Simon Fraser University Library invites applications for the position of Head, Learning & Engagement. Reporting to the Associate Dean of Libraries for Academic Engagement and based at the W.A.C. Bennett Library on Burnaby campus, this position will be responsible for providing library-wide strategic leadership for information literacy and overseeing the operational areas of the division, including instruction and open education, student success, and engagement, with emphasis on undergraduate students and communities. Supervising 9 librarians and 3 library assistants, the incumbent will build a vision for Learning & Engagement that advances the priorities of the SFU Library’s 2022-2024 Strategic Plan and will serve as a member of the library-wide leadership team that develops future strategic priorities.

SFU Library is at a critical moment – having recently completed an external review, currently developing a new academic plan, and preparing for the appointment of a new Dean of Libraries. Similarly, the Learning & Engagement division, formerly known as Learning & Instructional Services, is undergoing a transition to rearticulate its vision and scope of services with emphases on accessibility, Indigenization, and critical information literacy. This position will be attractive to a thoughtful and values-driven leader ready to take a justice-oriented and decolonial approach to all areas of their work, and contribute to ongoing efforts to work toward equity, inclusion, and accessibility. 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 Indigenization 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 library assessment, and they will 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.

A zoom information session about this position will be held on Thursday, July 25, 1-2PM PDT. Zoom link: https://sfu.zoom.us/j/85327435284?pwd=YZf4VEz2Nz7kQ203TKP794kY9QvRSC.1 (Webinar ID: 853 2743 5284 Passcode: 552119). The session will be recorded and posted at https://www.lib.sfu.ca/about/overview/employment/librarian-jobs

SETTING

We acknowledge the Skwxwú7mesh Úxwumixw (Squamish), xʷməθkʷəy̓əm (Musqueam), səl̓ílwətaɬ (Tsleil-Waututh), qí̓c̓aʔ (Katzie), and kʷíkwəƛ̓əm (Kwikwetlem) 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 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 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.

ASSIGNMENT

- Provide strategic and operational leadership for the Learning & Engagement division and its service areas, including general information literacy and research skills instruction
- Supervise a team of 9 faculty librarians (5 subject liaisons and 4 functional roles [Indigenous Initiatives; Teaching & Learning; Engagement & Student Success]), and 3 CUPE library assistants (2.5 FTE)
- Recruit, train, mentor, develop, and lead staff and faculty, including conducting annual reviews
- In collaboration with functional librarians, uphold and advance decolonization and Indigenization of library services and programs, commitment to open educational resources and open pedagogy, and community-engaged relationships with students, faculty, and staff
- Provide leadership for divisional assessment, prioritizing patron-centric service evaluation and evidence-informed decision-making
- Collaborate with librarians and staff in the Academic Engagement portfolio and throughout the library to advance engagement and communication with undergraduate students
- Monitor and advocate for the Learning & Engagement divisional budget, working closely with library administration
- Incorporate SFU Library’s commitment to equity, diversity, inclusion, accessibility, and decolonial practices into all planning and activities
- Serve as an active member of SFU Library leadership teams and participate in planning and development activities for the Library, Learning & Engagement, and liaison librarians
- Develop and maintain strategically important relationships within the library and with key university partners
- Participate in appropriate professional activities at the local, regional, or national level
- Advance the values and goals outlined in the Library’s Strategic Plan

QUALIFICATIONS

While the search committee recognizes that no one candidate is likely to meet all the qualifications in equal measure, the following qualifications 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
- Minimum of 5 years professional library experience
- Leadership experience with demonstrated success in coaching and empowering staff and building positive working relationships among team members
- Demonstrated potential to be an engaged workplace citizen including an understanding of the role of unions, collective agreements and institutional governance
- Record of consultative management and ability to build community and achieve consensus
- Ability to lead employees successfully through professional and organizational change
- An empathetic and inquiry-based approach to engaging in difficult conversations and conflict
• Ability to work in a complex environment by establishing priorities and maintaining a balance between short- and long-term goals and projects
• Deep knowledge of one or more of the following domains: information literacy and instruction, student engagement, library assessment
• Ability to identify, prioritize and cultivate collaborative relationships within the library, the university, and the community
• Sustained commitment to and record of engagement in equity, inclusion, and accessibility initiatives
• Sustained commitment to and record of engagement in decolonial and Reconciliation initiatives
• A record of professional achievement including a demonstrated ability to engage in scholarship and/or service to the profession and the community
• A record of professional development and learning that is attentive to trends and best practices in academic libraries and related fields
• Excellent interpersonal and intercultural skills, including clear, effective oral and written communication

TERMS OF APPOINTMENT

This is a full-time continuing Library Division Head position, with an anticipated start date in November 2024.

Librarians and Division Heads are members of the SFU Faculty Association. Terms, conditions and benefits of employment are outlined in the Collective Agreement:
https://www.sfu.ca/faculty-relations/collectiveagreement.html

The successful applicant will be appointed at a salary level commensurate with their experience and qualifications. Faculty salaries at SFU are based on the salary scales bargained between the University and the SFU Faculty Association. A reasonable estimate of the salary range for this role is $123,782 to $149,225. Current salary scales are available from:
https://www.sfu.ca/faculty-relations/salary.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 qualified candidates of all genders, racialized persons, persons of First Nations, Inuit, or Métis heritage, persons with disabilities, and persons who identify as LGBTQ2SIA+. 

Personal information that forms part of an application is collected under the general authority of the Freedom of Information and Protection of Privacy Act, applicable University Policies, and the SFUFA/SFU Collective Agreement. For further details see the full Collection Notice.

Information about what to expect when you apply for a librarian position at SFU is available here:
https://www.lib.sfu.ca/about/overview/employment/what-expect-librarian-position

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 9:00 AM PDT on Monday, August 19 to:

Susie Smith
Library Management Office
W.A.C. Bennett Library
Simon Fraser University
Phone: 778-782-4658
Fax: 778-782-3023
Email: library@sfu.ca