



## ASSOCIATE DEAN OF LIBRARIES, COLLECTIONS AND CONTENT STRATEGY

Simon Fraser University Library seeks a dynamic leader as our next Associate Dean of Libraries (ADL), Collections and Content Strategy. The ADL is a member of the Library's senior management team, reporting to the Dean of Libraries. The incumbent will be responsible for providing leadership across all SFU Library locations in the areas of collections management and content strategy. The position is responsible for preparation and oversight of the library collections budget (CAD\$11 million), and communicating with library employees and the university community on matters related to collections and content. This includes the Senate Library Committee, individual faculty members, students, staff, and administration. The position oversees strategic directions and operations of Collections Management, and also provides high-level leadership for Resource Acquisition Management and Metadata, InterLibrary Loan, and Copyright, working with existing teams in these areas. The portfolio includes five direct reports including two division heads, and a complement of 30 FTE employees in total.

This position will be attractive to an energetic and innovative leader who is ready to apply an equity lens in all areas of their work, and contribute to ongoing efforts to work toward equity and inclusion within the Library. We seek an inspiring manager who will actively promote the [Vision and Values](#) of the SFU Library, join in efforts to dismantle systemic barriers throughout the Library, and work with Indigenous and non-Indigenous colleagues to advance the University's and [Library's reconciliation and decolonization initiatives](#). The successful candidate will have excellent communication and collaborative skills and a strong user-centered focus. They will be aware of trends in post-secondary teaching and research, have a background in collections and content strategy in research libraries, and be energized by advancing change within a large organization.

### SETTING

We acknowledge the Skwxwú7mesh Úxwumixw (Squamish), xʷməθkʷəy̓əm (Musqueam), sə́ilwətaʔt (Tsleil-Waututh), q̓íćəy̓ (Katzie), and kʷíkʷəłəm (Kwkwetlem) peoples, on whose traditional territories Simon Fraser University's three campuses stand. By recognizing the Unceded Traditional Coast Salish territories, we aspire to create space for reconciliation through dialogue and decolonizing practices.

Ranked by respected national surveys as one of Canada's top three comprehensive universities for the past 20 years, Simon Fraser University has also been consistently named one of British Columbia's Top Employers in recent years, as well as one of Canada's Top 100 employers, and one of Canada's top family-friendly employers. SFU offers more than 100 undergraduate major and joint major programs and more than 75 graduate offerings, spanning many disciplines in eight faculties, and has an international reputation for its innovative interdisciplinary and professional programs. The main W.A.C. Bennett Library is located on the Burnaby campus, while the Samuel and Frances Belzberg Library is on the Vancouver campus, and Fraser Library is on the Surrey campus. The library uses the Alma library services platform and the Primo discovery service, and the Islandora digital asset management system.

The SFU Library is known for the development and implementation of innovative technology, leadership in Open Access, and excellent in-person and online user services. We serve an ethnically diverse student population, most of whom live off-campus and work part-time while attending university. SFU Library collaborates broadly with other institutions through membership in the Canadian Association of Research Libraries, the Association of Research Libraries, and regional consortia. For more information, see our web site at <https://www.lib.sfu.ca>.

The SFU Library commits to a continuous process of transformation to advance equity, diversity, and inclusion and to serve the cause of social justice. The [Library's Statement on Equity, Diversity and Inclusion](#) provides more information. To help ensure success and flourishing in the role, the ADL will have access to a variety of supports such as: mentoring within and beyond SFU, access to training and development funds, a comprehensive benefits package, and professional coaching, if desired. SFU recognizes that alternative career paths and/or career interruptions (e.g. parental leave, leave due to illness) can impact career trajectory and commits to ensuring that leaves are taken into careful consideration. Candidates are encouraged to highlight in their application how alternative paths and/or interruptions may have impacted them. SFU also recognizes the value of mentoring, outreach, professional service, and diverse forms of scholarship and/or research outputs. Demonstrated experience in increasing diversity in previous institutional environment(s), and in library collections, will also be considered an asset.

## **ASSIGNMENT**

The portfolio includes the areas listed below. The emphasis on each will vary over time, and will also depend on the incumbent's expertise and interest.

- Provides leadership, direction, and planning in support of library functions related to collections and published content in all formats and all locations, including collections management, acquisitions and metadata, e-resource management, collection assessment, and preservation
- Collaborates with other library units delivering collections and published content, including Access Services, Belzberg and Fraser Libraries, and Special Collections & Rare Books
- Develops policies and programs to align collections and access with user needs
- Allocates and manages the library collections budget
- Directs, advises and evaluates the collections work of liaison librarians in their subject areas
- Represents the library to publishers, vendors, and other suppliers of library collections, and manages these business relationships on behalf of the library
- Develops and implements policies and procedures to maintain and improve the condition of physical collections
- Provides high-level leadership for InterLibrary Loan, Resource Acquisition Management and Metadata, and the Copyright Office
- Participates in library-wide leadership, strategic planning, and policy creation with the Dean, Associate Deans, and Division Heads
- Contributes to building a more equitable and inclusive library and university by applying anti-racism and anti-oppression strategies to all areas of the Collections and Content Strategies portfolio
- Works in collaboration with library and university partners to expand and enact reconciliation and decolonization efforts in all areas of the portfolio, and more broadly across the library
- Leads strategic and operational library-wide initiatives and chairs library-wide committees
- Leads, inspires, and manages SFU Library employees in a wide range of settings, including focusing and prioritizing work; actively cultivates an environment of collegiality, inclusion, respect, and teamwork
- Represents the library on university initiatives and committees related to collections and content, as appropriate
- Represents the library and participates on external committees, consortia, and groups related to collections and content at the local, provincial and national levels
- Acts for the Dean of Libraries in their absence

## **QUALIFICATIONS**

While the search committee recognizes that no one candidate is likely to meet all of the qualifications in equal measure, these will be used in the assessment of candidates for the position.

- Master's degree in Library or Information Studies from an ALA accredited program, or its equivalent
- 5 years' experience in an academic library or related setting, including demonstrated management and leadership responsibility
- Demonstrated ability to manage, allocate, and monitor budgets
- Successful track record managing collections and content in libraries
- Experience negotiating with publishers and vendors
- Understanding of and experience working with library consortia
- Knowledge of Canadian copyright and trends in scholarly communication
- Experience managing and coaching employees through strategic, human resources, and operational issues in a unionized environment
- Experience advancing equity initiatives and expanding diversity of research collections
- Demonstrated ability to lead organizational change and foster innovation and creativity
- Superior interpersonal and intercultural skills
- Excellent written and oral communication skills
- Evidence of excellent analytical and critical thinking, organizational and decision-making skills
- Ability to work effectively and build consensus in a collegial team environment
- An established record of professional achievement including a demonstrated ability to engage in scholarship and/or service to the profession and the community

#### **TERMS OF APPOINTMENT**

This full-time appointment will be for a 5-year term, renewable, with an underlying librarian appointment. The successful applicant will be appointed at a salary level commensurate with experience and qualifications, and in accordance with [SFU Policy A13.08](#). Associate Deans of Libraries are excluded from the SFU Faculty Association. Benefits will be equivalent to those outlined at: [www.sfu.ca/human-resources/faculty/benefits/librarians-lab-instructors.html](http://www.sfu.ca/human-resources/faculty/benefits/librarians-lab-instructors.html). SFU offers several benefits and services aimed at creating a more inclusive and accessible campus community for faculty; please see the [Faculty Relations, Benefits and Service page](#) for more details.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from candidates of all genders, and explicitly including Black and Indigenous people, people of colour, and people with disabilities. SFU is also committed to ensuring that the application and interview process is accessible to all applicants. If you would benefit from accommodations during the application or interview process, please contact Susie Smith (contact details below).

Under the authority of the University Act, personal information that is required by the University for academic appointment competitions will be collected. For further details see [Collection Notice](#).

#### **TO APPLY**

To be given assured consideration, applications must be submitted by email in one consolidated PDF document with cover letter and curriculum vitae by 9am Pacific on Monday June 6, 2022 to:

Susie Smith

Email: [library@sfu.ca](mailto:library@sfu.ca)

Phone: 778-782-4658

W.A.C. Bennett Library, Simon Fraser University