

ADVERTISEMENT

Search for a Director and Associate Librarian, Collections

UNIVERSITY OF CALGARY

2500 University Drive NW Calgary, AB T2N 1N4

Located in Canada's most enterprising city, the traditional territory of the peoples of Treaty 7 and Region 3 of the Métis Nation of Alberta, the University of Calgary (UCalgary) is a global and innovative intellectual hub for teaching and learning, research and scholarship, and community engagement.

Libraries and Cultural Resources at the University of Calgary invites applications for a **Director of Collections** with responsibilities at the rank of Associate Librarian (with tenure). This is a full, continuing appointment. The Director is a 5-year appointment with stipend and includes the possibility of renewal, and additional opportunities. The anticipated start date is May 1, 2022 or as soon as possible.

Reporting to the Associate University Librarian, Collections, this position requires a motivated and experienced Collections professional keenly interested in the development and future of Collections in the Academic Library. The position leads and supervises a team of twenty including three Librarians and a Unit Manager. The position is responsible for strategic collection development of the general library collections including acquisitions budget, electronic resource management, assessment, maintenance, collections distribution and delivery including interlibrary loan and fulfilment.

The incumbent provides effective leadership for the development of Institutional Collections that are consistent with the strategic directions of LCR and the University Calgary as a large research institution. They will be responsible for overseeing and engaging in the activities of the Collections unit including budget allocations and expenditures, licensing and negotiations with publishers and other vendors, collaborating with consortia, as well as undertaking analyses and performing assessment of collections. The maintenance and distribution of the collection includes the management of shelving, collection transfers to a high density facility, fulfilment of holds/loans, and interlibrary loans.

The work in LCR is influenced by our Indigenous Strategy ii' taa'poh' to'p and will be influenced by the forthcoming institutional EDI strategy. The incumbent is required to oversee collection development and acquisition through "parallel paths" to ensure Indigenous ways of knowing are incorporated throughout the collection and ensuing processes.

This academic position requires appropriate participation and involvement in scholarship, teaching and service is expected, commensurate with rank.

Responsibilities:

- Through a research library and user-centric lens, strategically develop and manage the University Library general collection of physical, electronic and open access resources, considering innovative solutions that can result in transformative collection directions that are specific and appropriate for the University of Calgary community.

- Manage and expend the University Library Collections budget collaborating with AUL Collections, Business Operations, Financial Services Partner and other internal and external stakeholders.
- Provide direction to twenty staff who work collaboratively to fulfill the various tasks in the collections unit.
- Lead the assessment, design and necessary modifications to workflows that support the unit's ability to efficiently build collections, expend budgets, run projects, manage collections and work with a variety of interoperating systems (i.e. Alma, PeopleSoft, CaiaSoft and Rapid ILL).
- Examine collection development trends and business models, and analyze and report on institutional and comparative data to recommend directions and inform decisions regarding the Libraries' collections development strategy and budget allocations and expenditures.
- Build and oversee a comprehensive collection assessment program to evaluate print , electronic and open access resources as well as provide disciplinary collection assessment, statistical analysis, and reports.
- Provide leadership and oversight of licensing, negotiations, renewals, activation of resources activities, and vendor relations. Manages staff and works with vendors, publishers, and other LCR units to ensure that Library databases and resources are accessible and to resolve access issues.
- Manage and collaborates with LCR managers to scope projects, provide collection maintenance, and provide distribution of physical and digital resources through Fulfillment, the High Density Library storage facility and Interlibrary Loan.
- Provide strategic and operational support to the Associate University Librarian Collections.
- Work and communicate with stakeholders across LCR and the University as well as external donors to efficiently develop the collection and facilitate discovery in our Collection Management Systems.
- Participate in a work culture that promotes diversity and anti-racism and actively works to eliminate or mitigate the effects of systemic racism and bias.
- Participate in a work culture that will be responsive to the strategies expressed in ii' taa'poh' to'p and forthcoming strategies.
- Participate in professional activities, scholarship and committee assignments within LCR, on campus, and in professional associations at a level to meet the criteria for promotion and tenure.
- Language of work: English

Required qualifications:

- ALA-accredited master's degree in library or information studies.
- Three to five years of progressively responsible professional experience related to Collection Development in an academic research library.
- Demonstrated knowledge and experience working with collections budgets, financial reporting, institutional financial systems.
- Experience with collection development and assessment (including tools and data) including participation regionally and nationally with Library consortia and committees.
- Knowledge of the changing collections trends, budget models, scholarly communications and the publishing environment and the impact on collection strategies and directions in the academic research library.

- Experience working in a collaborative environment with strong user centered service orientation engaging internal and external stakeholders to further the role of collections in the teaching, learning and research mission of the institution.
- Demonstrated experience in staff supervision, assessment, and performance management.
- Ability to communicate effectively and provide leadership across multiple projects in an atmosphere of continuous change.
- Knowledge and experience in advancing the development of diverse and inclusive historic and contemporary collections that consider Indigenous and other groups where equity, diversity and inclusion needs addressing.
- Demonstrated evidence of a developing research program.
- Language of work: English

Preferred qualifications:

- Ability to inspire and motivate staff in a collaborative environment with diverse and distinct groups and roles.
- Ability to adapt quickly to new standards and technologies and a willingness to explore and implement new technologies, standards, and practices to enhance workflows and complete tasks more efficiently.
- Capacity to manage multiple deadlines and projects in a busy environment with evolving and overlapping priorities.
- Experience with ExLibris Alma Library Service Provider (Alma, Primo, RapidILL), and proficient with the Microsoft Office Products.

Application Procedure:

For questions, or to explore this opportunity further, please contact Janet Soles and Associates Executive Search via email to: UCalgaryCollections@jssearch.ca - interested individuals are encouraged to apply via email including a letter of application and CV.

About The University of Calgary

UCalgary is one of Canada's top five comprehensive research universities, with over 8,000 graduate students and 28,500 undergraduate students, over 1,800 academic staff (continuing, contingent term or limited term appointment), and more than 1,300 sessionals, over 3,200 non-academic staff, in 14 Faculties, across five campuses. Our focus on impactful innovation and entrepreneurial thinking is giving our students the tools to succeed in our changing economy. The vibrant and research-intensive environment at UCalgary is home to 169 research chairs (75 Canada Research Chairs), and more than 50 research institutes and centres. UCalgary has the fastest growth rate in attracting research funding among the 10 largest universities in Canada. The recently completed Energize: The Campaign for Eyes High, was the third-largest fundraising campaign in Canadian history, surpassing our goal of \$1.3 Billion.

We strive to innovate and create societal impact. With a consolidated budget of more than \$1.4 billion, which includes an annual operating budget of just over \$800 million and external research revenues of over \$504 million, the University of Calgary is among Calgary's largest employers and contributes nearly \$16.5 billion annually to Alberta's economy.

Building on the success of the Eyes High strategy, the University is embarking on a new strategic visioning process to continue our excellence in research and teaching and strengthen our

community engagement in one of Canada's most diverse and fastest growing cities. This new strategy will be supported by the University of Calgary's [Framework for Growth, academic and research](#) plans as well as the [Equity, Diversity, Inclusive and Accessibility, Indigenous, mental health](#) and [sustainability strategies](#). It will put the University of Calgary on course to be **the entrepreneurial university** – one where students, faculty and staff face fewer barriers to innovation and more tools to change the world around them.

The University of Calgary has launched an institution-wide [Indigenous Strategy](#) in line with the foundational goals of [Eyes High](#), committing to creating a rich, vibrant, and culturally competent campus that welcomes and supports Indigenous Peoples, encourages Indigenous community partnerships, is inclusive of Indigenous perspectives in all that we do.

About Calgary

Recently ranked the 3rd most liveable city in the world (2022) by The Economist Intelligence Unit, and possessing one of the youngest populations of major cities in Canada, Calgary is home to world-class attractions, sporting amenities and public infrastructure that supports a healthy lifestyle, making it a great place to raise a family (<https://www.youtube.com/channel/UCnh-WugziiiHwMT44-sVwrA>). Situated where the Canadian plains reach the sunny foothills of Canada's majestic Rocky Mountains, Calgary is a major urban centre surrounded by an area of profound beauty with an awe-inspiring mountains, lakes, rivers and gorgeous prairie.

Consistently rated by the United Nations as the world's best country to live in, Canada is the world's second largest country by total area and is one of the most ethnically diverse and multicultural nations. Canada ranks among the highest in international measurements of government transparency, civil liberties, quality of life, economic freedom, and education.

The University of Calgary's comprehensive benefits and pension program is designed to promote a productive level of health and well-being to staff members. Appointment will be at the rank of Associate Librarian. Salary range for the Associate Librarian role is \$90,000 - \$101,374. In addition, appointment as Director comes with an additional stipend of \$4,500 annually. The University of Calgary's comprehensive benefits and pension program is designed to promote a productive level of health and well-being to staff members through coverage for health, dental, life insurance, income protection for disability, and retirement income planning. To learn about our comprehensive benefits package for this Calgary-based, English-speaking position, please visit <https://www.ucalgary.ca/hr/benefits-pension>.

The University of Calgary recognizes that a diverse staff/faculty benefits and enriches the work, learning and research experiences of the entire campus and greater community. We are committed to removing barriers that have been historically encountered by some people in our society. We strive to recruit individuals who will further enhance our diversity and will support their academic and professional success while they are here; in particular, we encourage members of equity-deserving groups (women, Indigenous Peoples, persons with disabilities, members of visible minorities and diverse sexual orientation and gender identities) to apply. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. To ensure a fair and equitable assessment, we offer accommodation at any stage during the recruitment process to applicants with disabilities. Questions regarding diversity EDI at UCalgary can be sent to the Office of Equity, Diversity and Inclusion (equity@ucalgary.ca) and requests for accommodation can be sent to Human Resources (hrhire@ucalgary.ca).



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