

Employment Opportunity
University at Buffalo Libraries
Associate University Librarian for Research, Collections and Outreach
(Senior Staff Associate, SL-5)

The University at Buffalo Libraries seek a highly collaborative, strategic, and empathetic visionary to lead and implement forward-looking initiatives that engage UB faculty, researchers, and students at every stage of the scholarly process. Reporting to the Vice Provost for University Libraries, the Associate University Librarian for Research, Collections & Outreach serves as a member of the Libraries' senior management team and provides leadership and deep expertise in facilitating and supporting the products and process of scholarship that advance intellectual discovery. The Research, Collections & Outreach (RCO) unit supports instruction services and innovative pedagogy, liaison and outreach services, and collection management with approximately 32 FTE.

The successful candidate will:

- Actively contribute to the senior management team for operational and long-term strategic direction and effectiveness.
- Direct all aspects of the portfolio, ensuring the library's strategic and operational plans are incorporated into and accomplished through unit goals and objectives.
- Provide overall direction for liaison activities and innovative services for Education Services, Health Sciences Information Services, Science and Engineering Library Services, and Arts, Humanities and Social Sciences.
- Develop strategies for cultivating collaborative working relationships among academic faculty, librarians, staff, and students that proactively align services with academic priorities.
- Work collaboratively with the Collections Strategist and the Collections Manager to provide leadership and support for the development of content selection strategies to create and promote the Libraries' extensive principal collections in all formats.
- Lead long-term planning, collaboration and assessment for collection services and projects that advance the Libraries' strategic plan.
- Assess collection needs of new academic programs and determine budgetary implications.
- Maintain oversight of the library materials budget (approximately \$9.1M in FY2020-2021).
- Guide, develop, and supervise middle managers directly and through them manage additional faculty and staff.
- Guide the tenure and promotion process for University Libraries' faculty, including mentoring, coaching and career development.
- Prepare dossiers for the unit's professional staff who are eligible for permanent appointment or receive a promotion through the assumption of new duties.
- Empower faculty and staff to be creative problem-solvers and make decisions through involvement in teams, committees, and work groups.
- Stay abreast of policies and evolving trends and technologies impacting academic research libraries and the higher education environment.
- Engage in research and contribute through service at the institutional and professional levels suitable to the assignment and rank.

Minimum Qualifications:

- Master's degree in library or information science library from an ALA-accredited institution or equivalent.
- Minimum three years of demonstrated leadership and supervisory experience within an academic, special, or research library, or related institution with increasingly responsible administrative roles.
- Demonstrated awareness of the challenges and opportunities for justice, diversity, inclusion, equity and access in staffing, services, collections, and physical spaces within the Libraries, the university, and in higher education.
- Demonstrated commitment to advancing justice, diversity, inclusion, and equity in organizations.
- Proven record of leading, cultivating and managing high-performance teams in a collaborative environment with a strong commitment to fostering growth and development of others.
- Interest in supporting the creation of scholarship and professional accomplishments of team members or direct reports.
- Demonstrated experience leading and implementing progressive initiatives, strategic priorities, projects, and transformational change.
- Demonstrated expertise in providing leadership to create and promote a clear vision; experienced decision-maker with the ability to sell ideas and follow through on decisions.
- Demonstrated ability to bring innovative and complex projects to completion, especially for projects requiring collaboration across departments and/or with academic schools and/or academic-support departments at the university and/or multi-institutional organizations or community-based projects.
- Excellent written and oral communication, interpersonal and presentation skills, with the ability to explain complex concepts to a wide variety of users in individual and group settings.
- An appropriate record of involvement with professional associations.

Preferred Qualifications:

- A strong record of using analytical and conceptual skills to set goals and initiate change to workflows and processes.
- Knowledge of copyright law and intellectual property issues.
- Demonstrated deep knowledge of trends and issues affecting academic research libraries, along with understanding of and enthusiasm for the role of the library in the research, teaching, and learning mission of the university.
- Demonstrated experience and success with grant writing and in managing grant-funded projects effectively.

We invite individuals to apply whose perspectives and experiences will enrich and strengthen our organization. The library serves an increasingly diverse constituency of patrons, and our employees, services, collections, and policies should honor and reflect this diversity. We encourage candidates who thrive in a welcoming multicultural environment to apply.

Outstanding Benefits Package:

Working at UB comes with benefits that exceed salary alone. There are personal rewards including comprehensive health and retirement plan options. We also focus on creating and sustaining a healthy mix of work, personal and academic pursuit - all in an effort to support your work-life effectiveness. Visit our [benefits website](#) to learn about our benefit packages.

To Apply:

To be considered for this position, applicants must apply via the [UBJobs](#) Web site. At the time of hire, applicants must be authorized to work in the United States on a full-time basis for a period of at least two years. In your cover letter, please highlight the most relevant qualifications you would bring to this position based on the posting, and tell us how your background, perspective, and experience will help us fulfill our mission and meet our goals. All candidates who are contacted by the search committee should be prepared to discuss how they see themselves contributing to the University's equity, diversity, and inclusion efforts. We are currently reviewing applications and anticipate filling this position by late fall 2021. References will be contacted with advance notice.

The University at Buffalo is SUNY's most comprehensive public research university and an outstanding place to work. UB amplifies ambition for faculty and staff by offering endless possibilities to achieve more. Here, people from all backgrounds and cultures challenge and inspire each other to discover, learn and succeed. Dedicated staff and engaged faculty collaborate to further knowledge and understanding, and develop tenacious graduates who are valued for their talents and their impact on global society. Visit our [website](#) to learn more about the University at Buffalo.

Land acknowledgement: The University at Buffalo operates on the territory of the Seneca Nation, a member of the Haudenosaunee/Six Nations Confederacy. This territory is covered by The Dish with One Spoon Treaty of Peace and Friendship, a pledge to peaceably share and care for the resources around the Great Lakes. It is also covered by the 1794 Treaty of Canandaigua, between the United States Government and the Six Nations Confederacy, which further affirmed Haudenosaunee land rights and sovereignty in the State of New York. Today, this region is still the home to the Haudenosaunee people, and we are grateful for the opportunity to live, work, and share ideas in this territory.

The University Libraries, SUNY's largest academic research library, offer an outstanding array of information resources, technologies, services, and people to support academic achievement. The Libraries play a vital role in the academic success of our students, the teaching and research of our faculty, and the intellectual pursuits of our alumni and community members. Our broad selection of digital and print resources, innovative services, and expert staff support scholarly and creative achievements in new and exciting ways.

The Buffalo Niagara Region is a major metropolitan area with diverse communities and outstanding assets. Buffalo offers the amenities of a major urban area without the headaches. Friendly folks, quick commutes, charming neighborhoods and a low cost of living are among the benefits of life in the region. Three international bridges connect the Buffalo Niagara region to Canada. Travel to the cosmopolitan city of Toronto is only 90 minutes by car. By air, we are less than an hour to New York City, Philadelphia and Washington, D.C.

The University at Buffalo is an equal opportunity, affirmative action employer, and is committed to providing employment opportunities to minorities, women, veterans, disabled individuals, and other protected groups in order to build a culturally diverse and pluralistic University community.