



Libraries

Associate Chief Librarian for Scholarly, Research and Creative Activities TMU Libraries Toronto Metropolitan University

Located in downtown Toronto, the largest and most culturally diverse city in Canada and on the territory of the *Anishinaabeg, Haudenosaunee and the Wendat Peoples*, the [University Libraries](#) at [Toronto Metropolitan University](#) invites applications for the position of **Associate Chief Librarian for Scholarly, Research and Creative Activities (ACL for SCR)**. The successful candidate will be appointed for a five year term (with the potential for a second five year term), to commence April 1, 2024 or later, subject to final budgetary approval.

The processes related to the recruitment and selection of the successful candidate are governed by the Appointments of Academic Administrators Policy and Procedures. The **Associate Chief Librarian for Scholarly, Research and Creative Activities** shall have a Toronto Metropolitan Faculty Association (TFA) career librarian position and be an associate member of the TFA in accordance with the [TFA Collective Agreement](#) during the term of the appointment as Associate Chief Librarian for SRC.

In recognition of the under-representation of racialized and Indigenous persons in academic administrative roles, the TMU Libraries especially welcome applications from racialized and Indigenous persons and invites such candidates to self-identify in our Applicant Diversity Self-ID questionnaire during the application process.

The Opportunity

The TMU Libraries seek an enthusiastic and creative candidate to fill the position of **Associate Chief Librarian for Scholarship, Research and Creative Activities**. This exciting position will provide strategic leadership and a strong focus on capacity and relationship building, to advance the Libraries' central role in research and scholarship. The successful **ACL for SRC** will have the opportunity to help shape this new portfolio and to expand the Libraries' many existing and emerging SRC services, programs and priorities.

The successful candidate will be committed to fostering a culture of collaboration and exploration, demonstrate action in equity, diversity and inclusion in all facets of the role, and articulate a clear understanding of research library responsibilities to Truth, Action and Reconciliation.

The **ACL for SRC** is a member of the Libraries' senior leadership team and reports directly to the Chief Librarian. Working closely with the **ACL for Teaching and Learning**, branch and

department heads, subject liaison librarians, and a diverse team of committed staff, the **ACL for SRC** will provide Library-wide leadership, oversight, and strategic development for key portfolio areas including:

- the Libraries' scholarly, research and creative activity initiatives, services and programming, including scholarly communication, research impact and assessment, research data management and open access initiatives;
- collection and information resource management;
- specialized research areas/collections including the Archives and Special Collections, GIS/Map and Data Centre, and the Library Collaboratory;
- emerging disciplinary and trans/interdisciplinary research trends;
- SRC partnerships and collaborations, both internally and externally.

Responsibilities include chairing career librarian hiring and promotion committees, serving on collegial, administrative and operational committees internal to the Library and campus wide, as well as opportunities to represent TMU Libraries externally.

The successful candidate will be accustomed to a unionized workplace, with an understanding of the collegial governance model, willing to actively embrace risk-taking, nurture creativity and flexibility, and work in a strong and integrated team environment.

The successful candidate will be able to demonstrate the following skills, qualities and values:

- people-focused and effective human resource leadership, with lived experience and/or demonstrated commitment to equity, diversity, inclusion in staff recruitment/retention and programs and services;
- ability to build relationships and collaborative partnerships (both internally and externally);
- understanding of the research, scholarship and creative activity needs of faculty and students within a comprehensive and community engaged research university environment;
- understanding of the scholarly, research and creative activity life cycle, international ecosystem, emerging SRC trends and knowledge production, evolution of the research and scholarly communication, and library leadership and collaborations to advance research;
- successful experience advancing equity, diversity and inclusion in workplace contexts;
- understanding of the role of librarians as scholars, researchers and SRC collaborators;
- experience in leading projects and initiatives that involve a range of colleagues, experts, collaborators, partners and stakeholders;
- experience collaborating on, advancing and supporting grant funded SRC
- understanding of publisher/vendor negotiations and role of consortia;
- experience in data-driven decision making excellent communication and interpersonal skills;
- proven leadership skills in change management and in helping others successfully manage change;

- excellent analytical and critical thinking skills, including organizational planning, decision making and budget planning processes;
- ability to work effectively with University policies, procedures and collective agreements to assume a perspective that is inclusive of the diverse areas across campus.

Qualifications

- MLIS or equivalent from an ALA-accredited program;
- A minimum of five years of progressively responsible library leadership experience ideally in an academic research library setting. Candidates are encouraged to articulate aligned, transferable and/or direct experience;
- A minimum of two years of proven leadership experience in a multi-department unit including management of staff and service delivery in a unionized environment.

TMU Libraries

A vibrant and innovative centre of exploration, research, creation and learning, the University Libraries are positioned at the core of the University's academic, research and community engagement goals. TMU Libraries support a diverse community of learners and instructors, researchers and scholars, and community experts and entrepreneurs, and are a hub of interdisciplinary scholarly, research and creative activity. The dedicated team of more than 100 talented individuals supports a growing academic community, including new campuses and a growing number of international students. TMU Libraries provide crucial academic learning, creation and research resources, programs, services and spaces. Our unique blend of expertise and programming, coupled with access to leading edge technology and an array of information resources, fosters a rich academic environment, supporting the University's complement of degree programs, and advancing research and discovery, and community outreach and engagement.

TMU Libraries are committed to the *TRC Calls to Action* and are actively exploring ways to decolonize our work and these efforts are further supported by the Mash Koh Wee Kah Pooh Win ([Standing Strong Task Force](#)) recommendations. TMU is a signatory to the Scarborough Charter. The Scarborough Charter on Anti-Black Racism and Black Inclusion in Higher Education: Principles, Actions, and Accountabilities is a commitment by institutions across Canada to combat anti-Black racism and foster Black inclusion in higher education. Our ongoing commitment to equity and community inclusion continue to shape and reaffirm our values and priorities.

Toronto Metropolitan University

Serving a highly diverse student population of over 45,000, with 100+ [undergraduate](#) and [graduate](#) programs built on the integration of theoretical and practical learning and distinguished by a professionally focused curriculum with a strong emphasis on excellence in teaching, research and creative activities, Toronto Metropolitan University is a vibrant, urban university known for its culture of innovation, entrepreneurship, community engagement and city-building through its award-winning architecture.

Working at [Toronto Metropolitan University](#)

At the intersection of mind and action, the University is on a transformative path to become Canada's leading comprehensive innovation university. We firmly believe that equity, diversity and inclusion are integral to this path; our current [academic plan](#) outlines each as core values and we work to embed them in all that we do.

Dedicated to a people first culture, the University is proud to have been selected as one of Canada's Best Diversity Employers and a Greater Toronto's Top Employer. We invite you to explore the range of [benefits](#) and [supports](#) available to Librarians and their family, including access to our diverse [faculty and staff networks](#).

Visit us on X: [@librarytmu](#), [@TorontoMetHR](#), [@VPFAtorontomet](#), and [@ECItorontomet](#) and our [LinkedIn company page](#).

The University is committed to accessibility for persons with disabilities. To find out more about legal and policy obligations please visit the [accessibility](#) and [Human Rights](#) websites.

The University welcomes those who have demonstrated a commitment to upholding the values of equity, diversity, and inclusion and who will assist us in expanding our capacity for diversity in the broadest sense. In addition, to correct the conditions of disadvantage in employment in Canada, we encourage applications from members of groups that have been historically disadvantaged and marginalized, including First Nations, Métis and Inuit peoples, Indigenous peoples of North America, Black-identified persons, other racialized persons, persons with disabilities, and those who identify as women and/or 2SLGBTQ+.

Salary and Other Compensation

In accordance with Article 16.4 of the current [Collective Agreement](#), the salary minima are \$99,370.64 for Librarian III and \$117,706.90 for Librarian IV. Salary and rank will be commensurate with experience and education. There is an administrative stipend associated with this position and the annual vacation for academic administrative positions is five weeks. Professional development funds are also available.

The location of work is at the University's downtown campus in Toronto, Ontario and expected to include both onsite and at times remote work. The University has a generous [relocation policy](#) to assist with relocation.

How to Apply

Applicants must submit their application online via the [Faculty Recruitment Portal](#) [<https://hr.cf.ryerson.ca/ams/faculty/>] (click on "Start Application Process" to begin) by end of day January 7, 2024. The application must contain the following:

- a letter of application;
- a curriculum vitae;
- names of three individuals who may be contacted for references.

Please note that all qualified candidates are encouraged to apply; however, applications from Canadians and permanent residents will be given priority, in accordance with Canadian immigration regulations. **Candidates must therefore indicate in their application if they are a permanent resident or citizen of Canada.**

Contacts

Any confidential inquiries about the opportunity can be directed to Mark Robertson, Chief Librarian at mark.robertson@torontomu.ca.

Indigenous candidates who would like to learn more about working at [Toronto Metropolitan University](#) are welcome to contact Tracey King, Miigis Kwe, the Indigenous Human Resources Lead and the Founding Co-Chair of the First Nations, Métis and Inuit Community Group at t26king@torontomu.ca.

Candidates who belong to one or more of the equity-deserving groups recognized at TMU are welcome to connect with Ahmed Ahmed [a.ahmed@torontomu.ca], Interim Executive Director, [Office of the Vice-President, Equity and Community Inclusion](#).

For any confidential accommodation needs in order to participate in the recruitment and selection process and/or inquiries regarding accessing the Faculty Recruitment Portal, please contact vpfa@torontomu.ca.