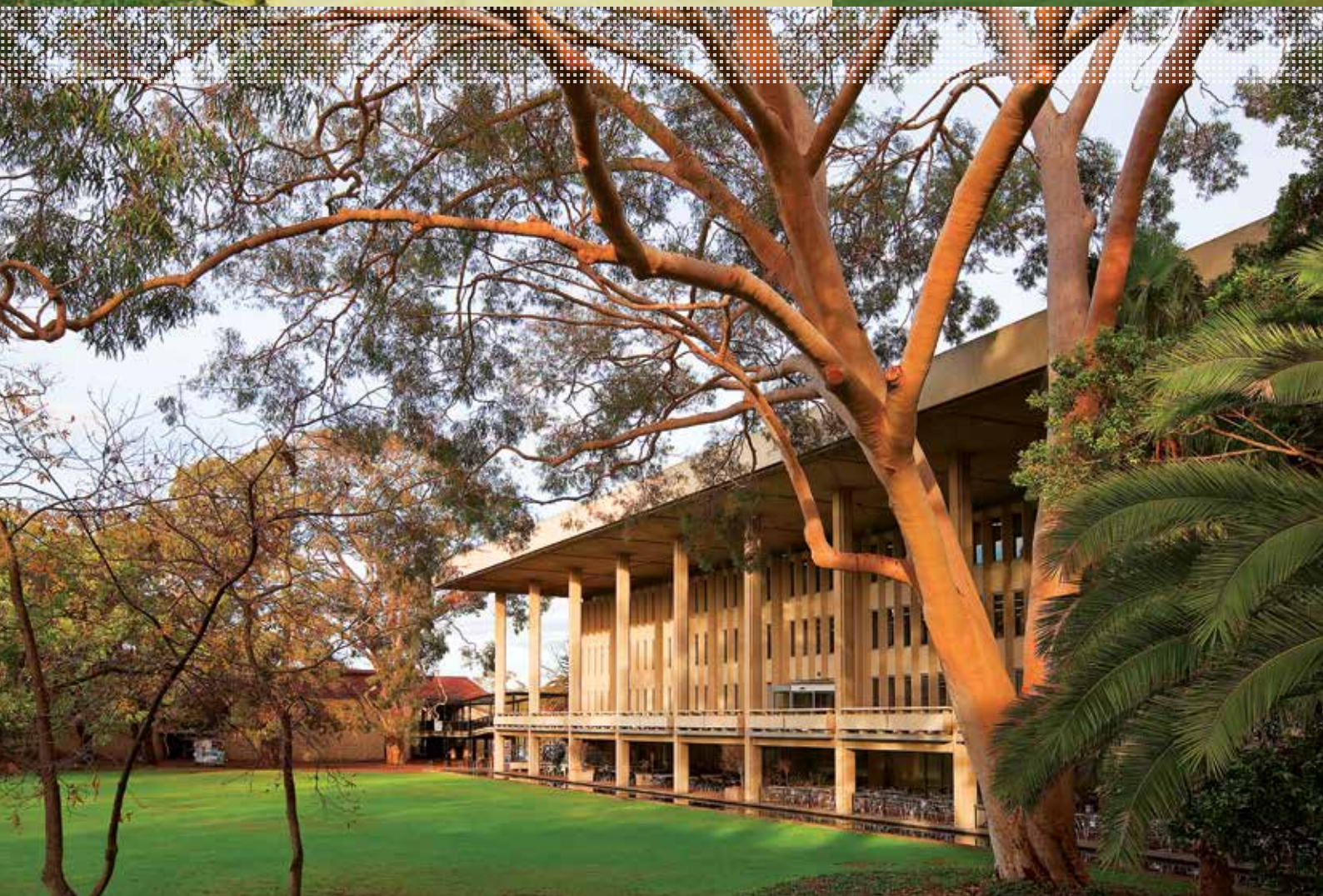




THE UNIVERSITY OF
WESTERN AUSTRALIA

University Librarian

INFORMATION FOR CANDIDATES — AUGUST 2014



Appointment of

University Librarian

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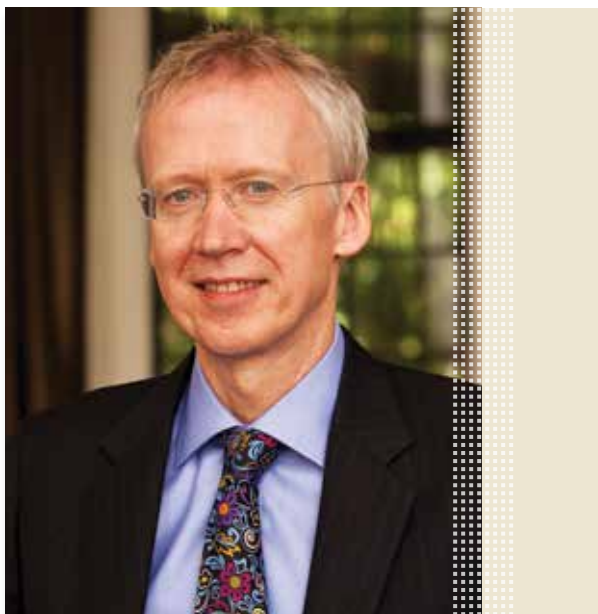


THE UNIVERSITY OF
WESTERN AUSTRALIA

Introduction

On behalf of The University of Western Australia
I welcome your interest in the position of
University Librarian, a key strategic leadership
role within the University.

The University is now ranked 4th in Australia and has a significant reputation internationally as a result of being ranked 91st in the world by the Academic Ranking of World Universities published by China's Shanghai Jiao Tong University. Our success continues a trend that has seen us leap 36 places globally since 2008, and keeps us on target to reach our longer term goal of reaching the world top 50 by 2050.



The University of Western Australia has a long and distinguished history and a reputation for international excellence in teaching, learning and research. It combines the traditions of the world's great universities with the vitality and excitement of innovative learning and research in a 21st century environment.

The University continues to build on its reputation for excellence and is a major research contributor in the medical and health, minerals, energy and agricultural sectors.

UWA has recently introduced the most significant changes to student courses since its foundation a century ago and is currently in the implementation phase of the new structure for the delivery of courses that involves a major reshaping of all the University's degrees and an enhancement of the student experience. Based on a model of broad undergraduate studies followed by a postgraduate professional qualification, the new courses are designed to produce well-rounded graduates equipped with real-world skills.

The University Librarian will provide leadership in delivering key services to enhance the student experience and support for researchers through data management and the UWA Research Repository, together with the community engagement functions of the institution.

The appointee will have highly developed communication, analytical and strategic thinking skills, together with personal qualities of openness and integrity.

The role is pivotal in UWA achieving its strategic goal of greater international recognition which will not be reached without information resources, services and infrastructure which support, stimulate and innovate teaching, learning and research.

I invite you to consider the exciting opportunities available in this senior leadership position.

Professor Paul Johnson
Vice-Chancellor

The University of Western Australia

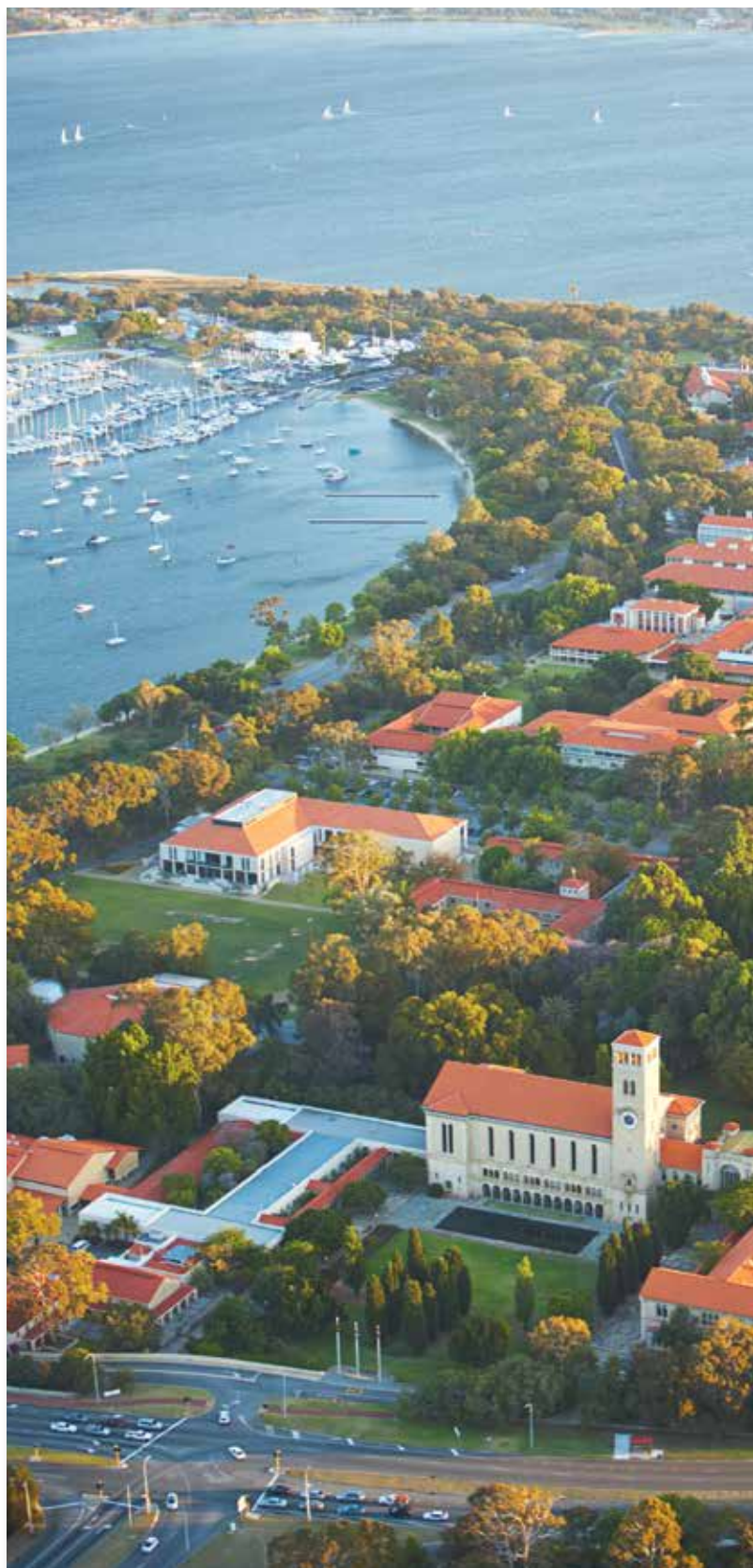
The University of Western Australia – a member of Australia's Group of Eight – combines the traditions of the world's old and great universities with the vitality and excitement of innovative study and research in the 21st century. It is recognised internationally as an excellent teaching and research university, and a leading intellectual and creative resource to the community it serves.

The University of Western Australia is a high-quality research-intensive university with a broad and balanced coverage of disciplines in the arts, science and major professions. It is Western Australia's oldest university, established in 1911, and currently has a student population of approximately 25,000.

The University has acquired an international reputation for excellence and enterprise and is regarded as one of Australia's best research institutions. Its strong research culture sees it attract high levels of competitive research funding. At the same time the University places great emphasis on high quality in teaching and learning, and is committed to the development of innovative and responsive programs. It has focused on the teaching-research nexus, so that teaching and learning take place in an atmosphere of research scholarship.

The University's high quality teaching and research ensure it remains the university of preference for Western Australia's highest achieving school leavers, as well as attracting high-calibre undergraduate and postgraduate students from around the nation and overseas. The quality of the student population is extremely high by national and international standards.

The University is recognised nationally and internationally for the quality of its academic staff and has strong strategic partnerships with industry, the professions and government. It operates in collaboration with other research intensive universities in Australia and around the world. The University of Western Australia graduates are highly competitive internationally, achieving success in higher study and in wide-ranging fields of employment. Many graduates have risen to prominence in leadership roles in industry, government, education and the professions, in Australia and internationally.



Role, key responsibilities, selection criteria and conditions of employment

Role

Under the direction of the Deputy Vice-Chancellor (Education), the primary role of the University Librarian is to provide effective strategic leadership and management of the University Library.

Key responsibilities:

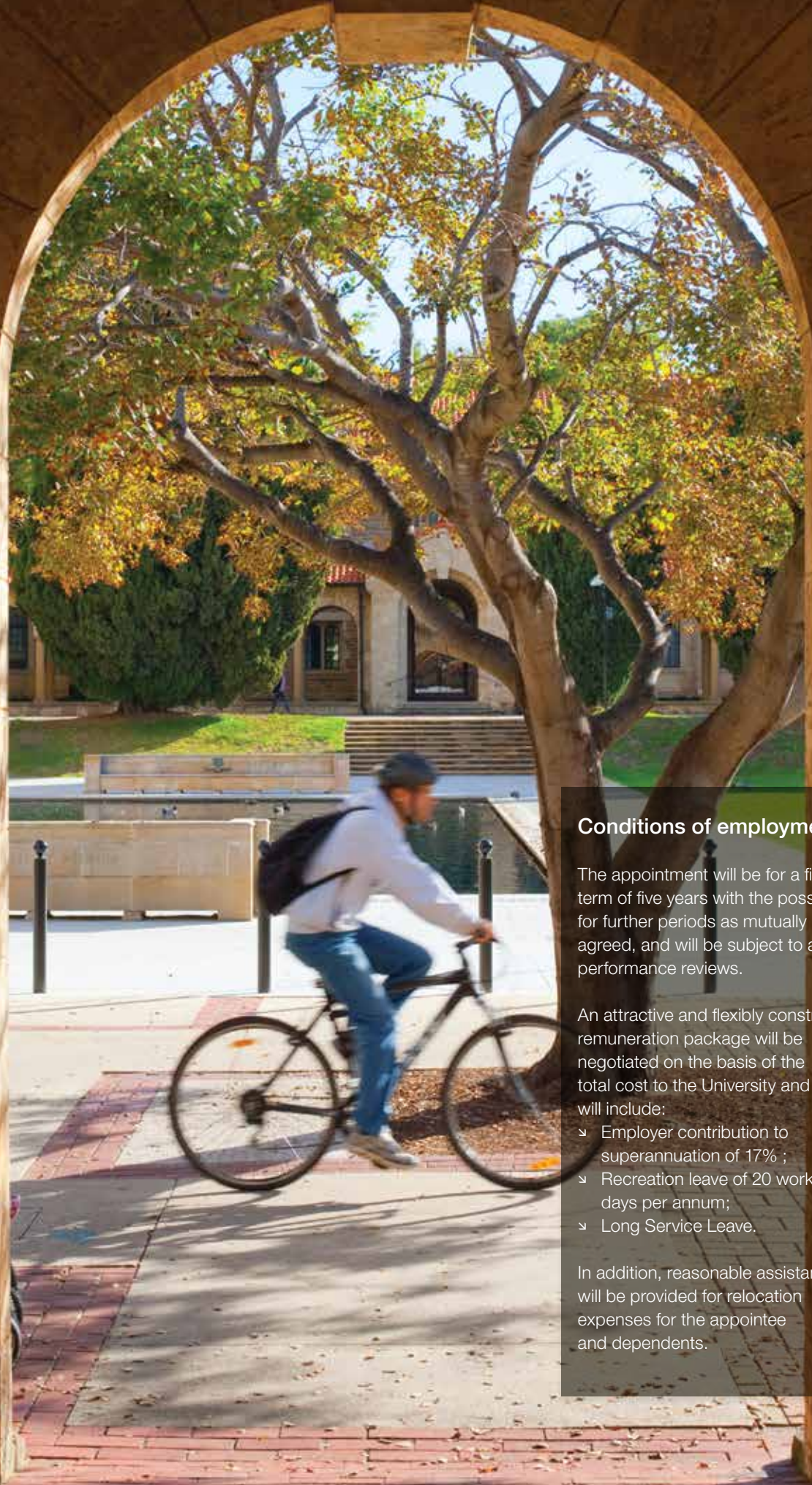
- Provide leadership and strategic direction to the University Library in supporting the education, research and community engagement functions of the University;
- Develop, manage, implement and communicate the Library's strategic planning process, aligned to the University's strategic plan;
- Prepare and manage annual budgets for the University Library;
- Develop and promote a culture of excellence, collaboration, innovation and continual improvement within the Library;
- Work collegially and constructively with key university stakeholders including student organisations to deliver Library services to all client groups;

- Represent the Library in academic and professional activities within and external to the University and monitor national and international trends in Library services;
- Ensure compliance with internal and external accountabilities, policies and procedures of the University, including legislative and other regulatory requirements;
- Undertake other duties as determined by the Deputy Vice-Chancellor (Education).

Selection criteria

- Relevant tertiary qualifications and eligibility for associate membership of the Australian Library and Information Association;
- A history of successful leadership and management at a senior level within academic libraries including the successful management of financial, human and physical resources;
- Highly developed communication, leadership, analytical and strategic thinking skills;
- Commitment to working collaboratively with staff at all levels and a capability to manage multiple stakeholders and client groups;
- A demonstrated commitment to a customer-centric service approach and contributing to a world-class user experience;
- Demonstrated ability to successfully implement programs that use digital and communication technologies to deliver efficient, effective and innovative Library services;
- High-level skills in the strategic development of:
 - Human resources;
 - Planning and policy;
 - Budget and finances;
- Commitment to supporting safety, equity and diversity.





Conditions of employment

The appointment will be for a fixed term of five years with the possibility for further periods as mutually agreed, and will be subject to annual performance reviews.

An attractive and flexibly constructed remuneration package will be negotiated on the basis of the total cost to the University and will include:

- Employer contribution to superannuation of 17% ;
- Recreation leave of 20 working days per annum;
- Long Service Leave.

In addition, reasonable assistance will be provided for relocation expenses for the appointee and dependents.

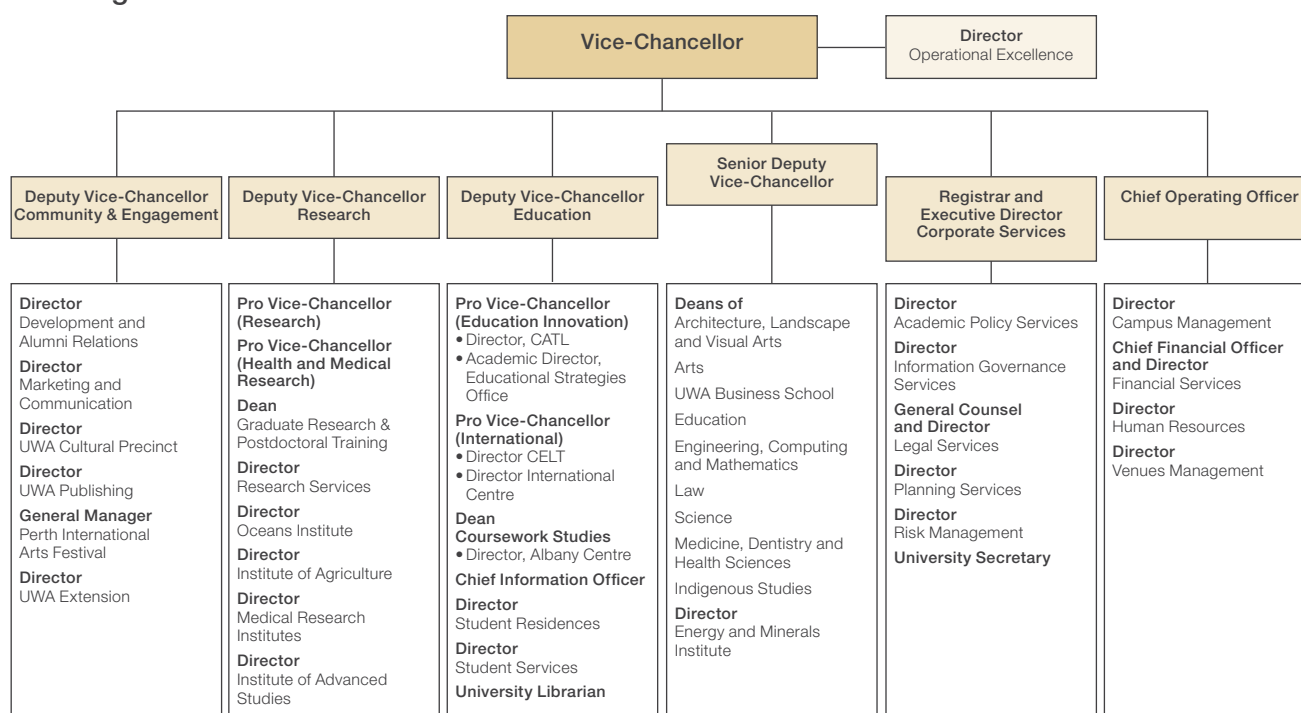
University governance and management

The University's governing body, the Senate, comprises 21 members who reflect the range of the University's stakeholders: members of the community (from a variety of backgrounds, including private industry, public service and the professions) staff, students and graduates. The Senate is chaired by the Chancellor, Dr Michael Chaney. Its key roles are: broad overview of strategic directions in the University; overseeing corporate governance; overseeing management of financial, human and physical resources; performance monitoring; legislative responsibility; and support, guidance and performance monitoring of the Vice-Chancellor. The Senate has a number of committees which advise it on its key activities and works in partnership with the Vice-Chancellor to maximise the institution's capacity and performance to ensure its fiscal viability.

The University has nine faculties which are responsible for the general administration of the courses under their governance.

- Architecture, Landscape and Visual Arts
- Arts
- UWA Business School
- Education
- Engineering, Computing and Mathematics
- Law
- Science
- Medicine, Dentistry and Health Sciences
- Indigenous Studies

Management structure



University Library

The Library develops and delivers services that contribute to the achievement of the University's strategic teaching, research and community engagement goals.

UWA has six subject libraries in a variety of locations on campus. The subject libraries provide individual and collaborative learning spaces and are well-utilised by students as well as members of the wider community. It is increasingly important that staff in the subject libraries have a focus on effective engagement with academic staff in developing relevant, agile and well used services.

Teaching and Learning

Library staff develop and deliver a number of key services to enhance the student experience. These currently include:

- Information skills development programs – a key component of these programs is the Communication and Research Skills (CARS) course. CARS is an online unit which assists UWA students to develop basic communication and research skills in an academic context. CARS is delivered as a collaborative service with the University's STUDYSmarter team;
- The Student IT Support Service is managed by the Library and delivered from each of the six subject libraries. A Bring Your Own Device service provides an additional level of support for the increasing number of students who access the University's services from laptops, tablets and mobiles.

Research

Support for researchers is provided by the Library through a number of services. These currently include:

- Research data management services such as the Data Management Plan and Research Data Online. The latter provides access to research datasets held at the University;
- The UWA Research Repository – the Repository assists in exposing UWA research outputs to the world and also ensures the University complies with grant funding requirements for open access to scholarly research outputs.

The University Library also has responsibility for developing, promoting and providing access to scholarly information resources and ensuring they are discoverable by members of the University community.

Current collections include approximately one million print monographs, 1,200 current print journals, 1,330 online databases, 97,000 online journals and more than half a million ebooks. The Library manages the associated significant information resources budget to ensure information resources meet teaching, learning and research needs.

The Special Collection is housed in the Reid Library and includes rare books, maps and manuscripts. Other collections of significance include Australian Literature and the History of the Eastern Indian Ocean Region.

Like other Australian universities, the main forces pressing on the University are coming from changes in the competitive higher education environment driven by deregulation, innovative application of educational technology, increased pressure from commercial education providers, and reduction in public funding to the higher education sector.



Western Australia and Perth

The resource-rich State of Western Australia is the economic powerhouse of Australia. Western Australia is the principal Australian supplier of natural resources and energy to international partners, including China, India, Japan, South Korea and much of South-East Asia. Western Australia's diverse inventory of minerals and energy, as well as its agricultural and fisheries resources, account for 25 per cent of the nation's exports and place the State at the heart of Australian economic growth and transformation.



Western Australia and its capital Perth occupy the same time zone as 60 per cent of the world's population and the nations that promise the greatest economic growth of the 21st century. Western Australia is also Australia's largest state, covering some 2.5 million square kilometres and 12,500 kilometres of coastline, including some of the most ancient landscapes in the world. The State's population is matching the rapid growth of the economy and is over two million.

Perth is a cosmopolitan city, with wide ethnic and cultural diversity. The city centre is on the Swan River 12 kilometres from the Indian Ocean port of Fremantle.

The city enjoys a Mediterranean climate, with more hours of sunshine than any other capital city in Australia. Summers are hot and dry and the winters mild and wet. Perth's world-famous beaches and rivers, extensive parklands and variety of restaurants and cafes provide a superb living environment. For more information see: **tourism.wa.gov.au**

Perth is well served with art galleries, theatres and cinemas and is home to the WA Symphony Orchestra, the WA Ballet and the WA Opera. The cultural highlight of the year is the Perth International Arts Festival, founded and owned by The University of Western Australia – **uwa.edu.au/perthfestival**

Western Australia's five universities and wide variety of public and private schools, vocational institutions and English language colleges provide quality assured education with flexible study pathways and state-of-the-art facilities. Perth continues to build its reputation as a destination for international students seeking a quality education – **studyperth.com.au**





Application process

Thank you for your interest. If you wish to proceed, the following information will assist you with your application. Refer also to the selection criteria on page 4.

There are no specific application forms to complete. Your application must include the following:

- A covering letter or statement that clearly demonstrates the extent to which you satisfy each of the selection criteria and the requirements of the position;
- A curriculum vitae providing personal details, qualifications and work history; and
- The names and contact details, including email addresses, of three referees who may be contacted for a confidential report. Please note that your permission will be sought before referees are contacted.

Please also note: If you are the successful candidate for this position and you are not an Australian or New Zealand citizen, or a permanent resident of Australia, you will be required to obtain an entry visa to work here. The University of Western Australia will sponsor you for employment in Australia under the Employer Nomination Scheme.

Lodging your application

Send your application as an email attachment to:
toni.pilgrim@uwa.edu.au
Please include in the subject line:
University Librarian

Closing date

Friday, 5 September 2014

Enquiries and further information

If you wish to discuss the position in confidence, please contact:

Winthrop Professor Alec Cameron
Deputy Vice-Chancellor (Education)
Tel: +61 8 6488 2077
Email: alec.cameron@uwa.edu.au