SHAPE
OUR
SUCCESS

JOIN OUR REMARKABLE COMMUNITY
Thank you for your interest in the position of Director of Library & Learning Services (University Librarian) at the University of Southampton.

The need for internationally excellent, research-intensive universities like Southampton to help tackle some of the world’s biggest challenges has never been more important and urgent.

At the University of Southampton, our aim is to change the world for the better. Bringing together realms of research, creativity and knowledge, we are focused on having truly collaborative, immersive and ground-breaking impact. We care about the challenges that humanity is facing, and work to support others on both a local and global scale. Join us in this work, and you will have the opportunity to bring your ideas to life and make a tangible difference to future generations. Our new strategy, which was launched in January this year, encapsulates the Triple Helix of excellence that is research, education, enterprise, which aims to make the Southampton offer distinctive.

We are already known as a founding member of both the UK’s prestigious Russell Group of leading research-intensive universities and the Worldwide Universities Network (WUN). With campus operations in Malaysia and China, as well as major partnerships across the world, we have a global outlook that attracts the most talented staff and students from around the world.

The range of professional activity included in the scope of the Director of Library and Learning Services is wide, touching upon many areas of University business critical activity, with a central role in the student experience and in supporting the world-class research of our academic staff.

The post holder will report to the Senior Executive Director, Students & Infrastructure, working collaboratively with a range of stakeholders to provide strategic and impactful leadership and deliver elements of our Education and Student Experience Strategic Plans. They will also play a critical role in the delivery of our extensive investment in our built and digital infrastructure, which will see a £500m investment in our estate, working to ensure that learning spaces are future focussed and in line with student expectation. This will include leading the programme to refurbish and upgrade the existing Hartley Library.

If you want to take your career to new heights and believe you have the skills, experience, and drive to help shape the future of the University of Southampton, then we look forward to receiving your application.

Please see page 8 for more information on equality, diversity and inclusion.
Studying at Southampton has been a truly incredible experience – there are so many opportunities and facilities that you have access to. While the learning can be intense, it pushes you and provides you with the knowledge needed to succeed in industry.”

Lydia Edwards
MEng Electrical and Electronic Engineering with Industrial Studies, Graduate systems engineer, MBDA (UPG 2023, p.81)
People are at the core of our Triple Helix

Our highly-ranked education, research and knowledge exchange and enterprise (KEE) are already distinctively intertwined.

By strengthening and increasing these links, our Triple Helix approach will achieve greater impact and accelerate new ways to tackle the world’s most complex problems.

This scaling up is a challenging goal we commit to achieve; its reach and ambition sets us apart.

**Purpose and Vision**

We inspire excellence to achieve the remarkable and build an inclusive world

**Our Values in Action**

Our annual Vice-Chancellor’s Awards recognise and celebrate the exceptional contributions made by our staff during the academic year.

Our staff and students at Winchester School of Art collaborated with fashion designer Liang Mingyu for her sustainability sculpture, ‘Masai Mara’, as part of their ‘Itinerant Objects’ programme for Tate Exchange.

Professor David Read, Professorial Fellow in Chemical Education, was awarded a prestigious National Teaching Fellowship in 2017 for his innovative approach to teaching.

Collaborations with prestigious partners such as Xiamen University in China, Singapore Institute of Management and Nanyang Technological University allow students to study a wide range of subjects and undertake research in an international environment.

**People**

**Education**

**Research**

**Knowledge exchange and enterprise**

We champion equality, diversity, and inclusion in all we do.

We have transformational leadership and embed strategic change in everything we do.

We are agile, flexible and harness new ways of working to benefit all.

We build sustainable, inclusive communities through strong partnerships.

We embed environmental sustainability in everything we do.

Everyone in our community, together with those we serve, deserves to have their talents developed to the full so they can succeed in achieving their ambitions.

Leaders at all levels of the University will continue to live our values and shared purpose to achieve this.

We will work with partners ranging from industry to the third sector to improve the lives and environment of people across diverse communities in a just and responsible way.

This will be achieved through the outcomes of our education, research and enterprise, and the skills and contributions of our alumni and supporters.

We will integrate digital technologies into all areas of our business, fundamentally changing how we operate to create value for people and the planet.

We will ensure the impact of our new knowledge helps the world to change for the better.

Respect, compassion, and curiosity for what makes us different strengthens our community and the communities we serve, enabling mutual success.

People who feel welcomed, included, and valued will use their differences to create and enjoy a transformative experience that drives positive change in the world.

The climate emergency and ecological destruction are among the greatest challenges the world faces.

By embedding sustainability in the ways we operate, in our education programmes, and addressing its urgency in our research and enterprise, we will shape a more positive future locally and across the globe.

**OUR VALUES**

Our values provide the lens through which we make decisions, guiding our actions, collective behaviours and systems.

They are integral to our purpose of building an inclusive community that makes positive change.

We are ambitious: both personally and institutionally, which requires us to be collaborative and collegial.

As a community of talented individuals, our systems need to enable and empower us. Our community upholds academic freedom and develops through constructive, civil debate.

Ensuring different views are heard allows us to make the best decisions.

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EQUALITY, DIVERSITY AND INCLUSION

It matters to us in all that we do.

At the University of Southampton, we believe that we can only truly play our part in supporting society if we are reflective of society. We are therefore passionate about creating a working environment in which you and we strive to bring your whole self to work.

We are focused on creating supportive workplaces for all where discrimination has no place. The way in which you choose to live your life has no bearing on your ability to do your job. Likewise, your age, gender, sexual orientation, religion, social background, ethnicity or any other identifying factor will never be a consideration here. Instead, we are determined to always treat our staff equally, fairly and with respect.

We welcome students from all walks of life, and as such, we champion uniquely diverse working environments in which every colleague is able to excel, regardless of their background or their life choices.

Quite simply, we want to attract like-minded people to our team—people who care about the world, and who share our passion for creating an innovative and forward-thinking learning and research environment.

We are proud to support many staff networks, and we encourage these groups to get involved in helping us create a forward-thinking and desirable workplace. We are a Stonewall Diversity Champion and we are immensely proud to have been awarded an institutional Athena SWAN silver award, which underpins our pledge to improve equality for women.

We also support flexible working and are proud of our open and supportive working environment; with options such as job share available, we ensure opportunities are equal and focused on the needs of our colleagues. We know that change and improvement is a continual process, and our community is a big part of this; so we always want to hear from our staff about how we can create the best possible working experience.
It is an exciting time to join the University of Southampton community thanks to the launch of the new University Strategy in January this year. This new Strategy will ensure that we continue to maintain our status as a remarkable global institution for education and research, and put students at the very heart of our vision.

OVERVIEW OF THE ROLE

Direction of Library and Learning Services (University Librarian)

The role of Director of Library and Learning Services (University Librarian) will ensure a comprehensive approach to providing a student experience that goes beyond the academic to provide a fulfilling and inspiring education for all who study with us.

This post will set the vision and strategy for a high-quality library and learning service provision, including access to the scholarly resources that are vital for the delivery of the University’s learning, teaching and research objectives. Through developing our independent learning spaces, promoting our research output and impact, and ensuring alignment with our strategic objectives and business priorities, the Director will ensure that the library facilities, opportunities, and outputs align with our commitment to quality, excellence and collegiality.

The University’s library services play a vital role in Student Experience and are fundamental in supporting and inspiring our students to engage in their independent study work whilst supporting our staff in teaching preparation. Our invaluable collections, extensive resources and study spaces are accessible through the Library Service; alongside this, the welcoming community provides space or interaction and collaborative working.

As a forward-thinking champion for high-quality library and learning opportunities, with a commitment to equality and diversity and a passion for the personal and professional development of staff, the Director will deliver the highest quality student experience for our growing community. They will ensure the best possible range of learning opportunities, lead pedagogic development, and support the development of a range of facilities that will support learning and research. They will be an outward-looking individual with a deep understanding of the student and academic body and the Higher Education sector. Our values will be the same, excellence, creativity, community and integrity.

Our aim is to change the world for the better, bringing together realms of research, creativity and knowledge to have a truly collaborative, immersive and groundbreaking impact. We care about the challenges that humanity is facing, and work to support others on both a local and global scale. The Director will embody these core values and will foster a culture in which our entire community recognises that delivering the highest quality student experience possible is a responsibility shared by every member of staff here at the University of Southampton.

How to apply

For a conversation in confidence or details of how to apply, please contact Mark Holleran southampton@talentedu.co.uk 020 3290 2907

The closing date for receipt of applications is midnight (GMT) on 14 November 2022. Engagement day and interviews are scheduled to take place between 5 - 16 December 2022.

Rania Alkahtani
PhD Audiology, 2020; Lecturer in Audiology, Princess Nora bint Abdul Rahman University, Saudi Arabia

I enjoy working with the experienced supervisors at the University of Southampton, who have helped me to enrich my knowledge and improve my research skills. As an international student, I’ve always felt that the friendly and supportive audiology team are my family in the UK.”
ROLE OF DIRECTOR OF LIBRARY AND LEARNING SERVICES

Job purpose
The Director of Library and Learning Services is a key role within the University and is responsible for all aspects of the strategic planning, management and development of the University’s libraries. This post is responsible for ensuring that the Library and Learning Services are equipped to meet emerging challenges and opportunities in information provision and service delivery, particularly in the areas of user services and experience, research data management and bibliometrics, open access and scholarly outputs, digital scholarship, the exploitation of archives and the development of special collections.

The roleholder has a critical role to play in ensuring that our students have access to excellent library facilities, resources and learning spaces that support their learning, this includes monitoring, reviewing and embedding new technologies to support personalised study and scholarship. In order to deliver the University Strategy and supporting strategic plans.

The roleholder has a cross-institutional responsibility for the development and continuous improvement of a customer-facing ethos across teams which support the student and user experience, and for student study spaces.

The roleholder works with the wider University to realise the full research potential of the Library’s collections. They also lead the development of infrastructure, support and services for research such as developing, promoting and disseminating our research outputs, contributing to the impact of engagement with University of Southampton research.

Key accountabilities/primary responsibilities

Strategic Development and Stakeholder Engagement

- Lead the delivery of the elements of the University Strategy and supporting strategic plans that are the responsibility of the library, ensuring that the division delivers an innovative and responsive service in support of the University-wide strategic objectives and business priorities.
- Represent the University of Southampton nationally and internationally at the highest levels, raising profile, influencing policy, identifying & delivering partnership/business opportunities and advising senior management accordingly.

- Act as Project Sponsor for a range of physical and digital infrastructure projects relating to our libraries and learning spaces, chairing project groups and ensuring projects deliver significant improvement to the student experience.

Strategic Leadership

- Lead strategic, business and resource planning for library and learning services, ensuring the effective translation of strategic plans into policy and implementation to optimise support for the needs and aspirations of a research-led, multi-disciplinary University community.
- Engage as subject matter expert on learning resources on research library and scholarly communication matters, maintaining a detailed knowledge of international and national developments in these areas and contributing to infrastructure projects.
- Responsible for the provision of high-quality management information to University Council, the Executive Board and governance committees (including Senate, Education Committee) to report on performance and to support decision making.
- Responsible for reviewing all activities to ensure that the operation is efficient and offers the best return on investment and value for money.

Management

- To be responsible for the budgets, management and delivery of Library & Learning Services activities including in-year monitoring and reporting (equating to circa £15 million).
- To provide professional and strategic leadership to the staff of the department and to ensure that effective recruitment, induction, support, development and training procedures are in place and aligned with the Student Experience Directorate to ensure staff deliver the potential and meet best practice in their professional areas.
- Own and carry out appraisals and annual reviews of relevant staff and other line-managed staff, ensuring that all staff understand their contribution to the directorate and to the University Strategic Plan, so that they are able to develop their skills and improve their performance.
- Ensure that staff are aware of, and comply with, relevant legislation, and take responsibility for understanding and implementing the University’s policies and procedures including those governing Health and Safety, Equal Opportunities, copyright, data protection, freedom of information and disability, across the whole of the area.

Continuous Improvement

- Shape, direct and foster a culture of innovation and continuous service enhancement to ensure that services reflect needs and are sector-leading.
- Provide professional advice and guidance to the University and position the Library externally at the forefront of developments in library and information provision in response to the needs of the external academic, social, political and technological environment.

Engagement

- To build effective working relationships to ensure that the work of the Division directly supports and enhances the delivery of our triple helix of education, knowledge exchange and research.
- To integrate and optimise working practices across all functions and to develop positive links with those areas of the institution involved in providing support to students and researchers (including Faculties, Student & Education Services, Widening Participation & Social Mobility, Solutions, Health & Safety, the Centre for Higher Education Practice, Research and Information Services).
- To work in partnership with Professional Services, Faculties and other stakeholders within and outside the University to raise the profile of Library & Learning Services and the activity of the division.
- Additionally, the post holder will be required to demonstrate:
  - A strong commitment to equality and diversity
  - A commitment to delivering our triple helix approach
  - A commitment to maintaining professional knowledge and awareness through continuing personal and professional development of self, for those in the areas of work managed and supported in relation to the area of work.
  - Commitment to support and contribute to the delivery of Student Experience frontline services, including attendance at events such as Open Days, Welcome Ceremonies and Corporate events.
  - Willingness to work on an on-call rota

Internal and external relationships

- Members of the Student Experience Leadership Team.
- University Executive Board and other senior managers of the University.
- Academic colleagues at levels across all disciplines of the University.
- Senior administrative staff in Faculties and Professional Services.
- SUSU Students’ Union leadership, executive and students as stakeholders, partners and end-users.
- External customers, agencies and bodies, including government, funding and commercial organisations.
- External partners, funders and stakeholders, including the NHS, Natural Environment Research Council (NERC), Southampton City Council.
- Professional bodies and agencies including Jisc, Jisc, The National Archives, Southampton and Hampshire County Council, IFLA and other bodies with national and international remit.
- Alumni and donors as members of the University wider community.

CANDIDATE PROFILE

Qualifications, knowledge and experience

- Professionally qualified with a degree and appropriate postgraduate qualification in a relevant area, including relevant experience.
- Extensive knowledge of UK higher education and the key issues facing research libraries in the areas of research and learning and teaching provision.
- Extensive experience at a senior level in a research library or similar organisation.
- Understanding of the potential of technology and digital applications in relation to research, learning and teaching.
- Experience of leading improvement programmes to library facilities and the built estate.
- Experience of engagement nationally and internationally with national initiatives in the field of library and information services, including working with networks and partners.
- Membership of a professional organisation and commitment to the professional area of work evidenced by engagement with relevant professional or sector bodies.
- Experience of delivering significant digital transformation within a library context.

Planning and organising

- Evidence of ability to champion and oversee the contribution of the department to University strategy.
- Significant experience of shaping and supporting change, including evidence of successful strategic leadership and implementation of change with departmental and organisational level impact.
- Evidence of collaborative and effective team building and partnership working with colleagues outside the direct area of responsibility, e.g. in delivering organisation-wide or external projects.

Problem solving and initiative

- Experience of managing large and strategically complex budgets with accountability for both short-term and long-term financial planning and investment value.
- Evidence of success in negotiating and delivering diverse and complex projects working with multiple partners.
- Mastery of concepts and innovative ideas relating to the area of work experience and planning and a responsive approach to strategy and business issues and to the resolution of intractable issues of importance to the University.
- Experience of working with processes to evaluate performance and deliver improvements.

Management and teamwork

- Able to lead and motivate staff and to interact strategically with senior colleagues across the academic and administrative community.
- Able to work collaboratively and foster positive relationships with a wide range of colleagues including academics, partners and stakeholders, including students to achieve objectives.

Communicating and influencing

- Successful strategic leadership and management through excellent interpersonal and communication skills across a range of institutional communities showing evidence of effective advocacy and negotiating skills in relation to complex issues.
- Strong analytical and interpretative skills with experience of evaluating and prioritising competing demands.
- A full range of skills to represent the Library in formal and informal interactions across the University and to represent the Library and the University externally.
- Able to demonstrate a strong view and stakeholder focus and an anticipatory and agile and responsive approach.
- Able to empathise and understand alternative views and support colleagues through constructive dialogue when communicating and resolving issues.

Other skills and behaviours

- Ability to demonstrate alignment with the University’s core values in all areas of work, and champion those behaviours in the department.
- Promote a culture of equality, diversity, inclusion and respect.
Our students don’t just work toward their degrees; they gain life experiences and skills that enable them to change the world for the better as graduates. Damilola Teidi-Ayoola (MSc Business Strategy and Innovation Management, 2014) is using technology in creative and innovative ways to make a difference to people’s lives. As the Director of Incubation and Acceleration at Co-Creation Hub (CcHUB), Africa’s leading innovation centre, she builds strong pan-African programmes to support technology companies across the continent.
Southampton
Southampton is a fantastic place in which to live, work and socialise. Regardless of what life stage you are at, you will find a dynamic and vibrant city that caters for all. With an enviable location on the coast, yet just an hour from London, the region combines incredible natural beauty with a thriving social scene – making it one of the most desirable places to live!

As an ethnically rich city that is growing rapidly, Southampton is benefitting from considerable investments in the region. £1.6bn has already been committed to the development of the region, while a further £1.4bn spend is planned over the next 10 years. A new Cultural Quarter has been created, and a £400m redevelopment of the Royal Pier Waterfront is underway – and with each of these improvements, we have witnessed an exciting transformation of the city.

There is something for everyone in Southampton and the surrounding areas. For outdoor enthusiasts, water sports, sailing and ocean racing are easily available, while the beautiful New Forest National Park is just 30 minutes away. With many excellent local schools and nurseries, families will find a fantastic quality of life, while there’s a thriving LGBTQ+ social scene. Multiple faiths are celebrated in the city, and the rich cultural heritage of Winchester is just on our doorstep.

Winchester
On the edge of the South Downs National Park, England’s ancient capital, Winchester, is steeped in history and is complemented by a lively atmosphere and a wide variety of pubs and restaurants, museums, theatres and galleries.

With direct rail links to London, our Winchester School of Art campus is one of the UK’s leading art and design institutions.

The University campuses
The University has five lively and diverse campuses in Southampton, one in Winchester and one in Malaysia.

Our main Highfield Campus is home to state-of-the-art teaching and research facilities, as well as one of the UK’s leading music venues, Turner Sims. It also houses our sports complex, the Hartley Library, the Students’ Union and Staff Social Centre.

Close to Highfield, the Avenue Campus houses most of the humanities disciplines and the Centre for Language Study. It also has a purpose-built archaeology building with state-of-the-art facilities for teaching and research.

A few minutes’ walk from Highfield is the Boldrewood Innovation Campus. The University’s collaboration with Lloyd’s Register represents one of the largest business partnerships with any single university in the world. Our £170m campus is the result of this partnership and is home to the Southampton Marine and Maritime Institute.

Three miles west of Highfield, University Hospital Southampton is the base for the University’s Faculty of Medicine. The campus offers modern laboratories, computer suites, refurbished lecture theatres and a specialist Health Services library. It is also home to our purpose-built Centre for Cancer Immunology which opened in 2018 following a successful £25m fundraising campaign.

Situated on the city’s waterfront, the National Oceanography Centre Southampton (NOCS) is one of the world’s leading research centres for the study of ocean and Earth science.

Close to Winchester city centre, 21 miles north of Southampton, our internationally renowned Winchester School of Art provides studios and workshops, an extensive specialist library and a well-stocked art supplies shop. The Winchester Gallery is based on campus.

Set just outside Southampton, our Science Park is a hub of innovation, hosting a range of exceptional facilities and home to science and technology businesses from start-ups to multinationals.

Southampton Malaysia is home to undergraduate engineering and business programmes in Malaysia. Our brand new campus, opened in 2021, is part of EcoBotanic City in Iskandar Puteri, Johor, offering state-of-the-art laboratories, learning and recreational spaces.