

Director, Kula: Library Futures Academy

1.0 FTE, Regular Librarian III or IV continuing appointment

The candidate's qualifications, experience and overall market demand will determine a candidate's final salary offer. The salary for this position includes a competitive salary range of \$124,540 - \$153,843. UVic is committed to offering an equitable and competitive salary, inclusive of a generous benefits package, eligible leaves and pension plan.

The ever-increasing pace of technological development continues to have profound impacts, positive and negative, on the health and well-being of humanity and our environment. While some impacts are discipline specific, many are common to all, and hard-won insight in one domain may be of great value to other domains. The locus of university libraries at the intersection of disciplines ideally situates them to work across the university in partnership with faculties and the Vice-President Research and Innovation. Libraries can facilitate collaboration and engagement between and across domains, creating opportunities to address global issues, assimilate new technologies to enhance scholarly processes, and promote innovation.

THE ROLE

This is a unique and exciting opportunity for an experienced, visionary librarian to help shape and lead a new library-based institute of advanced studies at the University of Victoria (UVic) Libraries.

UVic Libraries' Kula: Library Futures Academy (Kula) advances the changing role of the academic library within the research activities of the university. Kula leverages the role libraries play in relationship-based knowledge creation, using creative scholarship and imaginative thinking to have a positive impact on people and the planet by exploring broadly the foundational, historical, and theoretical intersections of technology and knowledge production in human cultures and societies. As a research arm of UVic Libraries, Kula mobilizes library-based collaborative, trans- and interdisciplinary, creative, impactful research and engagement on issues of global concern, while fostering a supportive and vibrant intellectual community. Kula celebrates and articulates the joy and power of collaborative research and learning, working with librarians, faculty, researchers, students, archivists, staff, and community and industry thought leaders. Kula serves as a transdisciplinary collider space, incubator of innovative ideas, and test bed for new and innovative technologies, methods, and practices in the conduct of research. Kula will be highly visible within and outside of the university and is a showcase for research activities that intersect with the university library.

Recognizing the leadership role of Vice-President Research and Innovation in strategically managing university research, Kula seeks to build on the university's research strengths related to issues of global concern where specifically the library can enhance or accelerate knowledge creation and mobilization through collaborative, creative engagement and the application of new and

innovative technologies. In so doing, Kula is an extension of UVic Libraries’ strategic directions and aligns with [Distinctly UVic](#), UVic’s Strategic Plan. Kula is informed by a range of university plans with particular attention to research areas of global concern. Kula will work closely with the Vice-President Research and Innovation and seek appropriate partnerships across all the Faculties and [Research Centres](#) at the University of Victoria as well as strive to work with [CIFAL Victoria](#) and various local and municipal initiatives in the Greater Victoria area and wider region. Internationally, Kula will seek to establish partnerships with a diverse set of academic and research libraries in institutions and regions that are part of the UVic [Global Engagement](#) Plan.

Kula is structured to be intentionally nimble and flexible to act as a connector and incubator of library-based research collaborations. Specifically, Kula will:

- extend existing library-led engagement and research projects with faculty, students, librarians, archivists, community, and industry through fellowships, research sprints, research grants, versioning research workshops, makerspace workshops, podcasting and video production, oral history initiatives, roundtables, lectures, regular coffee hours, publishing initiatives, exhibitions, awards, symposia, conferences, residencies, etc.;
- provide physical spaces in the library for related activities and, ideally, enough space to host pan-university transdisciplinary and interdisciplinary projects primarily on a rotating basis;
- use a variety of methods to foster the trans- and inter-disciplinary exploration of topics and methodologies and explore place-based solutions where the library can provide expertise;
- produce and circulate the versioning of advanced knowledge as a public good, especially through UVic Libraries’ peer-reviewed journal *KULA: Knowledge Creation, Dissemination, and Preservation Studies*;
- actively seek multisectoral, library-based partnerships within and beyond UVic with a wide variety of organizations, including internationally;
- leverage the multitude of supports and expertise within the Libraries’ portfolios of Engagement and Learning, Advanced Research Services, Special Collections and University Archives, Collections and Open Scholarship, and Reconciliation, helping to expand upon ongoing library projects related to the intersection of technology and knowledge production;
- advance the library’s role at the intersection of technological development and knowledge production in areas such as data, artificial intelligence, machine learning, advances in computing, metadata, production workflows, digital literacies, digital ethics, etc.

RELATIONSHIPS

The Director reports to the University Librarian and is a member of the UVic Libraries senior executive team, with whom they work in close collaboration. The Director serves as a leader and champion for Kula and builds effective working relationships across the Libraries. This is an outwardly facing position requiring extensive and effective engagement with faculty, academic administrators,

students, donors, external foundations and organizations, other academic libraries, industry partners, etc. *KULA: Knowledge Creation, Dissemination, and Preservation Studies* is the University Libraries' flagship journal, and the Director will work closely with the co-editors-in-chief (one of whom is the University Librarian). *Kula* will be integrated within the overall structure of UVic Libraries; it is anticipated that over time it will subsume and enhance a number of existing projects and initiatives. The Director will have an active role in the creation of the Kula Academy Advisory Council and serve as its vice-chair.

QUALIFICATIONS

- A master's degree from an accredited school of library science;
- A record of full professional competence and significant achievement in librarianship including evidence of sound independent judgment, creativity, and demonstrated ability in an area of library service and/or library administration;
- Substantial management, supervisory, and leadership expertise, evidenced by progressive levels of responsibility and experience;
- Ability to provide effective direction, coaching, and supervision of direct reports and activities, including the ability to model professional behaviour and to mentor and motivate people;
- Interest in and demonstrated experience and background with current practices and emerging developments in academic libraries;
- Strong understanding of the range of instructional and technical skills and expertise in academic libraries;
- Ability to manage change and to work with and provide leadership for a diverse range of individuals in a collaborative team environment;
- Evidence of successful experience writing and managing grants and awards;
- Strong interpersonal and communication skills and demonstrable experience working successfully with a wide range of individuals from students to faculty to community members;
- Strong analytic and problem-solving skills as well as project management and planning skills;
- A strategic understanding of and ongoing interest in trends in higher education;
- An established record of professional achievement including a demonstrated ability to engage in scholarship and service to the profession and the community;
- A PhD will be an asset in this role.

DUTIES

- Works to advance the Libraries' [Strategic Directions](#): Open, Engaged, Enduring;
- Assists the University Librarian and the Libraries' executive team in providing leadership for the Libraries, promoting the Libraries, and assessing progress toward the Libraries' strategic goals. Serves as an advocate for the Libraries within the university community;

- Provides leadership in planning, implementing, assessing, and evaluating operations and services for Kula, including setting goals, developing initiatives, and establishing priorities;
- Collaborates with librarians and library staff to engage them in Kula activities;
- Will supervise librarians and other employee groups as the unit grows over time;
- Collaborates with students and faculty to encourage a robust intellectual community in Kula;
- Works with the University Librarian (chair of the Kula Advisory Council) to engage with the council and set agendas. Chairs meetings when the University Librarian is unavailable;
- Oversees Kula funding programs;
- Identifies and applies for external funding opportunities as well as engages with donors;
- Works to establish and oversee partnerships with Kula from a local to a global scale;
- Works closely with the co-editors-in-chief of the *KULA* journal;
- Fosters appropriate internal and effective external communication about Kula activities;
- Develops effective partnerships for the Libraries within the university community and with external academic communities;
- Strives personally to model clear, collegial communication in support of the Libraries' values of openness and engagement.

Scholarly and Professional Activities

Participates in Libraries and university committees, councils, task forces, and teams as appropriate. Keeps up to date with developments in digital scholarship in the profession and related fields and on broader issues that affect the practice of librarianship. Participates in professional organizations as appropriate. Undertakes research and engages in scholarship as appropriate.

Standards of Performance & Additional Information

Faculty, librarians, and archivists at UVic are governed by the provisions of the [Collective Agreement](#). Members are represented by the UVic [Faculty Association](#). Standards of performance are assessed as set out in the Evaluation Policy for Librarians. Please note that reference and background checks, including credential and degree verification, may be undertaken as part of this recruitment process.

Application Process

All applications are welcome and will be reviewed. Please submit a letter of application stating your suitability for the role; a CV; and the names and contact details of three references by end of day **Monday, July 22, 2024** to Jonathan Bengtson, University Librarian, University of Victoria Libraries at ulo@uvic.ca. On-site interviews of finalists are anticipated to take place August 26-28, 2024. Start date is negotiable.

All qualified candidates are encouraged to apply; in accordance with Canadian Immigration requirements, Canadians and permanent residents will be given priority. Please indicate in your application package if you are a Canadian citizen or permanent resident.

UVic is committed to upholding the values of equity, diversity, and inclusion in our living, learning and work environments. In pursuit of our values, we seek members who will work respectfully and constructively with differences and across levels of power. We actively encourage applications from members of groups experiencing barriers to equity.

Read our full [equity statement](#)

The University acknowledges the potential impact that career interruptions can have on a candidate's record of research achievement. We encourage applicants to explain in their application the impact that career interruptions have had on their record.

Persons with disabilities, who anticipate needing accommodation for any part of the application and hiring process, may contact Faculty Relations and Academic Administration in the Office of the VP Academic and Provost at FRrecruit@uvic.ca. Any personal information provided will be maintained in confidence.