



Professional Position Posting

Director, Collections and Open Strategies

Department:	Research, Engagement, and Scholarly Communications
Salary:	Commensurate with qualifications and experience
Position Availability:	Immediately
Location:	Atlanta, GA

Position Summary

Reporting to the Associate University Librarian for Research, Engagement, and Scholarly Communications, and collaborating with colleagues across the organization, the Director of Collections and Open Strategies provides leadership, vision, and strategic direction for the Emory Libraries crucial role in the life cycle of research and scholarship, transforming the processes of creating, disseminating, collecting, storing, managing, and preserving scholarship.

The Director will directly supervise the Head of Collection Management, Head of Scholarly Communications, and the Research Data Program Manager, as well as work collaboratively with other divisions and libraries across the organization, to foster shared initiatives enhancing information access, research support, and scholarly output. The director assists the AUL in leading the Research, Engagement, and Scholarly Communications (RESC) Division and assumes responsibility for the division in the AUL's absence or unavailability.

The Director will leverage strategic partnerships and the libraries' technologies to meet the current and anticipated needs of Emory faculty, staff, and students for access to resources and knowledge, as well as the horizontal structures that strengthen the broad community of staff in the Emory Libraries. The Director will collaborate to set priorities to leverage collections and to build sustainable models for long-term access and preservation of local and distributed content. The Director plays a role in negotiating vendor or publisher "big deals" to secure favorable business terms and engage with new collecting models, including promoting innovative open access publishing models. The Director does not determine the allocations for each library's collection budget.

The Director will collaborate across the libraries and the university to develop and direct policies and best practices for the purchasing and licensing of collections in all formats, including digital collections; and to create or improve library services surrounding publishing, intellectual property rights, open access, open scholarship initiatives, preservation, and research data management. They will participate in library, university-wide, and national initiatives that seek to transform scholarly communications. The Director will work to grow Emory Libraries' presence as a hub and leader for research data services and partner with cross-campus groups to advance data sharing.

Emory Libraries requires that our employees recognize diversity, equity, and inclusion as essential core values to achieving our mission to enrich the quality of life in an inclusive work environment through competency training, reassurance of personal growth, restorative communication practices, and embracing the diverse identities of patrons within the Emory community.

Essential Responsibilities & Duties

A. Strategy for Collections, Scholarly Communications, and Research Data

1. Provides strategic leadership for collections, scholarly communications, and research data in support of the mission of Emory University.
2. Promotes the most open and broadest dissemination of scholarship, both consumed and created by Emory scholars.
3. Liaises with campus partners, such as Emory's Office of Research Administration and Office of Information Technology (OIT), on shared goals related to the scholarly communications landscape, including meeting new requirements for scholarly outputs and data as required by granting agencies.
4. Leads the development of collection and open publishing initiatives, objectives, and projects for the library's strategic and annual plan.
5. Develops and maintains working knowledge of the university's teaching, learning, and research programs and initiatives, and its academic goals and plans, to ensure that collections and research services meet and anticipate faculty and student needs.
6. Leads and innovates efforts for diversity and inclusion in building collections, development of digital collections, changes in the scholarly communications landscape, and collaborative research data sharing.
7. Negotiates "big deals" with vendors and publishers to promote equitable access to scholarship and publishing services.
8. Represents the organization in relevant consortial and collaborative venues to develop collective strategy for multi-institutional program development.
9. Keeps abreast of and participates with national and international external groups focusing on relevant areas. Analyzes and communicates trends in collections, scholarly communications, and data management to the campus community.
10. Performs other duties as assigned.

B. Managerial Responsibilities

1. Works closely with the AUL, Research, Engagement, and Scholarly Communications (RESC) to lead the RESC division of eight teams and assumes responsibility for the division in the AUL's absence or unavailability.
2. Directly supervises 3 FTE librarians (the Heads of Collections and Scholarly Communications and the Research Data Program Manager.)
3. Co-leads the leadership team within the Research, Engagement, and Scholarly Communications (RESC) Division.
4. Works with direct reports to coordinate recruitment, hiring, orientation, training, supervision, and evaluation of librarians, staff, and student employees.
5. Conducts annual performance evaluations for direct reports and oversees annual evaluation process within the department/unit.
6. Establishes and maintains communication with department/unit staff to facilitate the work of the library and ensure library staff is informed of library activities and initiatives.

C. Professional Responsibilities

1. Participates in appropriate professional and scholarly associations and organizations including maintaining membership and/or accreditation; attending meetings, conferences, workshops; and serving in appointed or elected positions.
2. Maintains up-to-date professional knowledge and skills in areas related to primary job assignment and general knowledge of current trends in higher education, academic libraries, and information and educational technology.
3. Adheres to guidelines outlined in the *Handbook Governing the Librarian series for Faculty-Equivalent Librarians*.
4. Participates in library and campus committees as appropriate for service purposes.

Required Qualifications

- ALA-accredited master's degree in library and information science OR equivalent education and relevant library experience.
- Advanced degree (subject master's or doctoral) in a relevant discipline and/or record of teaching or scholarship
- Minimum of 5 years of experience in an academic or research library.
- Knowledge/understanding of key issues and trends in collections, scholarly communications, research data, academic libraries, and higher education.
- Demonstrated experience in collaborating with leaders across campus to promote awareness of issues and solutions in these areas.
- Ability to build and sustain effective interpersonal relationships with library staff, faculty and students, off-campus faculty and campus administrators, etc.
- Evidence of analytical, organizational, communication, project, and time management skills and demonstrated ability to set priorities, meet deadlines, and complete tasks and projects on time and within budget and in accordance with task/project parameters.
- Commitment to fostering a diverse educational environment and workplace and an ability to work effectively with a diverse faculty and student population.
- Capacity to thrive in an ambiguous, future-oriented environment of a major research institution and to respond effectively to changing needs and priorities.
- Experience and demonstrated skill in supervision, including hiring, orienting, training and development, organizing workloads, delegating responsibility, providing guidance and direction, monitoring and evaluating performance, coaching and counseling, and taking disciplinary action as necessary. Ability to be proactive, flexible, and collaborative as a supervisor to accomplish departmental, library, and institutional goals.

Preferred Qualifications

1. Experience and skill in planning, managing, allocating, and administering complex acquisition budgets.
2. Knowledge of collaborative and consortial models for collection building.
3. Demonstrated understanding of trends in open and equitable access to scholarly materials and publishing services.
4. Proficiency and/or knowledge with issues surrounding research data management.
5. Evidence of active participation, involvement, and leadership in local, state, regional, national, or international professional or scholarly associations.

Application Procedures

Interested candidates should review the applications requirements and apply online at {Link to Interfolio posting}, <http://apply.interfolio.com/140093>

Applications may be submitted as Word or PDF attachments and must include:

- 1) Current resume detailing education and relevant experience.
- 2) Cover letter of application describing qualifications and experience; and
- 3) Emory Libraries recognize diversity, equity, and inclusion as core values integral to achieving our mission to enrich the quality of life and advance intellectual discovery by connecting people of diverse backgrounds and experiences. We commit to equitable access to information and to build collections that align with the teaching and research needs of Emory and represent and respect the diverse and multiple experiences of our ever-changing communities. Please share your professional and leadership philosophy, including how you would foster diversity, equity, and inclusion at Emory University Libraries. Please limit your response to no more than 3 paragraphs.
- 4) On a separate document list the names, relationships, email addresses, and telephone numbers of 3 professional references including a current or previous supervisor.

Review of applications will begin the week of March 1, 2024. Review of applications will continue until position is successfully filled. Emory is an Equal Opportunity/Affirmative Action Employer that welcomes and encourages diversity and seeks applications and nominations from women, minorities, people with disabilities and veterans.

General Information

Professional librarians at Emory Libraries are 12-month faculty-equivalent positions evaluated annually with assigned ranks renewable for 3 or 5 years based on experience and background. Appropriate professional leave and funding is provided. Depending on educational credentials and position, librarians may be considered for a shared/dual appointment between the library and academic department as a faculty member.

Librarian appointees at Emory generally have educational credentials and professional backgrounds with academic library experience and/or disciplinary knowledge and demonstrate a commitment to continuous learning, professional engagement and involvement, research and scholarship, creativity, innovation, and flexibility. Such backgrounds will normally include a graduate degree from an ALA-accredited library and information science program AND/OR a discipline-specific master's OR doctoral degree. In addition to professional competence and service within the library in the primary job assignment, advancement and/or appointment renewal requires professional involvement and contributions outside of the library and scholarly activities. Candidates must show evidence or promise of such contributions.

Emory provides an extremely competitive fringe benefit plan that includes personal leave, holiday pay, medical and dental plans, life insurance, courtesy scholarships, and tuition reimbursement just to name a few. For a full list of benefit programs, please go to <http://www.hr.emory.edu/eu/benefits/>.

Description of Institution and Library

Emory University is internationally recognized for its outstanding liberal arts college, superb professional schools, and one of the South's leading health care systems. Emory's beautiful, leafy main campus is located in Atlanta's historic Druid Hills suburb and is home to 8,079 undergraduates and 7,372 graduate and professional students. As the second largest private employer in Atlanta, Emory University and Emory Healthcare have a combined workforce of approximately, 37,716 and an annual operating budget of \$5.6 billion. Emory University received \$831 million in research funding in fiscal year 2020.

Ranked among the top 20 Association of Research Libraries (ARL) in North America, Emory University Libraries in Atlanta and Oxford, Georgia is the interdisciplinary intellectual commons for Emory University. The collections at the nine Emory Libraries include more than 5.6 million volumes, 400,970 electronic journals, over 1.6 million electronic books, and internationally renowned special collections. The Stuart A. Rose Manuscript, Archives, and Rare Books Library is home to over 190,000 cataloged titles and more than 19,000 linear feet of manuscript material. Rose Library's collections span more than 800 years of history, with particular depth in modern literature and poetry, African American history and culture, political, social and cultural movements, and the University's archives.

Emory Libraries staff, including student workers, number approximately 350 with an overall library budget of approximately \$42 million. Emory University Libraries is a member of the Association of Research Libraries (ARL), the Association of College and Research Libraries (ACRL), the Atlanta Regional Council for Higher Education (ARCHE), the Coalition for Networked Information (CNI), the Center for Research Libraries (CRL), the Council on Library and Information Resources (CLIR), the Digital Library Federation (DLF), International Federation of Library Associations and Institutions (IFLA), and the Scholarly Publishing & Academic Resources Coalition (SPARC) as well as regional associations including the Association of Southeastern Research Libraries (ASERL) and Georgia Library Learning Online (GALILEO).

The Emory University Libraries include the Robert W. Woodruff Library, which is also home to the Goizueta Business Library, the Heilbrun Music and Media Library, and the Stuart A. Rose Manuscript, Archives, and Rare Book Library. Other library spaces include the Science Commons, Cox Hall Computing Center, the Library Service Center operated in collaboration with the Georgia Institute of Technology, the Woodruff Health Sciences Center Library, the Pitts Theology Library, the Hugh F. MacMillan Law Library, and the Oxford College Library located on the Oxford Campus approximately 30 miles from Atlanta.

Diversity Statement

Emory Libraries recognize diversity, equity, and inclusion as core values integral to achieving our mission to enrich the quality of life and advance intellectual discovery by connecting people of diverse backgrounds and experiences. We champion an inclusive work environment through competency training, reassurance of personal growth, restorative communication practices, and diverse recruitment and retention. We offer exhibits, collections, programming, and research assistance that speaks to the rich needs and identities of patrons from the Emory community and beyond. We encompass opportunities that strengthen these values. We invite you to bring your true self to the library and feel welcomed when you arrive.

Emory University is an equal opportunity/equal access/affirmative action employer fully committed to achieving a diverse workforce and complies with all applicable Federal and Georgia State Laws, regulations, and executive orders regarding nondiscrimination and affirmative action in its programs and activities. Emory University welcomes and encourages diversity and does not discriminate on the basis of race, color, religion, ethnic or national origin, gender, genetic information, age, disability, sexual orientation, gender identity, gender expression, and veteran's status.