Western University
Western Libraries
Head, Research and Scholarly Communication (R&SC)

The Head, Research and Scholarly Communication will report to the Associate Chief Librarian: Research, and will provide strategic leadership, supervision, and mentoring to a proposed team of six Librarians, one Library Assistant, and a GIS Technician. This team will work collaboratively to develop, implement, assess, improve, and maintain library based research initiatives and services to support and contribute to all phases of the research cycle. The Head will lead a team possessing functional expertise with the common goal of enabling positive outcomes in supporting and engaging with the research mission of the University.

The Head will also contribute to the delivery of services and programs. By pursuing an active research agenda, maintaining awareness of current trends in research, and anticipating new developments and trends, the Head will work to position Western Libraries as a valued partner and participant in the research enterprise. The Head will model a willingness to try new things and will be unafraid to fail or take chances. The Head will collaborate with others across Western Libraries to provide integrated, user-centred library services that support recognized research, teaching excellence, and student learning. This will be achieved through open, constructive communication, staff engagement, shared accountability, and a sense of common purpose.

The position carries an annual administrative stipend and will be for a term of office of up to five years (renewable). Upon completion of the term(s) of office, the incumbent will return to a position assigned by the Chief Librarian after consultation with the Member and commensurate with the Member’s qualifications and experience.

Unit-Specific Responsibilities
- Facilitate and promote team cross-training and education on research and scholarly communication issues within Western Libraries and the Western community.
- Work closely with faculty and students to enhance their changing workflows and patterns of research, dissemination, and management and preservation of research data.
- Collaborate closely, at all stages of the research cycle, with administrative bodies at the institutional and faculty/departmental level to identify and support research goals.
- Collaborate and coordinate engagement with Research Western.
- Develop and administer appropriate measures to assess and improve unit projects.
- Collaborate with library staff working in other functional/foundational areas of Western Libraries in the creation and support of high quality research.

General Responsibilities
- Contribute to the development of Western Libraries’ strategic and operational plans, aligning these plans with Faculty and University goals.
- Provide vision and manage an effective team through planning, leadership, assessment, and effective delegation.
- Perform administrative duties, such as performance evaluations.
- Ensure timely communication with administration, other managers, staff, and patrons about significant developments and projects.
- Establish and/or guide workloads, provide guidance and direction, monitor and evaluate performance, and coach, as needed.
- Set priorities and develop services in collaboration with others in Western Libraries and the Affiliated Colleges.
- Actively engage with a diverse community of faculty, students, and staff to develop strong working relationships.
- Lead and/or actively participate in library, university, provincial, national, and international committees, working groups, and task forces.

**Qualifications**

This position is open to Western Libraries Members with a Continuing or Probationary Appointment. As such, the successful candidate must have a Master’s degree from a program accredited by the American Library Association, or equivalent degree, or a PhD degree in library and information science, or equivalent degree, and a minimum of five years professional experience, including a focus on research and scholarly communication. Demonstrated leadership and supervisory experience are preferred.

The successful candidate will provide evidence of strong analytical and problem-solving skills, and exceptional organizational skills to set and balance priorities, manage competing deadlines, and take on various roles and responsibilities simultaneously. The candidate will provide evidence of their ability to think strategically. A demonstrated ability to build a strong team would be an asset. The highly interactive nature of this role will require outstanding communication, collaboration, conflict resolution, and interpersonal skills. The candidate will exhibit initiative, innovation, resourcefulness, and flexibility, and be able to develop relationships across Western Libraries, with many diverse groups on campus, and in the provincial and national library community.

**Environment**

The R&SC team will serve as the central driver of the Research and Scholarly Communications core user function, collaborating with all types of researchers throughout the research cycle to advance the creation, management, dissemination, and preservation of scholarship. In a changing research landscape and in partnership with campus units such as Research Western, this team will explore new models of scholarship; advocate for and increase awareness of scholarly communication issues such as copyright, author rights and open access; promote effective data management practices; and consult on the use of research metrics to evaluate scholarly output. Through these efforts, we will facilitate excellence in research across Western University and the broader community.

**Application Procedures**

Interviews are anticipated to take place before the end of November. Applicants invited for an interview will be asked to make a 20-minute presentation on the topic below. Applicants are required to submit a covering letter, a curriculum vitae, and the names and contact information for 3 references (including names, contact information, and the nature of your professional relationship), in electronic format by November 2, 2017 to:

**Office of the University Librarian**  
**The University of Western Ontario**  
Email: libarc@uwo.ca  
Please quote reference #: RSC-HEAD-1017  
Only applications received by email will be considered
Presentation Topic:

Researchers at Western may not see Western Libraries as a resource for research support and collaboration. Drawing on your experience of conducting research and engaging in the practice of librarianship, discuss your approach to changing this view.

This position is subject to budget approval. Applicants should have fluent written and oral communication skills in English. The University invites applications from all qualified individuals. Western is committed to employment equity and diversity in the workplace and welcomes applications from women, members of racialized groups/visible minorities, Aboriginal persons, persons with disabilities, persons of any sexual orientation, and persons of any gender identity or gender expression.

In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents.

Accommodations are available for applicants with disabilities throughout the recruitment process. If you require accommodations for interviews or other meetings, please contact Martine Jezek at mjezek@uwo.ca or phone 519-661-2111 x 84799.

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