Q: Should I apply for jobs that only require a Bachelor’s? I completed my MLIS a few years ago, but so many jobs these days only ask for a lesser degree. Am I wasting my time by applying for these?

A: Unfortunately this is another question that comes up these days; that is the reality of the job market right now. You can apply, but I would include in the cover letter your reasons for applying for a job that requires a Bachelor’s degree when you have a Master’s. A hiring manager may see someone with a more advanced degree as a bigger risk than someone whose education more closely matches what is in the job description. As when you are applying for a job out of state, you want to anticipate his/her possible concerns and address them up front.

Some concerns the decision-maker might have in this case: you are applying to anything and everything out of desperation, you will want a higher salary than the employer is prepared to pay, you will leave for a “better” job at the earliest opportunity, you will be unhappy or bored with the work, you will be difficult to manage because you are qualified for and/or used to or expecting a higher level of responsibility/ different duties/ a job that is beyond entry level.

If you can convey what it is about that particular job that interests you, and that you derive satisfaction from a job well done whatever the required duties may be, etc., that may help the hiring manager to be more comfortable considering you as a candidate.

Further reading on the subject of “overqualification”, at the Intuit QuickBase Blog:

Thank you and good luck!

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