

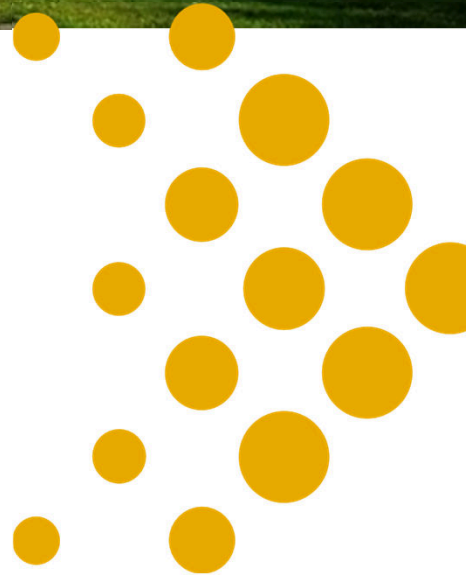


KBRS

Executive Brief for the

University Librarian

**UNIVERSITY
of GUELPH**





Organizational Profile

University of Guelph

Guelph’s campuses reside on the treaty lands of the Mississaugas of the Credit and lands that the Anishinaabe, Hodinohso:ni, Lūnaapéewak and Wendat peoples have inhabited for centuries. We understand that these lands are connected by the Dish with One Spoon Wampum and continue to be home to diverse communities of First Nations, Inuit and Métis Peoples. Acknowledging the land reminds us of our commitment to reconciliation with Indigenous peoples and lands.

Though the University was established in May 8, 1964, it’s roots extend much further back since it was created by amalgamating the Ontario Agricultural College (1874); the Macdonald Institute, a women’s home economics, nature studies and domestic art and science school (1903); and the Ontario Veterinary

College (1862).

Traditions run deep at the University such as the regular painting of “Old Jeremiah” (an antique British naval gun in Branion Plaza) between sunset and sunrise, the annual College Royal open house, and getting a photo petting the beak of the Gryphon statue at the main entrance. Student engagement is fundamental to learning and research at U of G. By focusing on the "whole student," we give University of Guelph graduates the tools and skills to make a difference in our ever-changing world.

The University of Guelph is like no other university in Canada. Research-intensive and learner-centred, Guelph’s campuses span urban hubs and rural communities. The University is known for excellence in the arts and sciences and for their commitment to developing exceptional thinkers and engaged citizens.

University of Guelph Highlights

Students	33,496 students (2024)
Colleges	Arts, Biological Science, Gordon S. Lang School of Business and Economics, Engineering and Physical Sciences, Social and Applied Human Sciences, Ontario Agricultural College, Ontario Veterinary College



Improve Life.

Mission

The University of Guelph is a research-intensive, learner-centred university. Its core value is the pursuit of truth. Its aim is to serve society and to enhance the quality of life through scholarship. Both in its research and in its teaching programs, the University is committed to a global perspective.

Vision

The University of Guelph will Improve Life through the power of our rigorous scholarship, unparalleled creativity, and solution-oriented discovery.

We empower students, faculty and staff to think critically and lead change by engaging globally and locally to put bold ideas into action – all while remaining steadfast to our values and in pursuit of a vibrant future.

Values

The University of Guelph is a distinctive community in which to learn, teach, discover and work. At the heart of U of G are core values that guide our decisions, actions

and relationships and allow us to achieve our vision.

These are:

- Community and collaboration
- Courage
- Creativity
- Excellence
- Inclusion
- Integrity

Our Time: Strategic Plan 2022-27

Our lives are made up of moments - those instances when we make decisions that change the course of everything that comes after. The University Strategic Plan outlines the following priorities:

- Deepening our impact on the world.
- Transforming our university through Indigenization and Equity, Diversity and Inclusion.
- Advancing U of G's distinctive student experience that fuels success and future impact.
- Building a sustainable tomorrow.
- Supporting faculty and staff success.
- Leveraging financial and digital capacity.

Research at the University

The University of Guelph's research enterprise supports \$187 million worth of research programs across its colleges, research stations and Ridgetown Campus.

- The University ranks consistently as one of Canada's top comprehensive universities.
- Guelph hosts 24 active Canada Research Chairs.
- A long-standing partnership with the Ontario, Ministry of Agriculture, Food and Rural Affairs produces innovative research and education fundamental to our continued leadership in sustaining and enhancing Canada's agri-food industry.

The University of Guelph Library

The University of Guelph Library is the centre of campus life – students are forever coming and going as they pursue their post-secondary education. In fact, on a busy day more than 12,000 people use the library, with more than 1 million visiting it annually. It provides a variety of essential study areas for students, including spaces for collaborative work, quiet study, and bookable rooms for private study and groups.

The library is organized under a functional team model, which means that instead of a user reaching out to a single person with expertise in an academic discipline (as is typical in a liaison organizational model), they would connect with different people or teams of people depending on what their need is. The functional teams are Archives & Special Collections, Assessment & Reporting, Collections & Content, Digital Strategy & Technology, Learning & Curriculum Support, Library Administration Services, and Research & Scholarship.

Vision

To be central to the University community as a valued facilitator, partner, and catalyst for learning, research,

and knowledge-creation on campus.

Values

- Access
- Learning
- Service
- Stewardship
- Intellectual freedom

Partnerships

Located on the main U of G campus, the library is affiliated with the University of Guelph-Humber Library as well as a regional library at the Ridgetown Campus.

In keeping with its mandate to support and participate in the wider academic community, the library is also a member of the following organizations and networks:

- Ontario Council of University Libraries (OCUL)
- Canadian Association of Research Libraries (CARL)
- Canadian Research Knowledge Network (CRKN)
- Association of Research Libraries (ARL)

It is also a founding member of [OMNI, a resource-sharing consortium](#) of 20 Ontario university libraries.



Open Access

Open access is an area of strength at the library, serving as an enduring core value and one pillar of its Strategic Initiatives. The library supports these initiatives:

- An allocation from the acquisitions budget to support open content, infrastructure and software that support open scholarship and advocacy organizations.
- Implementation of an Institutional Research Data Management Strategy, in partnership with the Office of Research, to ensure research data is made publicly available whenever possible.

Academic and Research Support

The library is the hub for campus-wide academic and research support services for undergraduate and graduate students in all programs and disciplines. Librarians, professional staff and student staff provide a wide range of services for thousands of students each year:

- Consultations and workshops for undergraduate and graduate students, faculty and staff on a wide range of skills:
 - Writing and English as an Additional Language (EAL) support
 - Studying and time / project management support
 - Information literacy
 - Data skills
 - Publishing support
 - Archival research skills
- In-class instruction and curricular support.

- Supported Learning Groups, which provide 100+ hours of peer-facilitated weekly study groups.
- Pearson Family Student-Athlete Mentor Program, which provides peer-based academic support and mentorship for undergraduate student-athletes.
- Library Accessibility Services, which provides alternative format course materials, assistive technology access and instruction, and accessible study space to help students with reading, writing, note-taking, and studying.

Archival and Special Collections

The library's Archival and Special Collections consist of eight collecting areas:

- Agricultural history and rural heritage
- Centre for Canadian Landscape Architecture Archives
- Culinary
- Lucy Maud (L.M.) Montgomery
- L.W. Connolly Theatre Archives
- Rare books
- Regional and early campus history
- Scottish studies



Position Profile

The University of Guelph is searching for an innovative and strategic leader to serve as its next University Librarian. This is an exciting opportunity to shape the future of library services at one of Canada's top comprehensive universities.

The University Librarian will oversee all aspects of the Library's operations, including its physical and digital collections, research and teaching support services, and student success initiatives. Reporting to the Provost and Vice-President (Academic), the University Librarian will provide visionary leadership to the University's library system, advancing the institution's mission to improve life through academic excellence, research innovation, and community engagement. As the Library's chief advocate, the University Librarian will work collaboratively with internal and external constituents to foster a culture of innovation, equity, and accessibility. The Librarian will be the representative from the University to key networks and consortia, such as the Ontario Council of University Libraries (OCUL), Canadian Association of Research Libraries (CARL), the Canadian Research Knowledge Network (CRKN), and the Association of Research Libraries (ARL).

Key responsibilities and areas of oversight:

Strategic Leadership: Develop and implement a forward-thinking vision for library services, aligned with the University's strategic priorities, fostering a culture of innovation and excellence.

Operational Oversight: Lead the management of library resources, including budget oversight, staffing, and the stewardship of physical and digital infrastructure.

Teaching and Research Support: Champion the Library's role in supporting academic success, research innovation, and digital literacy, ensuring services meet the needs of a diverse user base.

Community Engagement: Build and strengthen relationships with campus partners, external organizations, and professional networks to enhance the Library's profile and impact.

Commitment to Equity and Inclusion: Promote diversity, equity, and inclusion within the Library and ensure its services are accessible to all members of the University community.

Detailed Responsibilities

Strategic Leadership

- Acts as a member of the Provost's Leadership Team, the University Leadership Team and advocates for the Library at key tables across the institution.
- In collaboration with library employees and the Guelph campus community, develops and executes a future-focused vision and strategic plan for the U of Guelph Library that aligns with institutional strategy.
- Develops digital strategy to inform the adoption and use of new library technologies.
- Develops, supports, advocates, and maintains an academic environment conducive to teaching and research/creative activity excellence.
- Actively investigates and uses evidence to inform decision-making.
- Leads inclusive organizational development including strategic planning, organizational structuring, leadership development, change management, performance management, coaching, equity & inclusion, and work/life balance.
- Fosters a culture in the library where Indigeneity, diversity, equity, and inclusion are valued and recognized.
- Commitment to sustainability, digital preservation, technology and sustainable library functions.
- Models and actively supports the mission, vision, and strategic directions of the University.
- Provides advice to the Provost and Vice-President, Academic, on emerging issues.
- Represents the U of Guelph Library on internal and

external committees, associations, and consortia.

Operational Management

- Builds strong functional teams through mentorship and coaching and fosters a climate of high-quality and responsive service.
- Plays a critical role in managing the U of Guelph Library budget, prepares budget requests and manages resources.
- Responsible for liaising with facilities and finance departments regarding library maintenance, repairs and renovations, as well managing major capital purchases.
- Develops strong teams that work collaboratively with colleagues across the system, fostering creativity, innovation, and team cohesion.
- Develops staffing plans to address needs including staff hiring, training and development, and succession planning.
- Maintains proactive and transparent communications with staff and constituents.
- Fulfills administrative roles in the administration of collective agreements.
- Maintains strong relationships with internal and external partners.
- Plans and implements assessment of library programs in alignment with strategic direction.
- Engages in continuous improvement through environmental scans, monitoring trends, and fostering input from internal and external sources.



Detailed Responsibilities Continued

Assessment and Research

- Builds strong connections to further the research enterprise and enhance the research profile and ranking of the University, including partnerships with Colleges and the Office of Research.
- Maintains a strong understanding of contemporary research and emerging trends in library service delivery across digital and physical spaces (including information and communications technology, research data, open scholarship & science, leadership, and management).
- Oversees the development of the library collection and acquisitions.
- Fosters open access initiatives and advocacy for open education resources (OER).
- Advocates for the inclusion of the library in university-wide teaching and learning policy creation and initiatives including support for online learning.
- Acts as a role model for collaborative decision-making as well as supportive and co-operative cross-departmental working relationships.

Teaching and Learning

- Responsible for the strategic development of the educational role of the Library in quality teaching and learning and promoting this role to partners.

Community Engagement

- Fosters relationships between local partners and the Library and builds partnerships that strengthen community and support achievement of strategic goals.



Candidate Profile

The successful candidate is an experienced and dynamic library professional with a proven track record of leadership in academic or research libraries. They bring a deep understanding of the evolving role of libraries in higher education, with a demonstrated ability to foster creativity and manage change. With a commitment to equity, diversity, and inclusion, the ideal candidate is a collaborative leader who inspires trust and builds strong relationships across a broad spectrum of constituents.

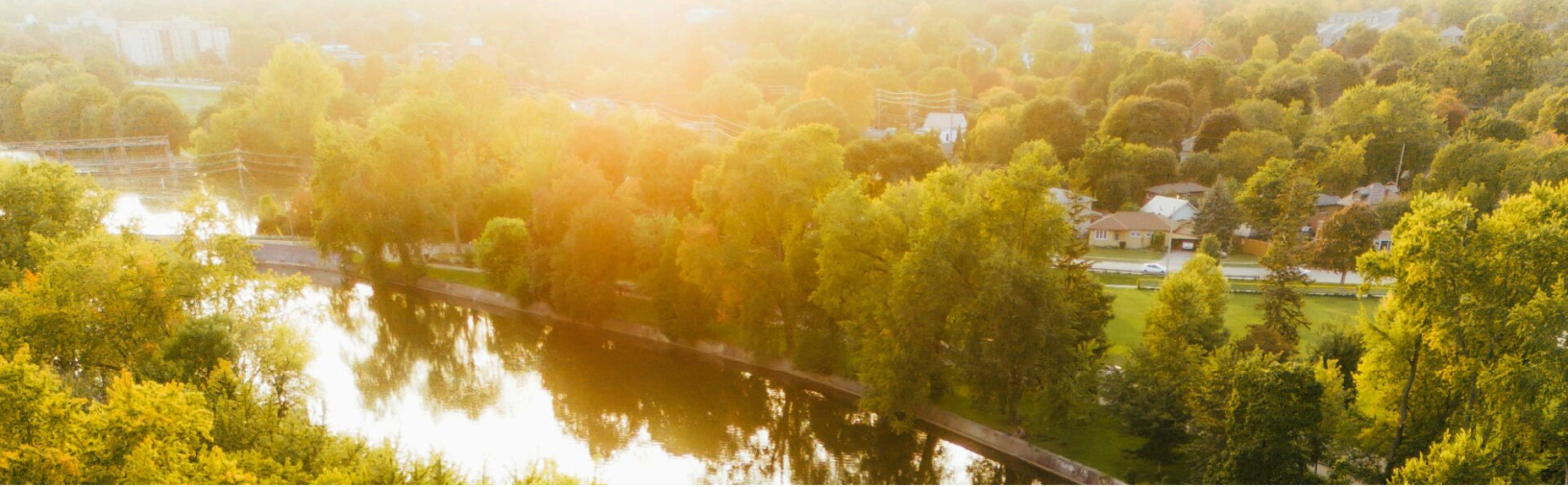
Qualifications and Experience

- A Master's degree in Library and Information Science (MLIS) or equivalent, accredited by ALA.
- Significant leadership experience in academic or research libraries, including management of staff, budgets, and complex projects.
- Expertise in library services, digital initiatives, and emerging trends in information management.
- A strong commitment to equity, diversity, inclusion, and accessibility.
- Excellent interpersonal and communication skills, with the ability to work effectively in a collaborative, interdisciplinary environment.

- A record of scholarship and professional service in the library field.
- Strong analytical and problem-solving skills such as but not limited to decision-making and creative thinking.

Attributes

- A collaborative leader who seeks out opportunities to engage others in partnership.
- Exceptional communication skills, with the ability to be persuasive while addressing different audiences and translating knowledge effectively.
- A consultative leadership style, able to lead through complex situations with authenticity and transparency.
- The ability to respond to challenges with integrity and pragmatism.
- The ability to work collegially and effectively within a unionized environment, building trusting relationships.
- A kind and relational leader who projects calm and inspires hope.
- A curious spirit with a desire to be creative.



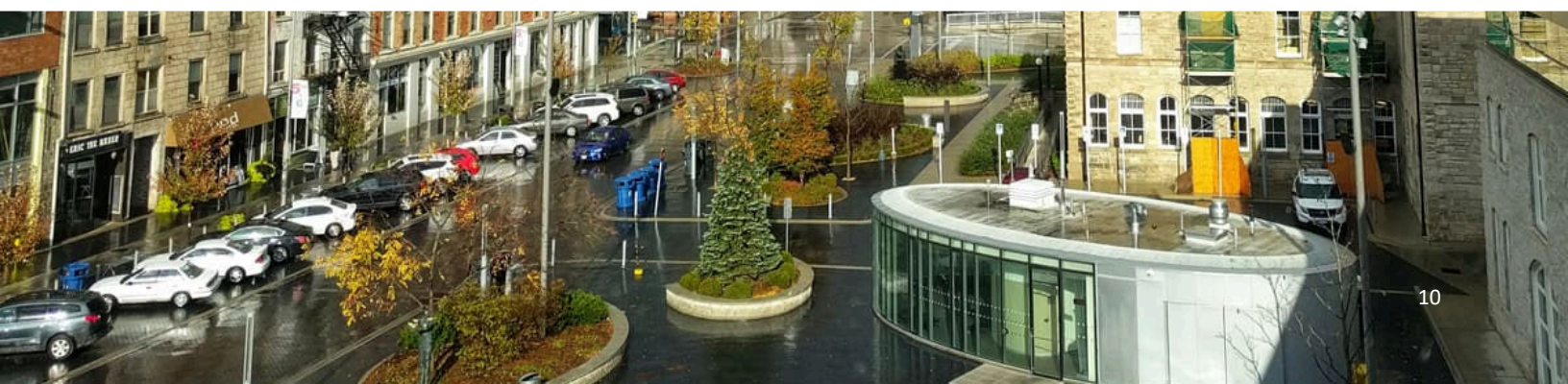
Living in Guelph

Nestled in the heart of southern Ontario, Guelph offers an exceptional quality of life that blends urban sophistication with small-town charm. Consistently ranked among Canada’s most livable cities, Guelph is known for its strong sense of community, progressive values, and commitment to sustainability. For professionals in academia and culture, it provides a stimulating and welcoming environment to live, work, and thrive.

Guelph is a city of innovation, home to a vibrant arts and cultural scene that includes galleries, theatres, and festivals like the Guelph Jazz Festival and Hillside Festival. Its historic downtown core is rich with locally-owned shops, farm-to-table restaurants, and lively cafés—ideal for connecting with colleagues and fostering creativity.

For those passionate about education and research, Guelph stands out as a hub of intellectual curiosity. With the University of Guelph at its heart, the city fosters a dynamic academic community that values collaboration and interdisciplinary learning. As the University Librarian at Guelph, you’ll find yourself in a city that champions knowledge-sharing and lifelong learning.

Nature enthusiasts will appreciate Guelph’s abundant green spaces, trails, and proximity to the Grand River. The city’s commitment to environmental stewardship is evident in its urban planning and community initiatives. The city is conveniently located within an hour’s drive of Toronto and major international airports and offers easy access to big-city amenities while maintaining a relaxed, family-friendly atmosphere. Whether you’re drawn by its cultural vibrancy, educational excellence, or natural beauty, Guelph promises an enriching and fulfilling life.



From the vibrant and historic Royal City downtown...



to arts, music festivals, farmers markets, gourmet restaurants, and theatre...

to the beautiful Speed River, parks, and University Arboretum, Guelph has something for everyone.



Becoming a Candidate

Should you decide to move forward in the recruitment process, it is important that you consider the expectations and potential issues outlined below.

Interview with KBRS

As we receive the applications of interested candidates, we compare them against the key selection criteria set by the Search Committee. We then arrange to speak with those candidates whose experience and qualifications are closest to the ideal candidate profile.

In our initial interview with you, we will seek to understand more about your background, qualifications, experience, and interest in the position. As you move forward in the search process, to ensure you are seriously interested in the position, we will ask you to consider:

- **Terms of an appointment** including compensation and benefits.
- **Relocation** including housing, schools, relocation assistance and other matters of importance to you. If a physical move will be unacceptable to you, please determine that at this stage.
- **Alignment** of this role and organization to your personal objectives and preferences. If you have questions that you would need to have answered before deciding to pursue this role, please let us know and we will attempt to arrange a conversation between you and our client so you can make a well-informed decision.
- If you are an **international candidate or foreign worker**, in addition to applying for this position, you may want to explore the Government of Canada's website to learn more about Working in Canada.

Considering all this information will help you make an informed decision about whether you are seriously interested in this position. After considering these factors, in fairness to everyone concerned, please do not proceed further with this process if you are unlikely to accept the position if it is offered to you. We will ask our client to extend the same courtesy to you.

Search Committee Interviews

The Search Committee will consider all candidates and invite a small group to move forward. Typically, this next step is an interview with the Search Committee and a KBRS partner. If there is a desire to move forward with your candidacy after the initial interview, you will be invited for further conversations with the Search Committee. These conversations will allow you to learn more about the University of Guelph. The Committee commits to respecting the confidentiality of your interest throughout this process.

Shortly after these conversations, if both you and the Search Committee wish to proceed, we will work with you and the University of Guelph to create mutually acceptable terms of employment subject to the Committee's satisfaction with background and reference checks.

Resume Accuracy/Background Checks

If you progress to the search committee interview stage, you will be asked to provide information to allow us to conduct a thorough background check including reference checks and verification of your education, designations, and awards. Should you decide not to allow verification of your background, credit or criminal history, our client will be informed, and they will decide how to proceed with your candidacy.

Reference Checks

Reference conversations will take place should you advance past the initial Search Committee interview. You will be asked to provide references who represent 360-degree working relationships you have had for the past several years, whether supervisors, peers, or subordinates, as determined by the search committee. KBRs's policy is to present to our client a minimum of four to six references before an offer is made.

Privacy and Confidentiality

KBRs respects the privacy and confidentiality of personal information provided by candidates for our search assignments. The above information will be in accordance with the Personal Information Protection and Electronic Documents legislation. A copy of our Privacy Policy is available for your review on our website at <https://www.kbrs.ca/privacy-policy>.

Offer Etiquette

We ask that you honour two standards of professionalism if you choose to become a candidate in this process:

- If an offer is extended to you, you commit to holding the details in confidence (with the exception of discussing it with members of your immediate family) and agree that you will not

discuss the offer with your present employer.

- If you say you will accept the offer our client can count on your word, otherwise please withdraw as a candidate. We want our client to avoid the substantial loss of time and opportunity cost that would accompany a reversal of your decision, as you would want to avoid handing in your resignation and then having our client cancel your offer.

Experiencing feelings of self-doubt when making a career change are common and should be prepared for. If either of these standards of professionalism are unacceptable, please let us know before becoming a candidate.

The University of Guelph is committed to employment equity and diversity and encourages applications from all qualified candidates, including women; people of any sexual orientation, gender identity, or gender expression; Indigenous peoples; visible minorities/racialized people; and people with disabilities.

We will provide support and accommodations to applicants with disabilities, upon request. If you need accommodation in order to participate as a candidate in the recruitment process, please contact accommodate@kbrs.ca or communicate your needs to the recruitment professional named in the job description.

Contact Us in Confidence



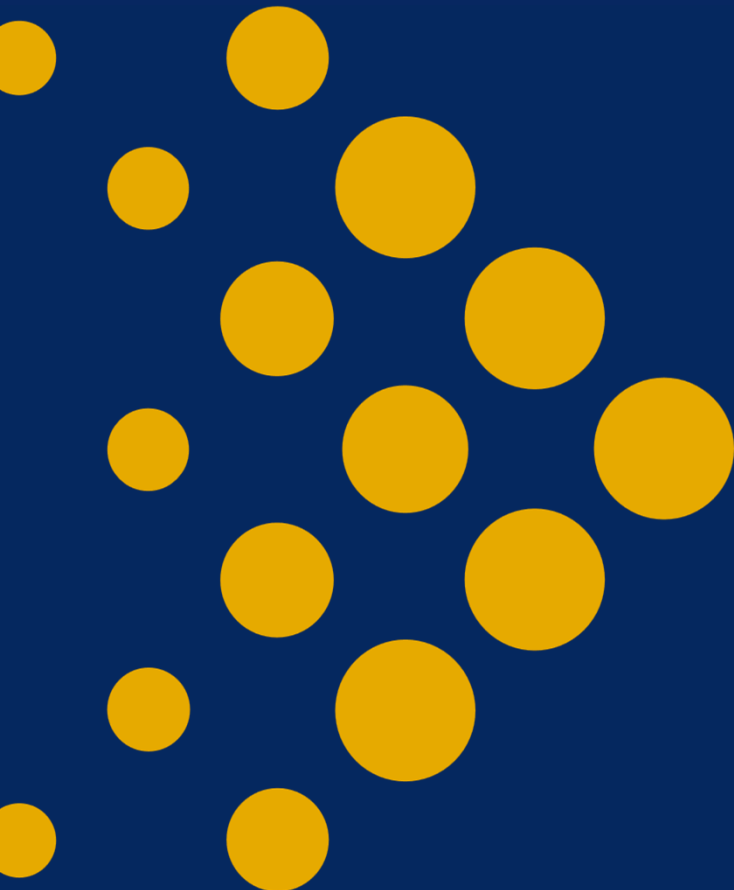
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Thank you for your interest in this position. We will do our best to keep you informed throughout the search process.