Western Libraries invites nominations and applications for the role of Associate Chief Librarian. We are seeking applications from strategic, collaborative and innovative individuals with strong change management and leadership skills for the position of Associate Chief Librarian (ACL). Western Libraries is undertaking exciting transformations of its services, collections, facilities and organizational culture to ensure it continues to make a significant contribution to Western’s strategic, academic, and research priorities. Western Libraries’ recently completed Strategic Plan 2015-2020: Engage. Empower. Excel provides a map which identifies key strategies to guide its evolution over the next five years and beyond.

We are seeking up to three Associate Chief Librarians to provide leadership for Western Libraries’ Strategies of Excellence across four functional areas of activity: teaching and learning; research services; content management, discovery, and access; and, community engagement and user experience. The specific portfolio initially assigned to each ACL will be comprised of one or more of these functional areas, reflective of their experience, expertise and expressed interests. The ACL portfolios can be expected to change over time to support an efficient and agile organization that evolves and adapts to operational and university needs.

The Associate Chief Librarians will be members of the Libraries’ senior leadership team and will report directly to the Vice-Provost and Chief Librarian (VP&CL). Together, the senior leadership team shares responsibility and accountability for the strategic direction, leadership, and administration of Western Libraries. The current team consists of the VP&CL, the University Archivist, the Director of Administration, and four Assistant University Librarians, two of whom are currently in Acting appointments. The senior leadership model is in transition and is being redefined to reflect the new Strategic Plan and ongoing organizational development initiatives.

Within assigned portfolios each ACL will provide leadership and administrative oversight for services and programs, human resources, and budget and have supervisory responsibilities for Managers and professional staff. Western Libraries’ is a complex organization with an operating and acquisitions budget of $26.8M, approximately 150 full-time employees from four employee groups, and operating from six separate libraries and additional service points and locations. The ACLs also participate on and provide leadership for Management Committee which consists of Library Directors, Department Heads, and Managers from across Western Libraries.

Western University is one of Canada’s leading research intensive universities. It is a diverse and collaborative community of nationally and internationally celebrated scholars. Founded in 1878, Western today includes approximately 5000 full time faculty and staff and offers a full range of academic and professional programs for 35,000 undergraduate and graduate students. For more information about Western University, please visit www.uwo.ca.

Candidate Experience, Knowledge and Skills:

- Capacity to promote a sense of shared mission and a collective and compelling vision
- Demonstrated capacity for leadership in and proven ability as a collaborative, collegial and approachable manager
- Demonstrated ability to engage others in collaborative planning and delivery of user-centred services
- Demonstrated experience with service or program development and strong project planning and management skills
- Proven ability to build and inspire trust and respect; and to empower and motivate people and to build consensus
- Strong ability to communicate effectively both orally and in writing, with excellent listening skills
- The ability to build teams and develop relationships and partnerships with staff, faculty, students, campus and consortial partners, and the wider community
- Strong analytical and problem solving skills
- A commitment to service excellence, building outstanding research collections, and to contributing to teaching, learning and research on campus
• Proven ability as a strategic thinker and in leading change
• Demonstrated creativity and innovation
• Strong understanding of the broader context of research and higher education and of current trends in research libraries
• Experience introducing new technologies and a high-level of understanding of digital strategies across the full mission of a research library
• A proven record of strength in multiple operational areas and the ability to provide leadership for library-wide goals, and
• A high level of energy and enthusiasm.

For detailed information on the shared leadership and individual portfolio accountabilities of the ACL role see the detailed position profile available at: http://www.lib.uwo.ca/aboutwl/employment.html

Candidate Qualifications:
• An MLIS or equivalent degree from an ALA accredited library school or a Master’s degree with an archival studies specialization; additional advanced degree an asset
• Minimum of seven years of experience as a professional librarian or archivist demonstrating increasing levels of responsibility and leadership; formal leadership and/or management experience an asset
• Eligibility for Continuing Appointment; demonstrated record of professional practice, academic activity, and service contributions

Nomination and Application Information and Terms of Employment:

Applicants are requested to submit a curriculum vitae and covering letter including an indication of which functional areas are of particular interest. The committee will commence its review of applications by February 29, 2016 and will continue until the positions are filled.

Nominations should include a brief supporting statement for the nominated potential applicant. The committee will review nominations as they are received and invite selected nominees to apply.

Applications and/or nominations should be sent to the attention of the Chair of the Selection Committee, Catherine Steeves, Vice-Provost and Chief Librarian at wlrecruit@uwo.ca

Librarians and archivists at Western University are academic staff and are members of the Librarians and Archivists Bargaining Unit, represented by the University of Western Ontario Faculty Association (UWOFA-LA). The Associate Chief Librarian is a senior administrative position outside the bargaining unit. Administrative academic appointments are set for five year renewable term(s). Candidates must be able to meet the responsibilities of a Continuing Appointment at the rank of Associate Librarian and will enter the bargaining unit once their administrative term of appointment as Associate Chief Librarian ends.

Rank will be commensurate with qualifications and experience. The salary range for the Associate Chief Librarian will be $80,000 to $130,000 plus benefits and in addition, these positions receive an administrative stipend. Final compensation will be commensurate with qualifications and experience. Western offers a comprehensive benefit package including but not limited to extended health, dental, vision and pension.

Positions are 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 Debbie Acton, Director of Administration, Western Libraries, dacton2@uwo.ca or by phone at 519 661 2111 x84806.

Posted on the Faculty Relations website on January 25, 2016.