Western University – Internal Job Posting

Head, Research and Scholarly Communication
Western Libraries

This position is open to internal applicants only. Internal applicants must hold a probationary or continuing appointment in Western Libraries. In order to be appointed as Head a member with a probationary appointment must be recommended for continuing appointment by the Committee on Promotion and Continuing Appointment and approved by the Provost.

Reporting to the Associate Chief Librarian (Research) the Head, Research and Scholarly Communication will provide leadership, supervision and mentoring to a team currently composed of seven Librarians, one Library Assistant and two GIS Specialists. This team will work collaboratively to develop, implement, assess, iterate, 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 of Library staff possessing functional expertise with the common goal to enable positive outcomes in supporting and engaging with the research mission of the University. The start date is May 1, 2023.

The Head will provide strategic leadership and mentoring to the Research and Scholarly Communication team and 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 in research and scholarly Communication, the Head will work to position Western Libraries as a valued partner and participant in the research mission of Western University. The Head models an approach that is unafraid to fail or take chances and is willing to try new things and examine new approaches. The Head also collaborates with other managers 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.

Main Responsibilities

- Assume the Western Libraries leadership role in coordinating the Research and Scholarly Communication team, in particular facilitating cross training and internal and external educating on RSC issues.
- 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 department through planning, leadership, assessment, and effective delegation.
- Lead the team in finding ways to incorporate EDI-D considerations into service development
- Advocate and act as a conduit between the team and other areas of the libraries and campus - showcasing work, initiating connections and partnerships with units on campus, and asking for necessary resources.
• Engage with the work of the team and each team member and perform supervisory duties including managing workload, performance, and personnel - reaching out to the ACL (Research), the Director of Operations, HR or FR when necessary and for support.
• Support staff in their professional growth, including professional development, academic activity, and career advancement.
• Oversee the development and delivery of RSC services and instructional programs such as Scholarship@Western, open journal publishing, RDM, statistical and geo-spatial data services, and research consultations including knowledge synthesis, metrics, copyright etc.
• Ensure timely communication with administration, other managers, staff, and patrons about significant developments and projects.
• Establish workloads in consultation with team members, providing guidance and direction, monitoring, and evaluating performance and coaching as needed.
• Participate in the Western Libraries Management Committee and collaborate with other Western Libraries leaders and Affiliated College leaders setting priorities, planning, and developing services across organizational functions.
• Contribute to the goals and strategic initiatives of Western Libraries through leadership of and/or active participation in library, university, provincial, national, and international committees, working groups, and task forces.
• 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 with campus stakeholders across the research cycle at the institutional (e.g. Western Research) and faculty/departmental level to identify and support research outcomes.
• Develop and administer appropriate assessment measures for RSC plans, services and programs.
• Collaborate with Western Libraries colleagues and Western partners to develop effective research engagement.
• Collaborate with library staff working in other functional/foundational areas of Western Libraries in the creation and support of high-quality research.
• Represent Western Libraries at campus events and professional meetings and conferences.

Qualifications and Experience

• Master’s degree in library and information science or equivalent from an ALA accredited institution, or a PhD in Library and Information Science, or equivalent degree.
• Experience with and understanding of issues in research and scholarly communication.
• Relevant management and supervisory experience.
• Demonstrated strong analytical and problem-solving skills.
• Demonstrated excellent organizational skills to set and balance priorities, manage competing deadlines, and take on multiple projects and responsibilities.
• Experience with teaching and knowledge of pedagogy and the effective application of different teaching styles to support diverse learning preferences.
Application Procedure

Applicants are required to submit a cover letter, a curriculum vitae, and the names and contact information for three professional references, by 31 March 2023, 11:59 PM (EDT) to:

Office of the Vice-Provost & Chief Librarian
Western University
Email: libarc@uwo.ca

Only applications received by email will be considered.
Please submit your application package as a single electronic file (MS Word or pdf).
Please quote in the subject line reference #: HEADRSC012023

Please ensure that the form available at https://www.uwo.ca/facultyrelations/pdf/full-time-application-lib-archs.pdf is completed and included in your application submission.

Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. The University invites applicants from all qualified individuals. Western is committed to employment equity and diversity in the workplace and welcomes applications from women, members of racialized groups, Indigenous peoples, persons with disabilities, persons of any sexual orientation, and persons of any gender identify or gender expression.

Accommodations are available for applicants with disabilities throughout the recruitment process. If you require accommodations for interviews or other meetings, please contact libarc@uwo.ca.