCHIVAL PROCESSING IN THE 21ST CENTURY

AS THE ARCHIVAL PROFESSION BECOMES MORE CONCERNED ABOUT BOTH CONTINGENT LABOR PRACTICES AND ETHICAL STEWARDSHIP OF COLLECTION MATERIALS, ARE THOSE CONCERNS REFLECTED IN CURRENT HIRING PRACTICES?

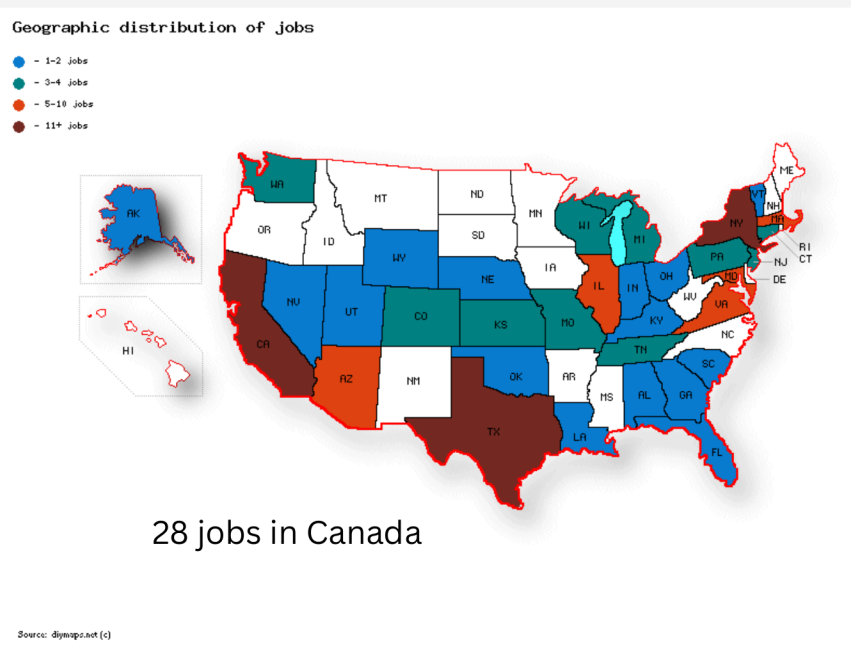
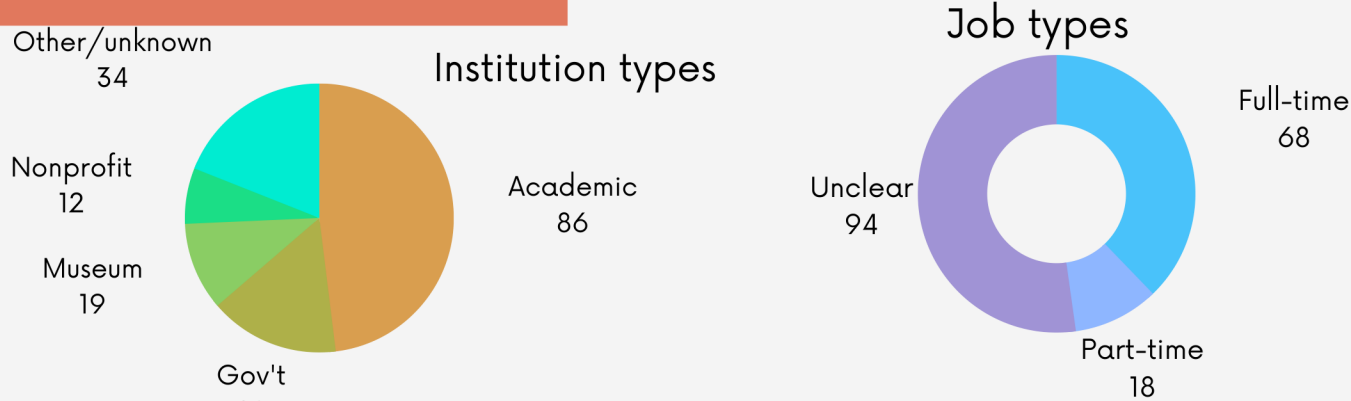
## METHODS

Reviewed processing job descriptions from December 2022-May 2023 found through SAA & regional listservs, social media, on Archivesgig, and ACA website for U.S.- and Canada-based jobs.

## JOBS POSTINGS

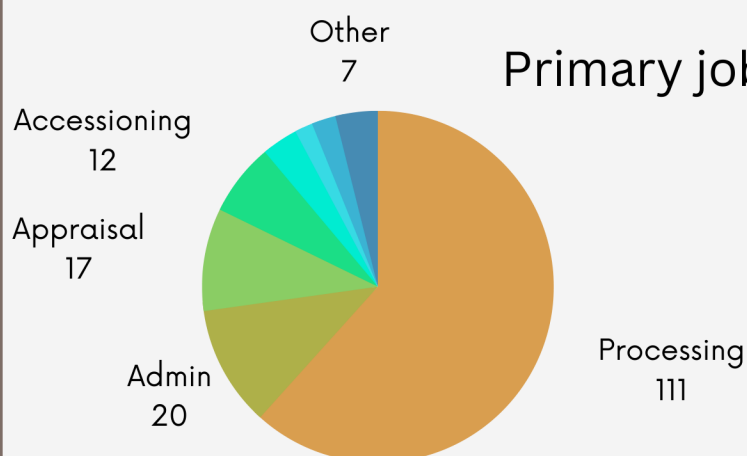
180 positions posted over 6 months that included Processing in primary tasks; 40 explicitly had "Processing" in job title

## DEMOGRAPHICS

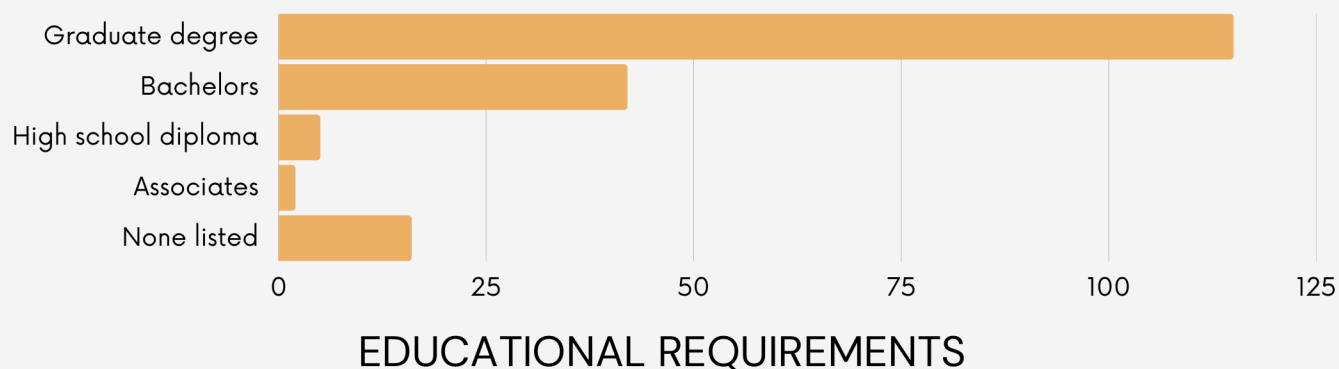


## REQUIREMENTS

114 JOBS LISTED AN EXPERIENCE REQUIREMENT--RANGING FROM "SOME" TO 8 YEARS FOR A DEPARTMENTAL DIRECTOR POSITION. MOST WANTED 1-2 YEARS EXPERIENCE.



20 jobs strictly listed processing tasks in job description--most jobs had at least 2 primary tasks. 10 jobs had up to 7 primary tasks delineated.



Further research: Analyze salary information; compare processing-specific jobs to other jobs for essential archives functions.