Simon Fraser University Library seeks a dynamic leader as our next Associate Dean of Libraries (ADL), Academic Engagement. 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 learning, teaching, and access. The position oversees strategic directions and operations of the Learning and Instruction Division, the Student Learning Commons, and Access Services, including the Media and Maker Commons, working with existing teams in these areas. The portfolio includes three direct reports, and a complement of 50 FTE employees in total. We seek a candidate who will see and highlight the connections between all public service areas in their portfolio and actively work to encourage system-wide decision making and communication.

This position will be attractive to an energetic and innovative leader who is ready to take an equitable and decolonial approach to all areas of their work, and contribute to ongoing efforts to work toward equity, inclusion, and accessibility within the Library. We seek an inspiring manager who will actively promote the goals 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 learning, and be energized by advancing change within a large organization.

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, inclusion, and accessibility in previous institutional environment(s), and in library services, will also be considered an asset.

SETTING
We acknowledge the x̱̓maθkw̓aay̓lam (Musqueam), Sḵwx̱wú7mesh (Squamish), səl̓ilwətaɁɬ (Tsleil-Waututh), q̓ic̓áyi (Katzie), kʷik̓w̓aʔlam (Kwikwetlem), qʼiq̓eit (Qayqayt), q̓ʷa:n̓h̓aʔn̓ (Kwantlen), Səmyəma (Semiahmoo), and sc̓əwaθən (Tsawwassen) Nations. Acknowledging the benefits of occupying this land, the Library commits to becoming a more welcoming space for Indigenous Peoples by centring Indigenous voices in our collections, services, and programs. 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 at SFU Surrey.

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 is guided by our recently refreshed Strategic Plan, 2022-2024. In a departure from previous plans that laid out many new areas of activity, the plan emphasizes how we do our work, with a focus on relationships and community, reconciliation, equity and other priority approaches. 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.

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 and the library’s requirements.

- Provide strategic library-wide leadership for many public services with a focus on providing a streamlined user experience across all locations (Burnaby, Vancouver, Surrey)
- Provide leadership and expertise for planning, development, coordination, and assessment of SFU Library’s role in teaching and learning across all locations
- Provide library-wide leadership for the library’s instructional activities, and the liaison librarian program
- Lead and coordinate accessibility initiatives across all locations, in partnership with campus and community groups
- Participate in library-wide leadership, strategic planning, and policy creation with the Dean, Associate Deans, and Division Heads
- Contribute to building a more equitable, inclusive, and accessible Library and University by applying anti-racism and anti-oppression strategies to all areas of the portfolio
- Lead strategic and operational Library-wide initiatives and chair Library-wide committees
- Lead, inspire, and manage SFU Library employees in a wide range of settings, including focusing and prioritizing work; actively cultivate an environment of collegiality, inclusion, respect, and teamwork
- Represent the Library on University initiatives and committees related to teaching and learning, as appropriate
- Represent the Library and be a leading participant on external committees, consortia, and groups related to teaching, learning, and access at the local, provincial and national level
- Advance the goals and values outlined in the Library Strategic Plan
- Act 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 foster innovation, implement and assess library initiatives, and lead organizational change
- Experience with library instructional, liaison, and borrower services
- Knowledge and understanding of the experiences of Indigenous learners
- Experience advancing equity and decolonial initiatives
- Knowledge of accessibility standards and best practices, and experience implementing these
- Experience with initiatives to integrate information literacy into university curriculum
- Experience managing and coaching staff, with the ability to guide leaders through strategic, human resources, and operational issues in a unionized environment
- Evidence of excellent analytical and critical thinking, organizational and decision-making skills
- Understanding of trends in higher education and research libraries
- Ability to work effectively and build consensus in a collegial team environment
- Ability to work with discretion and good judgment in a changing environment with multiple deadlines
- An established record of professional achievement including a demonstrated ability to engage in scholarship and/or service to the profession and the community
- Excellent interpersonal and intercultural skills and excellent written and oral communication skills.
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 AD13.08 https://www.sfu.ca/policies/gazette/academic/a13-08.html.

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.

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: http://www.sfu.ca/vpacademic/faculty_openings/Collection_Notice.html

TO APPLY
To be given assured consideration applications must be submitted by email in one consolidated PDF document with cover letter, curriculum vitae by 4pm Pacific on August 22, 2022 to:

Susie Smith
Email: library@sfu.ca
Phone: 778-782-4658
W.A.C. Bennett Library
Simon Fraser University