

Western University is searching for up to three (3) **Associate Chief Librarians (ACLs)**. This is an exciting moment to join and contribute to a team that will shape and set directions for one of Canada's largest and most dynamic research libraries.

#### **Opportunity Overview:**

Reporting to the Vice-Provost and Chief Librarian (VPCL) and working with the Director of Operations, the ACLs will be accountable for units, teams, and projects designated by the VPCL. ACL portfolios will be designed to reflect organizational needs and strategies as well as the skills and expertise of the successful candidates, and they may evolve over time. This will ensure that all parts of Western Libraries receive support, guidance, and advocacy. Within these three positions, we are looking to recruit leaders who can support teaching and learning; research infrastructure and scholarly communication; user services and user experience; information technology; and collections, including collection development and stewardship, and archives and special collections. One ACL will be assigned responsibility for Western Libraries' \$15.5 million acquisitions budget. As senior academic leaders, the ACLs will be responsible for planning, strategy, and visioning, and decision-making in alignment with existing priorities and long-term goals.

The successful candidates will be members of the Senior Leadership Team, which shares collective responsibility for strategic planning, decision making, and financial oversight at Western Libraries. They will also be members of Management Committee, the team of Library Directors, Heads, and Managers accountable for daily operations as well as for planning and delivering services, managing staff, and creating safe and dynamic library spaces.

#### **The Ideal Candidate:**

We seek thoughtful, engaged, and team-oriented individuals whose experience and expertise range across the spectrum of library work and initiatives.

We recognize that no single candidate will possess all the following qualifications equally. These qualifications will be considered holistically in the assessment of candidates for this position:

- A Master's or PhD in Library and Information Science (from an ALA-accredited program or equivalent), Archival Studies, or a related field. A combination of a Master's degree and substantial experience as an Archivist is also acceptable.
- At least five years of management experience from a research-intensive environment. We recognize and will consider non-traditional career pathways and experiences.
- A background in or demonstrated affinity for one or more of the following areas: teaching and learning, user services and user experience, collection stewardship, information and communications technologies, open initiatives, research infrastructure, archives and special collections.
- A track record of leadership and innovation in library settings, with a commitment to service for students, faculty and other stakeholders.
- Demonstrated commitment to equity, diversity, inclusion and accessibility principles and Indigenous engagement.

- A record of building strong and effective relationships across units and departments within in a complex academic setting.
- Experience managing and mentoring staff.
- An understanding and appreciation of the dynamics of a unionized workplace and experience with collective agreements and/or bargaining.
- Experience building and leading teams and advocating for them.
- The ability to articulate and describe the ways in which the library is both connector and catalyst.
- Creativity, empathy, and intellectual curiosity and generosity.
- An ability to balance flexibility with decisiveness as well as the ability to engage in difficult conversations.
- Demonstrate emotional intelligence and self awareness.
- Confidence managing budgets, resources, spaces, projects, and people.
- Capacity to demonstrate accountability for their decisions and actions.

### **About Western University and Western Libraries**

Western University is located on the traditional lands of the Anishinaabek, Haudenosaunee, Lunaapéewak, and Chonnonton peoples, on lands connected with the London Township and Sombra Treaties of 1796 and the Dish with One Spoon Covenant Wampum. This land continues to be home to diverse Indigenous Peoples (First Nations, Métis, and Inuit) whom we recognize as contemporary stewards of the land and vital contributors of our society.

Ranked among the top 1% of higher education institutions worldwide, Western is Canada's third largest research-intensive university and is a founding member of the U15 group of Canada's distinguished research universities. As Western looks towards its 150th anniversary in 2028, the University is poised for even greater impact, with a focus on educating, supporting, and encouraging leaders who think and act boldly in response to the grand challenges of our times.

As the academic commons of Western University, Western Libraries provides the library and archival expertise and infrastructure—information resources, technology, people, and spaces—required to cultivate and mobilize knowledge, and accelerate excellence in teaching, research, and scholarship. Western Libraries is the fourth-largest academic library system in Canada, comprising five libraries and three centres across the University campus; a collection of almost six million print and digital items; and a team of over 125 librarians and archivists and staff.

Western Libraries is a member of the Ontario Council of University Libraries, the Canadian Association of Research Libraries, the Association of Research Libraries, the Center for Research Libraries, the Canadian Research Knowledge Network and Hathi Trust. We also have relationships with ORCID, the Digital Research Alliance of Canada, SPARC, the Digital Preservation Coalition, the Library Publishing Coalition, and more. Recognized for the quality of its staff, the access and services provided, and its outstanding collections, Western Libraries supports the University's mission of providing the best student experience among Canada's leading research-intensive universities.

### **How to Apply and Terms of Employment:**

If you are interested in this opportunity, including receiving a copy of the Executive Brief, please contact Katherine Frank at [kfrank@kbrs.ca](mailto:kfrank@kbrs.ca) or Lauren Wright at [lwright@kbrs.ca](mailto:lwright@kbrs.ca), or submit your application online at <http://www.kbrs.ca/Career/17467263573660000008JLa>

In submitting your application, please attach a curriculum vitae, cover letter, and names and contact information of three academic referees.

Review of applications will begin on **July 14, 2025**.

The anticipated start date for these positions is **December 1, 2025** (or as negotiated)

Librarians and Archivists at Western University are academic staff and are members of the Librarians and Archivists Bargaining Unit, represented by the University of Western Ontario Faculty Association (UWOFA). Associate Chief Librarians are excluded from the bargaining unit; however, candidates must be able to meet the responsibilities of a Continuing Appointment at the rank of Associate Librarian/Associate Archivist and will enter the bargaining unit once their administrative terms end. Administrative academic appointments are usually set for five-year renewable term(s); appointments within this cohort will be staggered to ensure continuity. Rank and salary will be commensurate with qualifications and experience, with opportunities for support for research and service. The 2025-26 salary floors are Associate Librarian/Archivist - \$85,007; Senior Librarian/Archivist - \$102,079. The ACLs will also receive an administrative stipend (pensionable).

*Positions are subject to budget approval. Applicants should have fluent communication skills in English. The University invites applications from all qualified individuals. Western is committed to employment equity and diversity in the workplace and welcomes applications from women, members of racialized groups/visible minorities, Indigenous peoples, persons with disabilities, persons of any sexual orientation, and persons of any gender identity or gender expression. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.*

*Western University and KBRS will provide support in the recruitment processes to applicants with disabilities, including accommodation that takes into account an applicant's accessibility needs. If you require accommodation to participate as a candidate in the recruitment process, please contact [accommodate@kbrs.ca](mailto:accommodate@kbrs.ca) or communicate your needs to the recruitment professional named above.*

*Business Address:*

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