



THE UNIVERSITY OF BRITISH COLUMBIA



Appointment of

University Librarian

November 2016



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History

100 years of achievement

Since 1915, UBC's West Coast spirit has embraced innovation and challenged the status quo. Its entrepreneurial perspective encourages students, faculty and staff to challenge convention, lead discovery and explore new ways of learning. At UBC, bold thinking is given a place to develop into ideas that can change the world.

The University of British Columbia, commonly referred to as UBC, is a public research intensive university with campuses and facilities in British Columbia, Canada. It is ranked in the top 20 public universities in the world. Founded in 1908, the University opened its doors in 1915. It is the oldest institution of higher learning in British Columbia and enrolls more than 59,000 students at its Vancouver and Okanagan campuses.

UBC's Vancouver and Okanagan campuses are located, respectively, on the traditional unceded territories of the Musqueam and Okanagan First Nations peoples.

While students, faculty and staff have been working for many years to develop mutually beneficial relationships with these communities, it wasn't until late in UBC's first century that partnerships were formally recognized with the signing of the memoranda of affiliation. A turning point in our history, these memoranda are the framework for UBC's commitment to increase engagement with Indigenous culture and expand educational opportunities for Aboriginal peoples.

For the first half of UBC's first century, little recognition was given to this history; few Indigenous people had access to the University. In recent years, the University has increasingly acknowledged its location on the traditional, ancestral, and unceded lands of the Musqueam and Okanagan peoples, and worked actively to expand the inclusion of Indigenous people among its faculty, staff, and students, and of Indigenous content in its curricula and research. UBC works to strengthen relations with Indigenous communities that are collaborative, reciprocal, and mutually beneficial: This is a central University commitment.

History

UBC marked its centennial on September 30, 2015 and launched a year of celebrations for its community. The centennial story, however, is far more than a milestone, stirring speech or commemorative plaque. It is the story of young students, their hearts filled with hope and promise; of dedicated professors opening doorways to an unexplored subject and creating pathways into an exciting future. It is the story of a bold Canadian university striving to be the best in the country and the world.

UBC's first president, Frank Fairchild Wesbrook, dubbed UBC "the people's university," a title that simultaneously promised a university that would provide public service of the highest order and challenged citizens of the province to make the institution their own. The student-led 'Great Trek' of 1922 was, indeed, the first step in building this great institution at its current location in the Point Grey area of Vancouver.

Where we are going

UBC consistently ranks as one of the world's top research universities and is the second largest university in Canada. We are the only research-intensive medical university in the province of British Columbia and attract, nurture and proactively transform more than 59,000 students from 140 countries.

The University has more than 13,000 faculty (including clinical faculty), 10,000 staff, more than 310,000 alumni, an operating budget of \$2 billion, research income of approximately \$550 million (from government, industry and not-for-profit partners), 158 spin-off companies and \$12.7 billion in economic impact.

In partnership with universities, industries, Indigenous groups, government and communities worldwide, UBC research discoveries are hugely influential.

As a result, we are advancing new knowledge that leads to products, treatments and services that are improving lives around the world.



History

UBC's reputation for research and discovery comes from expertise across diverse subject areas.

UBC's outstanding faculty and alumni include seven Nobel laureates, three Canadian prime ministers, 10 3M National Teaching fellows, 65 Olympic medalists, 69 Rhodes scholars and 195 members of the Royal Society of Canada.

Our research networks, collaborations and partnerships extend around the world as researchers search for answers to urgent global issues. We are a world leader in key areas of research such as: life sciences (ranked 20th globally); social sciences (21st); clinical, pre-clinical and health (31st); and arts and humanities (39th).

We also lead in areas such as advanced materials; brain health; psychology; digital technologies; economics and business; the environment; genomics; global solutions; heart and lung health; HIV and AIDS, and in emerging areas such as Indigenous research.

Student experience is at the heart of our work and continues to be where we invest. For the past 25 years UBC has offered a highly competitive Teaching and Learning Enhancement Fund to encourage and support innovation in teaching and learning. In the last academic year UBC awarded \$2.5 million in grants to faculty members in support of UBC's mandate to deliver an outstanding learning experience for students.

Our undergraduate learning environment includes a wide range of enriched educational experiences, and including co-op programs, mentorships, small-class experiences, under-graduate research projects, community service, and international service learning. Where Canadian policies once worked to exclude Aboriginal people, UBC now writes actively to broaden Aboriginal inclusion and representation in curriculum and research.

UBC is also an edX 'Contributing Charter Member' and in the 2015 academic year, offered 13 MOOCs to a global cohort with a combined enrolment of more than 150,000.

For graduate scholars, we provide multidisciplinary research opportunities and rigorous preparation for meaningful and diverse careers across a wide range of disciplines where students can access ground-breaking research and world-class faculty members.

Our learning culture is vibrant and diverse and offers a unique, globally engaged setting for rewarding collaborations across disciplines.

In 2011 UBC became Canada's first research-intensive university to introduce the 'Professor of Teaching' academic rank, equivalent to Full Professor in the Professoriate stream. This reflects the commitment of the University to provide educational leadership, outstanding teaching, and curriculum development, and to recognize and reward achievement in these areas. There are now 19 faculty members who hold the Professor of Teaching rank with over 200 tenured or tenure track faculty members in this stream.

As UBC moves into its next century, it is well-positioned to grow as a leader in the knowledge economy while fostering global citizenship, in order to mobilize innovation that responds to the world's greatest challenges.

In our next 100 years, we will continue to be outstanding advocates for open thinking that leads to ideas that change the world.



Our vision

As one of the world's leading universities, the University of British Columbia creates an exceptional learning environment that fosters global citizenship, advances a civil and sustainable society, and supports outstanding research to serve the people of British Columbia, Canada and the world.

Our commitments

Student learning

The University provides the opportunity for transformative student learning through outstanding teaching and research, enriched educational experiences, and rewarding campus life.

Research excellence

The University creates and advances knowledge and understanding, and improves the quality of life through the discovery, dissemination and application of research within and across disciplines.

Community engagement

The University serves and engages society to enhance economic, social, and cultural well-being.

Aboriginal engagement

The University engages Aboriginal people in mutually supportive and productive relationships, and works to integrate understandings of Indigenous cultures and histories into its curriculum and operations.

Alumni engagement

The University engages its alumni fully in the life of the institution as valued supporters, advocates and lifelong learners who contribute to and benefit from connections to each other and to the University.

Intercultural understanding

The University engages in reflection and action to build intercultural aptitudes, create a strong sense of inclusion, and enrich our intellectual and social life.

Our vision

International engagement

The University creates rich opportunities for international engagement for students, faculty, staff, and alumni, and collaborates and communicates globally.

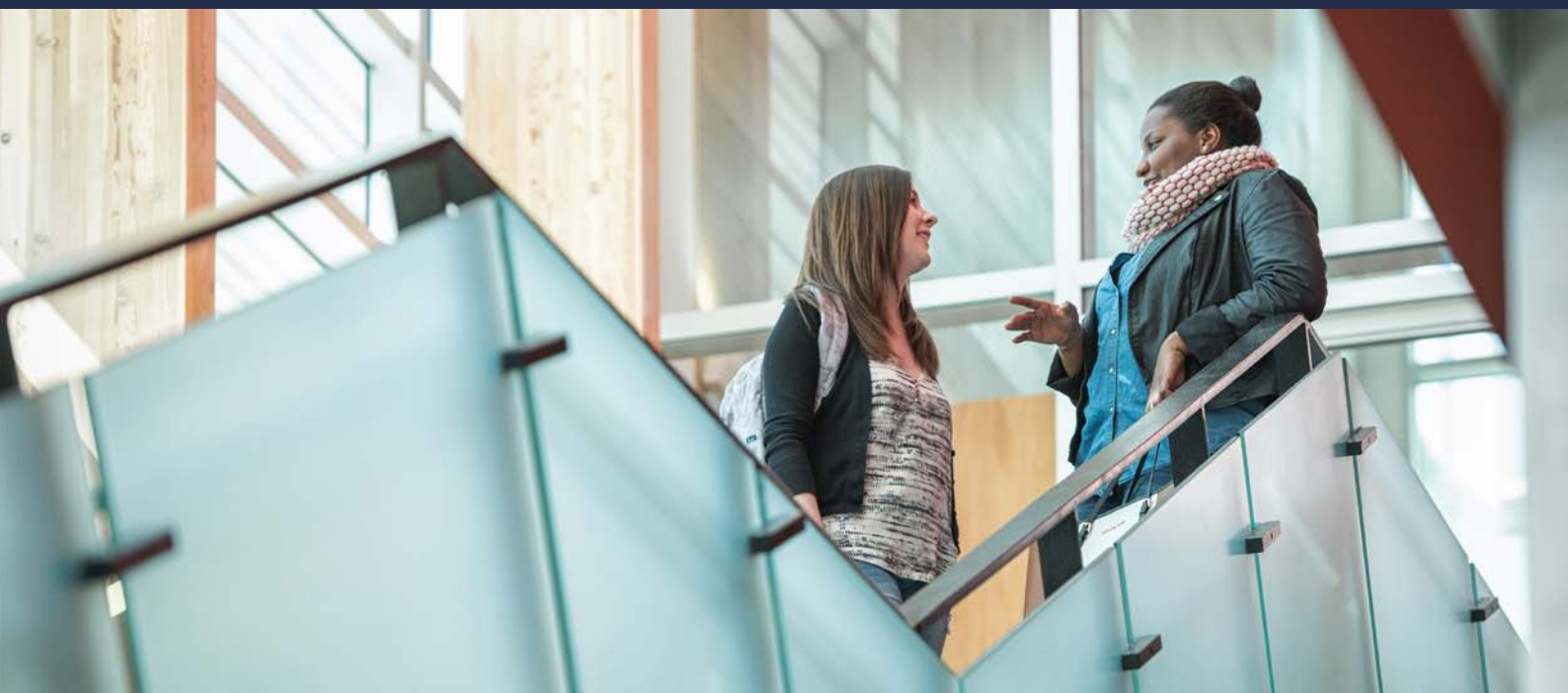
Outstanding work environment

The University provides a fulfilling environment in which to work, learn and live, reflecting our values and encouraging the open exchange of ideas and opinions.

Sustainability

The University explores and exemplifies all aspects of economic, environmental and social sustainability.





Our values

Academic freedom

The University is independent and cherishes and defends free inquiry and scholarly responsibility.

Advancing and sharing knowledge

The University supports scholarly pursuits that contribute to knowledge and understanding within and across disciplines, and seeks every opportunity to share them broadly.

Excellence

The University, through its students, faculty, staff and alumni, strives for excellence and educates students to the highest standards.

Integrity

The University acts with integrity, fulfilling promises and ensuring open, respectful relationships.

Mutual respect and equity

The University values and respects all members of our communities, each of whom individually and collaboratively makes a contribution to create, strengthen and enrich our learning environment.

Public interest

The University embodies the highest standards of service and stewardship of resources and works within the wider community to enhance societal good.



Learn, live and discover

UBC has had a deep and abiding commitment to creating exceptional learning environments that support teaching and learning excellence.

Discover where we live, learn and work.

UBC Vancouver

On the edge of a bustling urban centre, surrounded by forest and ocean, new thinking is given space to develop and new knowledge the chance to be shared.

The Vancouver campus has always been a flourishing place with a community of scholars and students that has grown rapidly each year, along with more than 10,000 year-round residents and vibrant neighbourhoods. World-class attractions, sporting events and student clubs (370 and counting) make life on campus interesting and engaging for students, staff and faculty with new activities to discover every day. With our more than 51,000 students, the urban campus offers a diverse, international centre for learning with the opportunity to study and collaborate with leading researchers in outstanding facilities.

In addition to its Vancouver campus, there are three other UBC locations in the Lower Mainland. These include: Robson Square, in the heart of downtown Vancouver, the UBC Learning Exchange in the downtown east side, and another on Great Northern Way where UBC partners with Emily Carr University of Art and Design, Simon Fraser University and BCIT to deliver cutting-edge programs at the Centre for Digital Media.

For more information about the Vancouver campus, please visit the following link: ubc.ca/our-campuses

To learn more about UBC, please visit the following link: ubc.ca

Learn, live and discover

UBC Okanagan

UBC's Okanagan campus is an intimate learning community with a unique campus culture. It embraces bold new ways of thinking and attracts exceptional students and faculty. More than 8,000 students from throughout the Okanagan region, across Canada and 80 other countries are enrolled in undergraduate and graduate programs in its eight faculties and schools: Applied Science; Arts and Sciences; Creative and Critical Studies; Education; the College of Graduate Studies; Health and Social Development; Management; and Medicine.

Purpose-built for the 21st century, the UBC Okanagan campus opened in Kelowna in 2005 on the traditional territories of the Okanagan Nation Alliances and its people. With \$14.5 million in annual research funding and more than 600 research projects underway, the Okanagan campus is earning a reputation as an important and respected centre for learning and research, enhancing knowledge creation and innovation in the region and internationally.

While growth has been a big part of the UBC Okanagan story, the community's embrace of the new university campus has been one of the most remarkable aspects of UBC's first decade in the Okanagan.

The Southern Medical Program, established in September 2011, is just one of the University's new programs designed to serve the BC Interior. Last spring, the first class of physicians graduated from the program and entered residency training in family medicine or various specialties for the next two to five years. Thanks to a partnership with Interior Health, medical students receive their clinical training at hospitals and clinics throughout the Interior.

The University's partnerships with Aboriginal communities in the region have been mutually beneficial since the Okanagan Nation Alliance formally welcomed UBC to the Okanagan in 2005. Recognizing the value and importance of post-secondary education to Aboriginal students from across Canada, UBC works to increase enrolment and ensure academic success for all Aboriginal students.

For more information about the Okanagan campus, please visit the following link:

www.ubc.ca/our-campuses/okanagan/

To learn more about UBC please visit the following link:

www.ubc.ca/about/





Financial strength

The University of British Columbia is a publicly supported comprehensive university offering more than 59,000 students an unrivalled choice of degree programs, learning approaches and research opportunities.

Budget

UBC has an operating budget in excess of \$2 billion with consistent growth in revenues from tuition, endowment investment income, and research funding. UBC operates with a balanced budget and enjoys a strong and stable relationship with both the Province of British Columbia and the Government of Canada.

In fall 2015, UBC successfully completed a fundraising and alumni engagement campaign that raised \$1.6 billion for the University. The campaign, which began in April 2008, was the largest in Canada when it was launched publicly in September 2011.

One of the legacies of the campaign has been to raise the recurring contribution average to \$200 million in donations per annum, now one of the highest in Canada.

UBC receives more than \$500 million per annum in research funding each year (ranked #2 in Canada), performs 75 per cent of the public research in the province of British Columbia and contributes \$12.5 billion per year to the regional GDP.

Student demand for admission exceeds available capacity for both domestic and international students. International admissions are currently at 22 per cent of total admissions and continue to expand.

UBC is a regional powerhouse in one of the world's most financially stable countries. UBC is globally connected and geographically and culturally well positioned for growth.

Financial strength

Endowment and UBC Investment

Management Trust

UBC holds an endowment currently valued at \$1.4 billion (ranked as the second largest endowment in Canada) that comprises tens of thousands of donors' gifts supporting the University's academic mission and its pursuit of excellence in research and student learning. Three-quarters of these gifts come from individual and group donations. Endowment funds are handled in accordance with the donors' wishes; a substantial majority are held in perpetual trust, with the annual income used to support student aid, excellence in learning and teaching, athletics, infrastructure projects, and research chairs.

Investment management responsibility for UBC's Endowment, Staff Pension Plan, Working Capital, and other investment portfolios rests with UBC Investment Management Trust Inc. (IMANT).

IMANT is a wholly-owned subsidiary of the University with an independent board and expert investment-management team charged with the management of University assets. Under IMANT's administration, these assets are managed to maximize investment returns commensurate with the needs of each portfolio, and ensuring that each fund's short and long-term goals are met.

Land Endowment and UBC Properties Trust

The Endowment Lands, 400 hectares (1,000 acres) of land on the peninsula of Point Grey, were given to the University a century ago to fund a 'margin of excellence' beyond what a publicly funded university could achieve.

The campus was originally envisioned as an academic hub at the center of a residential community. Revenue generated would support the University operations and provide nearby housing. That original vision resulted in some development of the University Endowment Lands (UEL) in the 1920s through to the 1950s.

Several decades later, Bob Lee, a UBC alumnus and then a new member of the UBC Board of Governors, suggested that it was time to fulfill that long-term promise for the Endowment Lands. His key inspiration was to follow principles of sustainability that recognize social, environmental, and financial imperatives in support of the University's academic mission. He envisioned a development of the area in light of three principles:

Planned social growth: the goal being to change UBC from a commuter campus to a complete community, with places to live, learn, and recreate.

Environmental protection: the plan is for housing that would put faculty, students, and staff walkably close to work and study, while honouring the magnificent peninsula setting and hydrology of the landscape.

Financial strength

Financial planning: rather than selling the residential land, lease it for 99 years, so that it generates perpetual support for students, staff, teachers, and researchers.

The University Board of Governors created UBC Properties Trust to put these principles into practice in everything it does. The mission of UBC Properties Trust is to assist UBC, through optimization of land assets, to achieve the University's academic and community goals. UBC has developed and managed its significant land assets to create a university community that provides substantial funding for endowments and university infrastructure. Starting in the 1980s the University generated proceeds by developing some of this land, and established the Trek Land Endowment fund into which it deposited the earnings. The capital was invested and the net income is used to support discretionary strategic priorities.

To date, UBC Properties Trust land developments have contributed approximately \$1 billion to the University while delivering on its social and environmental objectives to build a vibrant campus community. Future contributions from the land endowment through UBC Properties Trust development will bring larger returns than the achievements to date.

For more information about UBC Properties Trust visit: ubcproperties.com/

For more information about UBC Investment Management Trust visit: ubcimant.ca/





Our governing bodies

Governance and accountability

The University of British Columbia is constituted under the University Act of British Columbia. The University Act establishes a bicameral system of governance with a division of powers among four bodies: the Board of Governors, the Okanagan Senate, the Vancouver Senate, and the Council of Senates.

The Board of Governors, with representation from the University's Okanagan and Vancouver campuses, is responsible for the management, administration, and control of the University's property, revenue, business, and affairs.

Each campus has a Senate with comparable categories of members and a similar balance between elected and non-elected members. The Senates are responsible for the academic governance of the University and the University's Council of Senates represents a body with membership from each of the Senates with a mandate to establish common University positions on academic matters.

The University Act can be found in full at http://universitycounsel.ubc.ca/univ_act/

Board of Governors

Twenty-one members of the UBC Board of Governors represent a diverse range of backgrounds – government appointees (11), staff (2), faculty (3) and students (3), the President and the Chancellor – and bring to the Board the views of their various constituencies; decisions are ultimately made in the best overall interest of the University.

To read more about the Board of Governors please visit: bog.ubc.ca/

University Senates (Vancouver and Okanagan)

The UBC Senates are responsible for all academic matters at UBC. This includes admissions, curriculum, academic policy, academic and discipline appeals, awards, granting of degrees, and the academic organization of the University and its faculties. Each Senate is composed of faculty, students, alumni, administration and other representatives.

To read more about the UBC Senates please visit: senate.ubc.ca/

A summary of the powers of the Board of Governors, Senates, and Council of Senates can be found at this link: universitycounsel.ubc.ca/files/2015/01/Powers-of-BOG-Senates-and-Council-of-Senates_20150122.pdf



Our structure

From just three core faculties – Arts and Science, Agriculture, and Applied Science – UBC has evolved to encompass a myriad of disciplines in nearly every area of study imaginable.

Faculties

Each campus has a unique collection of faculties, units, and departments; the wide-ranging breadth of study offers many interdisciplinary and transdisciplinary opportunities for students and faculty alike. Combined, the two campuses house the following major academic units, as well as numerous other school centres and institutes:

Vancouver Campus

Faculty of Applied Science

Faculty of Arts

Faculty of Dentistry

Faculty of Education

Faculty of Forestry

Faculty of Graduate and Postdoctoral Studies

Faculty of Land and Food Systems

Peter A. Allard School of Law

Faculty of Medicine

Faculty of Pharmaceutical Sciences

Faculty of Science

Sauder School of Business.

Okanagan Campus

Faculty of Creative and Critical Studies

Faculty of Health and Social Development

Faculty of Management

Irving K. Barber School of Arts and Sciences

Faculty of Education

College of Graduate Studies

School of Engineering

Southern Medical Program.

Learn more about UBC Vancouver's faculties, schools, institutes and departments.

www.ubc.ca/our-campuses/vancouver/directories/faculties-schools.html

Learn more about UBC Okanagan's faculties, schools and programs.

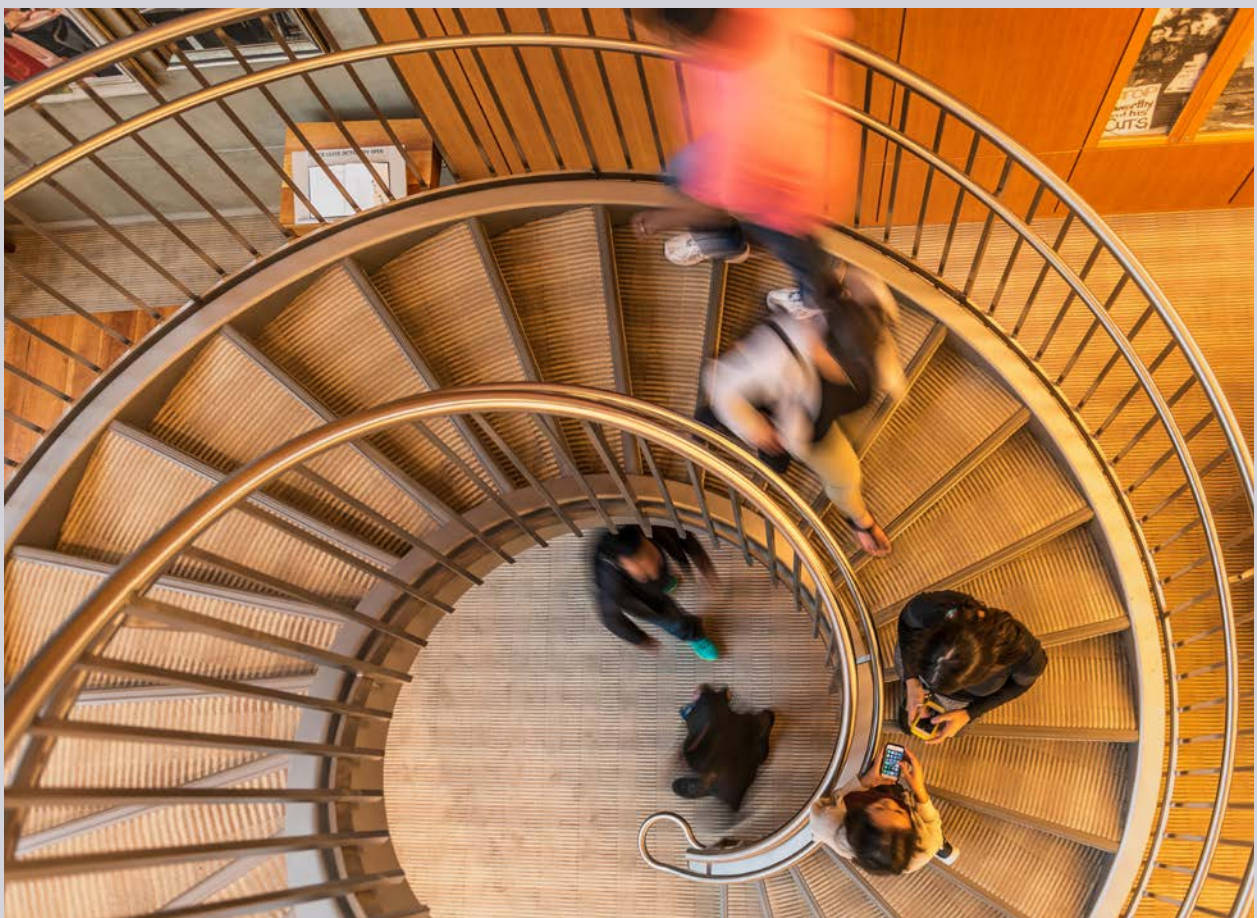
ok.ubc.ca/directories/facultieschools.html

Our structure

Distributed medical education model

UBC delivers the undergraduate MD program across four universities and 11 clinical academic campuses, 17 affiliated regional centres, and more than 65 community education and rural/remote sites across British Columbia. The Program is based on a distributed model of education. Each year 288 students are selected and placed across the province, with 32 students in Victoria (Island Medical Program), 32 students in Kelowna (Southern Medical Program), 32 students in Prince George (Northern Medical Program), and 192 students in and around Metro Vancouver (Vancouver Fraser Medical Program).

The Distributed MD undergraduate program aims to improve upon the low number of rural and Aboriginal students seeking medical careers, while also allowing students to complete their training in rural and underserved communities, where, as studies suggest, they are more likely to return to practice once their training is complete.





UBC Libraries

The **UBC Library** is the second largest research library system in Canada and has more than 20 branches and divisions, including on- and off-campus locations, and the **UBC Okanagan Library**. Nearly 250 full-time equivalent employees – librarians, management and professional staff, and support staff – and a temporary hourly staff complement of over 100 students work in the UBC Library system. The 2016 operating budget is \$40 million. The UBC Library participates in the broader research library community as a member of both the Canadian Association of Research Libraries and the Association of Research Libraries.

Collections

UBC Library Collections include:

- over 7 million items (print and electronic);
- access to more than 2.1 million e-books;
- access to more than 370,000 journal titles;
- over 5.3 million microforms;
- collection strengths.

Woodward Library is the largest biomedical collection in Western Canada.

Xwi7xwa Library, a First Nations library, offers unique services and subject descriptors for collections relating to aboriginal peoples.

Asian Library holds one of the largest Asian collections in North America. Collection highlights include the Puban collection which contains traditional Chinese works before 1912 including the Sung, Yuan, Ming and Ch'ing dynasties.

Rare Books & Special Collections holds the largest store of print and manuscript materials about BC and extensive holdings on Canadian and Pacific history and exploration.

Collection highlights include the **Douglas Coupland** archives and the **Wallace B. and Madeline H. Chung** Collection, which contains over 25,000 items including documents, books, maps, posters, paintings, photographs, silver, glass, ceramic ware and other artifacts. We would also highlight special collections such as the Great Reads leisure-reading collection, and the newly launched **Videomatica** and **Langmann** collections.

UBC Libraries

The Library is an official Depository for Canadian, British Columbian, Japanese government publications.

University Archives is the official repository of the University's corporate records and information.

clRcle is the University of British Columbia's digital repository for research and teaching materials created by the UBC community and its partners. Materials in clRcle are openly accessible to anyone on the web, have persistent URLs, and will be preserved for future generations. Its holdings include more than 30,000 electronic theses and dissertations.



Digitization

The Library has implemented comprehensive digitization program to provide unlimited online access to materials of research and teaching value.

These digital collections include:

- Alma Mater Society Image Collection illustrates student life at UBC over the years;
- Charles Darwin letters;
- Japanese Maps of the Tokugawa Era one of the world's largest collections of maps and guidebooks of the Japanese Tokugawa period, ca. 1600-1867;
- UBC Archives Photograph Collection approximately 39,000 photographic images held by the University Archives dating from the founding of the University to the present day.

Collectively they document a diverse range of people and places, activities and events, and serve as an important online resource for historians, genealogists, and other researchers, as well as the public at large.

UBC Libraries

The UBC, Okanagan Campus Library

UBC's Okanagan Campus Library is a vibrant and active part of the UBC Library system. Nimble and campus-oriented, the Library has developed its own exciting strategic directions in response to Aspire, the UBC Okanagan vision for the future, while remaining heavily engaged with inter-campus initiatives.

With nearly 40 FTE, including librarians, professional and support staff, and student employees, the dynamic team within the Okanagan Library takes an enterprising, entrepreneurial approach to developing programming and services that reflect shared aspirational values, and boasts strong relationships with campus and community partners resulting in unique collaborative initiatives such as its Inclusive Technology Lab, Innovation Library, Writing and Research Services unit, and rimes portal.

In addition to having one of UBC's busiest libraries and access to an extremely active local print and audiovisual working collection of just over 210,000 items, UBC Okanagan students benefit from rapid delivery service from Vancouver campus libraries and full access to UBC's suite of electronic resources. The Library is also home to the Okanagan Campus' public art collection and curator, and a variety of regional special collections.

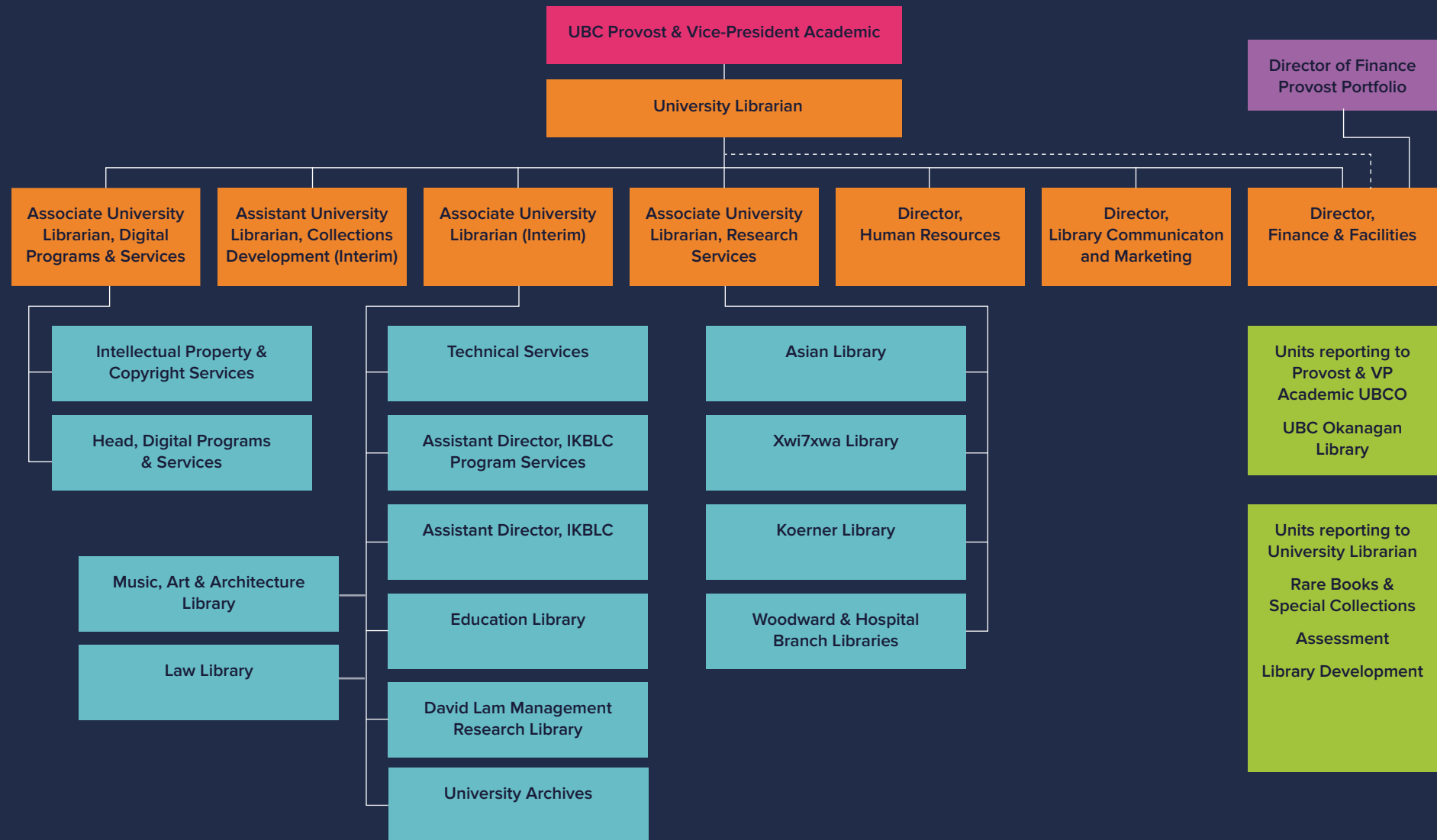
The Library Executive

UBC Library is led by the University Librarian and a leadership team of senior executives who have responsibility in the areas of collection acquisitions, services and programs, community engagement, information technology, and more. Each executive is responsible for managing their portfolio, supervision of their staff, and supporting the strategic direction of the Library.

For more information on the Executive Team please visit: about.library.ubc.ca/executive-team/



UBC Library Administration and branch overview



UBC Libraries

UBC Library strategic plan 2015 – 2017

UBC Library has undertaken a series of stakeholder surveys and consultations to update our strategic plan. These have resulted in the UBC Library Strategic Plan (2015 – 2017). The Library's plan is informed by Place and Promise: The UBC Plan and by the needs and views of the diverse communities we serve.

MISSION

UBC Library advances research, learning and teaching excellence by connecting communities, within and beyond the University, to the world's knowledge.

VISION

We are a globally influential research library, promoting knowledge creation, exploration and discovery.

VALUES

UBC Library values:

- service excellence;
- collaboration with campus and community partners;
- stewardship of collections and institutional resources;
- innovation, creativity and risk-taking;
- an open, inclusive and respectful workplace;
- leadership and individual growth throughout the organization;
- intellectual freedom and pursuit of knowledge.

We invite you to explore the Goals and Key Actions of our plan through each of the six strategic directions listed below. Please visit us at: about.library.ubc.ca/strategic-plan/

UBC Library aspirational values



UBC Library is committed to being a respectful, healthy environment that encourages leadership, collegiality, diversity, individual growth and opportunity. Our six aspirational values are what we strive to uphold and actively incorporate into all aspects of our organization. Together, we believe that the values, expressed behaviourally, form the backbone of our collegial relations with each other and our vision of an exceptional workplace environment.

Why work with us: about.library.ubc.ca/work-with-us/why-work-with-us/



Job description

Summary

The University Librarian reports to the Provost and Vice-President Academic and provides leadership and direction to UBC Library as an active and integral partner with students, staff, faculty, Deans and the Executive. The UBC Library is a globally influential research library promoting knowledge creation, exploration and discovery. The successful candidate will play a key role in attaining UBC's mission and goals as outlined in the University's strategic plan, and in fulfilling UBC Library's mission to advance research, learning and teaching excellence by connecting communities, within and beyond the University, to the world's knowledge.

The successful candidate will have a vision of the research library in the 21st century and a proven commitment to excellence, extensive senior administrative experience in a large academic research library, a demonstrated ability to develop external relations and fundraising partnerships, and will be collaborative and entrepreneurial. The University Librarian will possess authentic leadership skills and sensitivity to the challenges and opportunities present in building and retaining a transparent, collegial work environment; as such, this individual will be dedicated to cultivating an inclusive work environment and will recognize and eliminate barriers faced by under-represented groups and individuals. The successful candidate will promote and foster a supportive environment built on appreciation and they will encourage contributions from diverse groups and individuals and embrace their curiosity and creativity, ideas and innovation.

Job description

Priorities of the role

- Develop and communicate a comprehensive operational plan detailing the current deployment of resources, services, and librarians and staff of the Library.
- Develop, implement with measurable deliverables, carry out and communicate an inclusive and ambitious strategic plan for the Library.
- Work with the President, Provost, Deans and senior executive team and contribute to the strategic direction of UBC more widely.
- Ensure that administrators, heads and managers are empowered to collaborate and effectively manage their areas.
- Engage the Library community and develop a shared vision and sense of purpose in a complex, multi-branch and multi-campus environment.
- Establish a culture of accomplishment, accountability, transparency and performance. This includes exceptional collegial recruitment and ensuring the provision of professional development programs for faculty and staff.
- Oversee the performance of the Library and ensure sufficient resources are available and allocated appropriately.
- Build strategic relationships and partnerships with existing and potential donors, working with the Development and Alumni Engagement office.
- Deliver a sustainable technology plan and build on the success of extensive digitization efforts.
- Continue building strong engagements with faculty, staff, students and wider communities in Vancouver, Kelowna and across British Columbia.

Qualifications and characteristics

- Graduate degree from an accredited school of library, archival and information science. A PhD would be an asset.
- Ability to develop and implement a compelling vision for what a world class library in a research intensive university should achieve in order to have a transformative impact on UBC's teaching and research activities.
- Experience in post-secondary education with an understanding of the role of an academic research library, along with an international perspective and ability to navigate the changing nature of libraries.
- A transformational and visionary leader with the ability to open up new opportunities for UBC in Canada and around the world.
- Proven advocacy skills and the ability and drive to be a champion for the UBC Library; its services, collections and people.
- Management and administrative experience in comparable multi-bargaining unit environments as well as financial acumen and budgetary and fundraising experience.
- Proven ability as a skilled, engaged and authentic communicator able to contribute to the Library's sense of community and achievement of common goals through cooperation across units/groups with an emphasis on collegial, equitable and balanced involvement in decision making.
- Collaborative, consultative and service-oriented management style and a proven ability to lead and manage change.
- Professionally networked domestically and internationally.

Job description



- Dedicated to cultivating an inclusive environment that recognizes barriers faced by under-represented groups and individuals and encourages and incorporates contributions from diverse groups and individuals.
- An understanding of the importance of Aboriginal engagement and an ability to build upon the work of the University in this regard.
- Commitment to promote and foster a supportive environment built on appreciation, recognition, learning and professional growth.
- Proven experience and motivation to build a team environment based on positive working relationships, effectively assign authority and responsibility, appropriately delegate work assignments and provide guidance and resources to teams while trusting them to excel.
- Proven experience in creating a supportive and open environment where everyone is able to listen, contribute and engage with colleagues and ideas and provide and receive timely, constructive feedback.
- Experience in creating an environment that embraces curiosity, ideas, creativity and innovation and provides opportunities and flexibility to explore new initiatives.



How to apply

The University of British Columbia is partnering with the executive search firm Perrett Laver on this search. For further information contact Audrey Gamet at +1 312 380 0797 or email Audrey.Gamet@perrettlaver.com quoting reference **2672**.

Applications should include a CV and cover letter. Completed applications should be uploaded at www.perrettlaver.com/candidates quoting reference number **2672**. The closing date for applications will be **Monday 2nd January, 2017**.

Consideration of candidates will commence in early January and continue until the position is filled.

UBC hires on the basis of merit and is strongly committed to equity and diversity within its community. We especially welcome applications from visible minority group members, women, Aboriginal Persons, persons with disabilities, persons of minority sexual orientations and gender identities, and others with the skills and knowledge to productively engage with diverse communities.



Vancouver: A world-class city

A bustling young city with vistas to coastal mountains and ocean, with diverse communities connected by a green ethos, Vancouver is bursting with unlimited potential and pioneering West Coast spirit.

Vancouver

Vancouver is a vibrant and cosmopolitan city surrounded by majestic mountains and the Salish Sea. Consistently rated one of the best places in the world to live, Vancouver currently ranks 3rd in The Economist Intelligence Unit's 2015 World Liveability Ranking.

A highly multicultural city, approximately

52 per cent of its inhabitants have a first language other than English and around 30 per cent of the population is of Asian descent.

From snow-capped mountains to temperate rainforests and sandy beaches, Vancouver has endless outdoor activities on its doorstep and thanks to the mild climate, these activities can be enjoyed year-round.

Numerous attractions are available for all age groups, including Stanley Park, Vancouver Aquarium, Telus World of Science, VanDusen Botanical Garden, and many more. Vancouver is home to several professional sports teams and as a point of pride, it hosted the Vancouver/Whistler 2010.

Olympic and Paralympic Winter Games.

A meeting place and trade centre for Aboriginal people for millennia, Vancouver is animated by the presence of a wide diversity of vibrant Aboriginal cultures, evident throughout the city and especially on campus. These can be explored at numerous venues in the city and broader regions.

Vancouver: A world-class city

Vancouver is the host city of the TED conference, hosting the conference every February, as well as numerous TED-x events. The city has been described as a 'tech hub' and is often called the Silicon Valley of the North. It is quickly becoming known for its world-class computer game design expertise.

The Vancouver Art Gallery, Granville Island, and the historic areas of Gastown, Yaletown, and Chinatown (North America's second largest by area and third largest by population) highlight our lively artistic and cultural scene.

The greater metropolitan area (Metro Vancouver) comprises 21 municipalities, one electoral area and one Treaty First Nation, and according to Statistics Canada it is home to approximately 2.6 million people. Vancouver's plan is to become the 'greenest' urban centre on earth by 2020.

The United States border is on the southern edge of Metro Vancouver, making Washington State easily accessible and downtown Seattle a 2.5-hour drive. Vancouver's award-winning international airport connects the region with the world.

For more information about Vancouver, please visit: vancouver.ca and www.hellobc.com/Vancouver

For more information about Metro Vancouver, please visit: www.metrovancouver.org





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