Simon Fraser University Library invites applications from creative and innovative individuals for the position of Head, Samuel and Frances Belzberg Library. Reporting to the Dean of Libraries, and based at SFU’s downtown Vancouver campus, this full-time continuing position provides leadership for a dynamic library serving students, faculty, and members of the community working across disciplines. The incumbent will build a vision for the Belzberg Library 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.

This position will be attractive to a thoughtful leader 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 x̱məθkwəy̓əm (Musqueam), Skwxwú7mesh (Squamish), səll̓ilwətaʔɬ (Tsleil-Waututh), q̓íq̓ay̓ (Katzie), kʷik̓w̓eƛ̓em (Kwikwetlem), qi̓q̓ayt (Qayqayt), q̓ʷa:n̓ƛ̓ən̓ (Kwantlen), Səmyəm (Semiahmoo), and Sc̓áwaθən (Tsawwassen) Nations. Acknowledging the benefits of occupying this land, the Library commits to becoming a more welcoming space for Indigenous Peoples by centering 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 at SFU Vancouver, 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 [http://www.lib.sfu.ca/](http://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](http://www.lib.sfu.ca/) provides more information.

Established in 1989, SFU’s Vancouver campus includes facilities located in Harbour Centre, the Morris J. Wosk Centre for Dialogue, the Segal Graduate School of Business, the Charles Chang Innovation Centre, the Goldcorp Centre for the Arts, 312 Main St., and other academic and cultural facilities in the downtown area. With robust graduate, undergraduate, professional and non-credit programs in disciplines ranging from business to contemporary arts, students traveling among all three SFU campuses, and vibrant community events, it has been described as the “intellectual heart of the city.”

Belzberg Library is a hub for library services, learning and research activities, public scholarship, and community engaged events and programming, serving faculty, staff, students, alumni and members of the surrounding communities. The 8,500 square foot library offers study and consultation space for all patrons, while graduate students also have access to an active Research Commons in a separate location at SFU Harbour Centre. The collection comprises extensive online resources, more than 33,000 monographs, 2,300 media items, and 100 print journal subscriptions. Circulation services include course reserves and a popular equipment lending service. Continuing staff include four librarians and four library assistants, as well as student assistants.

ASSIGNMENT

The Head of the Belzberg Library reports to the Dean of Libraries, and works closely with the SFU Vancouver Executive Director. The Head is responsible for the leadership and management of Belzberg Library, including library services development and delivery, human resources, facilities, IT, and budget, all in collaboration with SFU Library and SFU Vancouver Administration. The Head will also work closely with many library divisions, the SFU Vancouver leadership team, and with other SFU Vancouver campus managers, faculty and staff. A key factor in the success of the SFU Library is collaboration and teamwork at every level.

- Plan and oversee the provision of library services at SFU Vancouver and collaborate with colleagues on the development and review of library-wide service initiatives
- Manage the daily operations of Belzberg Library, including library facilities and spaces
- Develop programming and lead activities engaging the Belzberg Library with the campus community and community partners, and serve as an advocate for the library in such activities planned at SFU Vancouver
- Serve as an active member of SFU Library and SFU Vancouver leadership teams and participate in planning and development activities for the Library and SFU Vancouver
- Monitor and advocate for the Belzberg Library operating budget of approximately $1 million, working closely with library administration
- Manage a team of 10-12 FTE continuing and temporary staff in two bargaining units
- Recruit, train, mentor, develop, and lead staff and faculty, including conducting annual reviews
- Liaise with Human Resources, Payroll, Faculty Relations, Facilities Management and library and campus administration as needed
- Promote library services and collections to SFU Vancouver faculty, staff and students
- Steward Belzberg Library general collections, including identifying, selecting, and deselecting print and electronic materials in collaboration with colleagues
- Assess needs, develop policies, and plan for future facilities, collections, services and staff
- Participate in appropriate professional activities at the local, regional, or national level
- Advance the values and goals outlined in the [Library’s Strategic Plan](http://www.lib.sfu.ca/)
QUALIFICATIONS
While the search committee recognizes that no one candidate is likely to meet all the qualifications in equal measure, they 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
- Supervisory or leadership experience
- Success in coaching and empowering staff, and building positive employee relationships in a unionized environment
- Record of consultative management and ability to build community and achieve consensus
- Ability to collaborate with staff to provide innovative, user-centered services for a diverse user community
- Experience working and engaging alongside members of a community who experience multiple barriers to accessing supports, spaces, and services
- Ability to develop and curate innovative and collaborative programming to promote public scholarship
- Ability to lead staff successfully through professional and organizational change
- Deep knowledge and record of advancing equity, inclusion, and accessibility initiatives
- Deep knowledge and record of advancing decolonial initiatives
- Experience working collaboratively with academic and administrative units
- Ability to work in a complex environment by establishing priorities and maintaining a balance between short- and long-term goals
- Experience with budget and project management
- A record of professional achievement including a demonstrated ability to engage in scholarship and/or service to the profession and the community
- Demonstrated potential to be an engaged workplace citizen including an understanding of the role of collective agreements and institutional governance
- An empathetic and inquiry-based approach to engaging in difficult conversations and conflict
- Excellent interpersonal and intercultural skills, including clear, effective oral and written communication
- Experience working respectfully and effectively in a collegial team environment, with individuals and groups with diverse perspectives and backgrounds
- Ability to work primarily on-site at SFU Vancouver during regular business hours.

TERMS OF APPOINTMENT
This is a full-time continuing Library Division Head position beginning Spring 2023. Librarians and Division Heads are members of the SFU Faculty Association. Terms, conditions and benefits of employment are outlined in the Collective Agreement: [http://www.sfu.ca/content/dam/sfu/faculty-relations/home/CA.pdf](http://www.sfu.ca/content/dam/sfu/faculty-relations/home/CA.pdf)

The successful applicant will be appointed at a Division Head salary level commensurate with their experience and qualifications. SFU Librarian salary scales can be viewed here: [https://www.sfu.ca/content/dam/sfu/faculty-relations/salary/updated%20Salary_Scale_July1_2021.pdf](https://www.sfu.ca/content/dam/sfu/faculty-relations/salary/updated%20Salary_Scale_July1_2021.pdf)

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, including racialized persons, Indigenous people, persons with disabilities, and persons who identify as 2SLGBTQ. 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](http://www.sfu.ca/vpacademic/faculty_openings/Collection_Notice.html). Application materials of finalist
candidates may be shared with members of the SFU community who are invited to give input into the search process, but personal information will be redacted.

**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 4pm PST January 31, 2023:

Susie Smith, Library Management Office, WAC Bennett Library, Simon Fraser University
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