



Announcement of Staff Vacancy

Associate Director for Academic and Community Engagement

MIT is “committed to generating, disseminating, and preserving knowledge, and to working with others to bring this knowledge to bear on the world’s great challenges.” The MIT Libraries play a key role in enacting this commitment. The MIT Libraries’ vision is for a world where enduring, abundant, equitable, and meaningful access to information serves to empower and inspire humanity. We believe in a world where more people have access to knowledge and where more voices are heard. We think libraries can help build that world by providing open platforms for discovering, sharing, and generating knowledge.

We aim to enact our vision by living the values of openness and transparency, curiosity and inquiry, and by pursuing social justice and an ethic of care.

We seek an engaged and collaborative leader who shares this vision and these values as Associate Director (AD) of the MIT Libraries’ Academic and Community Engagement (ACE) Directorate. You will be joining a library on the cusp of significant strategic and cultural change and will have the opportunity to work with and lead an extraordinary group of colleagues through this transformation.

The Associate Director reports to the Director of Libraries and is part of a highly collaborative and visionary senior leadership team, sharing responsibility for the overall direction and success of the libraries. The AD leads the Academic and Community Engagement Directorate of the MIT Libraries, with administrative responsibility for

- Data and Specialized Services;
- Information Delivery and Library Access;
- Liaison, Instruction, and Reference Services;
- The Lewis Music Library.

The AD has broad responsibility for the public service portfolio of the MIT Libraries, which includes a range of academic and community engagements and services.

The strategic priorities of the directorate include:

- developing a service portfolio to support emerging digital forms of teaching, learning and scholarship;
- engaging staff expertise to enable community members to effectively and critically create, use, and share information;
- contributing to the transformation of library spaces for learning, community, and creation of new knowledge.

We seek an AD who will inspire, empower, and equip the 70+ staff within the Directorate to apply their expertise and unique skills and interests to meeting operational and strategic priorities, while building a culture of continuous learning. As AD, you will model and promote our deep commitment to equity,

diversity, inclusion, and social justice by demonstrating cultural and emotional intelligence and valuing and empowering the Directorate's talented workforce. You will engage and influence staff through effective communication, transparency, and collaborative leadership.

As the MIT Libraries works toward the promise of a truly open and interactive digital library of knowledge, you will lead the Directorate through the changes necessary to create new service models and to transform spaces. We seek a leader who is an experienced change agent, and who can engage the entire directorate in the active, open, and productive exchanges of ideas and perspectives.

As AD, you will play a key role in collaborating with library staff and community members in imagining and designing welcoming and inclusive spaces for the discovery, creation, and sharing of knowledge, for a range of individual and collective learning, and for the gathering and creation of communities. You will lead progress across a range of strategic initiatives including the definition and creation of a program on information citizenship, growing and fostering a campus-wide research data network, supporting the Institute's robust and evolving Open Access Policy, and shifting focus of selection to supporting the creation and dissemination of MIT scholarly works. You will also shape and support the exceptional access and information services provided at 6 major library locations, and via core services such as resource sharing, circulation, reference, instruction, and collaboration with community members on a range of research and teaching needs.

You will be expected to engage in campus-wide initiatives, work with academic departments, labs and centers, nurture long-term collaborations and develop new relationships in alignment with the Libraries' vision and priorities. You will work with and influence the community through outreach and communication, represent the Libraries' vision, priorities, and expertise in compelling and inspiring ways, and seek input and support from a diverse and inclusive range of community members.

With other colleagues across the Institute, you will leverage the Libraries' resources, reputation, influence, and expertise to support, and where appropriate, to lead global collaborative efforts to create more open, equitable, accessible, and durable models and systems of scholarly communication and information exchange. You will have the opportunity and responsibility to engage in relevant consortial partnerships and regional, national, and international programs to advance policies, initiatives, and programs consistent with MIT and MIT Libraries' mission and vision.

Required Qualifications for appointment at the level of Associate Director at MIT:

- Experience in a research library, or related field/domain, including strategic planning and budgeting.
- Knowledge of best practices and current trends in information and knowledge work.
- Demonstrated commitment to diversity, inclusion, and social justice; and a record of modeling inclusive and culturally competent leadership.
- Minimum 7 years management and supervisory experience in increasingly responsible positions.
- Advanced academic degree in a relevant field.

We are seeking candidates who also have some combination of the following attributes/qualifications:

- Successful experience leading organizational change.
- Evidence of success using facilitative and collaborative leadership.
- Experience building community relationships, preferably in a research and/or educational environment.

About the MIT Libraries:

- [Our vision, mission, and values](#)
- [Our strategic priorities](#)
- [Report on the Task Force on the Future of Libraries](#)

Salary and Benefits: Salary range is \$150,000-\$170,000. MIT offers excellent benefits including a choice of health and retirement plans, a dental plan, tuition assistance, and fully subsidized MBTA passes for local bus and subway service. Flexible work arrangements, including flextime and telecommuting, are available for this position. The MIT Libraries afford a flexible and collegial working environment and foster professional growth of staff with management training and travel funding for professional meetings.

Apply online at <http://careers.mit.edu>; applications must include cover letter and resume. Priority will be given to applications received by September 7, 2018; position open until filled. MIT is strongly and actively committed to diversity within its community and particularly encourages applications from qualified women and minority candidates. Professionals who enthusiastically embrace the empathy, courage, self-reflection and respect of a multi-cultural, diverse and inclusive workplace, and who strive to incorporate those values in their work and interactions are encouraged to apply.