

**Posting #20-031EM**

## **University Librarian Regular, Full-Time**

### **Purpose**

UNBC is a University both in and for the north, and this mission has instilled a strong sense of ownership, purpose, and adventure among their students, alumni, faculty, staff, and the communities they serve. UNBC is also Canada's Green University™, leading the way to a more sustainable future for all. UNBC is honored to serve diverse traditional territories that are home to numerous First Nations and other Aboriginal groups.

UNBC is seeking a candidate for the position of University Librarian who demonstrates leadership, mentorship and community-building experience. The ideal candidate will be an accomplished and experienced Librarian with complementary knowledge of archives, who recognizes the importance of their staff to enable effective response to emerging needs. The University Librarian will bring outstanding skills relating to leadership, communications, and collaboration.

Reporting to the Provost and Vice-President Academic, the University Librarian provides overall leadership and direction to the Geoffrey Weller Library and Northern BC Archives, and is passionate and committed to advancing the vision of the Library and the strategic priorities of the University. The University Librarian is expected to build and lead a unit that is people-centered, future-oriented and participatory in character; that carefully preserves knowledge, widely disseminates it and enthusiastically participates in creating it; and that provides digital, hardcopy and face-to-face resources to scholars where ever they are among several campuses.

### **Responsibilities**

#### **Strategic and Operational Planning**

- Provides leadership in the development and implementation of a library-of-the-future strategy flowing from the GR Weller Library's mandate and key directions, the Northern BC Archives mandate, the UNBC Strategic Roadmap and its Academic Action Plan;
- Synthesizes and articulates a shared vision of the future with a focus on the "Big Picture";
- Leads in the planning, development and implementation of programs and systems to support the Library's strategic and operational goals, and the University's strategic priorities;
- Works with colleagues to identify and develop opportunities for enhanced or new services and collaborations while also keeping priorities balanced.

#### **People and Change Leadership**

- Ensures respect for knowledge and cultures embodied within programs and curricula across all fields represented in the University;
- Stimulates collaboration among Library staff and other UNBC scholars and staff to enhance curriculum, experiential learning and research activities;
- Communicates, engages and develops partnerships with UNBC's communities (University faculty, staff and students; Indigenous communities and organizations; government; private sector; and other post-secondary institutions) to develop and deliver collaborative programming and services across Northern British Columbia;
- Builds relationships with donors, community, and the public;

- Builds and leads strong and effective teams by motivating, building on strengths, fostering continued development, and maintaining a safe and stimulating environment;
- Supports the success of direct reports;
- Recognizes opportunities to collaborate on initiatives outside the Library and Archives, but within the institution (e.g. peer led research help), and mobilizes resources to implement them.

### **Financial and Resource Management**

- Deploys the resources of the University Library and Northern BC Archives to maximize success of UNBC students, faculty, staff and community;
- Ensures compelling external proposals to support the University's strategic priorities and partnerships (regional, provincial, federal), build capacity within UNBC and to support revenue diversification;
- Obtains grant and other funding and works with Advancement to facilitate Library and Archive support of student, faculty and community success.

### **Risk Management**

- Builds on, fosters and celebrates integration of the University Library and Northern BC Archives' across the institution and its campuses to support strategic planning, reporting, and coordination of institutional effort and resources;
- Works with the Archives, internal users and external organizations to provide clarity about and respect for copyright and other rights of ownership, privacy, and freedom of information for the Archives;
- Inspires and maintains the trust of Indigenous and settler communities respecting materials held or stored in the archives by, among other things, maintaining a sensitive balance between user rights and individual privacy for records not covered by government legislation.

### **Qualifications**

The University of Northern British Columbia is seeking a candidate who demonstrates leadership, initiative, vision and an ability to motivate and support others in a way that is consistent with UNBC's motto 'En Cha Huná', a Dakelh (Carrier) phrase which means "that person also lives".

To excel in this role, the University Librarian must demonstrate a strong record of building consensus both internally and between internal and external communities, including our various publics, consortia, scholarly organizations, and colleges and universities, combined with a record of successful development, oversight and implementation of strategic initiatives.

The successful candidate will have a Master's degree in library and/or information studies from an American Library Association (ALA) accredited school of library and/or information studies, or equivalent education and experience, together with direct experience that includes the following:

- knowledge and practice of cross-cultural relationship building at the academic and external community level;
- development and implementation of post-secondary education initiatives and transformative practices in support of student and faculty success and rural education;
- knowledge and understanding of bicameral governance, the role of UNBC's Board of Governors and Senate, and the role the University Librarian has as a member of Senate and its committees;
- demonstrated ability to inspire and support internal and external communities and stakeholders in pursuit of community-engaged research, teaching and learning;
- a proven appreciation for the cultural diversity of a university and its value for scholarship, creativity, professionalism and cultural growth;
- excellent judgment and interpersonal skills, tact and diplomacy;
- strong analytical, problem solving skills with an outcome based approach;

- excellent written and verbal communication skills, with an aptitude for persuasion and influence;
- a demonstrated record of positive relationships within the University community and externally;
- academic and professional credibility demonstrated through a record of scholarly and/or professional achievement.

## Salary

Salary will be commensurate with education and experience. Normal hours of work may vary, and some flexibility will be required for meetings and travel.

UNBC offers employee tuition waivers (includes spouse and dependents), excellent benefit and pension packages, employee training and development opportunities, as well as relocation assistance. For more details please see:

- <http://www.unbc.ca/human-resources/employee-benefits>
- <http://www.unbc.ca/human-resources/unbc-pension-plan>

## About the Community

Since its founding in 1990, the University of Northern British Columbia (UNBC) has emerged as one of Canada's best small research-intensive universities, with a passion for teaching, discovery, people, and the North. Located in the spectacular landscape near the geographic centre of beautiful British Columbia, UNBC's excellence is derived from community-inspired research, hands-on learning, and alumni who are leading change around the world.

For the past 10 years, UNBC has placed in the top three in its category in the annual Maclean's university rankings, the only University of its size to achieve that feat. UNBC also recently placed among the top four per cent of higher education institutions worldwide by the Times Higher Education World University Rankings.

With a diverse student population, the University is friendly, inclusive, and supportive. Prince George is a city of ~74,000 people with impressive cultural, educational, and recreational amenities. For more information about living and working in Prince George, please refer to <http://www.unbc.ca/experience> and <https://moveupprincegeorge.ca>. Make your mark with this leading post-secondary institution.

## To Apply

Please forward your resume and proof of education quoting competition #20-031EM to:  
Human Resources, University of Northern British Columbia,  
3333 University Way, Prince George, BC, V2N 4Z9

Email submissions: [HRecruit@unbc.ca](mailto:HRecruit@unbc.ca)  
Inquiries: (250) 960-5521

*All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.*

*We thank all applicants for their interest in UNBC however, only those applicants selected for further consideration will be contacted.*

**Priority will be given to applications received by Monday, March 30, 2020. However, applications will be accepted until the position is filled.**