



## Diversity, Outreach, & Engagement Librarian

### Introduction

The Angus L. Macdonald Library, St. Francis Xavier University, seeks a collaborative, innovative, and student-centred librarian to lead our diversity, outreach, and engagement programs and services. The successful candidate will create programs and services to engage traditionally underrepresented student and faculty populations to help ensure their success on campus.

This permanent track position will be filled at the rank of Librarian I, with a start date of July 1, 2024. The Angus L. Macdonald Library serves one of Canada's top-ranked undergraduate educational institutions and sees its role as a proactive one of service and support for the academic success of its students and faculty.

The Angus L. Macdonald Library is a member of Novanet, a consortium of Nova Scotia academic libraries sharing a common library management system, the Council of Atlantic Academic Libraries (CAAL), and the Canadian Research Knowledge Network (CRKN), among other collaborative initiatives.

### Position Description

Reporting to the University Librarian, the successful candidate will establish partnerships with the Diversity Engagement Centre, academic departments, student organizations, and other campus units to identify opportunities for collaborative programming. The Diversity, Outreach, & Engagement Librarian will create programs and services to engage traditionally underrepresented campus populations. They will promote library spaces and services and create opportunities for academic conversations, research collaborations, and social engagements. With a deep understanding of the challenges of diversity and equity in higher education, this librarian leads the library's outreach activities to increase connections on campus, with a specific focus on the following communities: Indigenous, Black, First Generation, 2SLGBTQIA+, and International students and faculty.

#### **Outreach and Engagement:**

- Develops partnerships and identifies opportunities for collaborative programming.
- Manages and implements the library's social media and communications strategy.
- Promotes the library's resources, services and spaces to students and faculty.
- Assesses and works to improve the library's online presence to ensure its continued currency, effectiveness, and usability, with a specific focus on diversity, inclusion, and accessibility.
- Develops and manages library outreach initiatives to university and community audiences.
- Formulates and actions goals, plans, and procedures for implementing outreach services.



# ST. FRANCIS XAVIER UNIVERSITY

- Gathers and analyzes statistics and prepares evaluative reports for outreach and engagement programs.
- Assesses user experience with resources, services, and space.
- Organizes, promotes, and hosts library programming.
- Promotes library resources and services at university open houses, new student orientations, and other public events.
- Provides library tours and orientation to visiting scholars and students.

## **Liaison Responsibilities:**

- Participates in general library services, including regularly scheduled reference desk and Live Help shifts; and serves as Liaison Librarian to designated departments and/or programs, providing specialized information literacy instruction, research assistance, and support for library resource selection and evaluation to those departments.
- Other duties include, but are not limited to, participation in library initiatives and projects, and the creation and maintenance of subject research guides.

## **Required Qualifications**

- A Master of Library and Information Studies (MLIS) degree or equivalent from an ALA-accredited program.
- Demonstrated relevant knowledge or experience in advancing diversity, equity, inclusion and awareness in libraries or educational institutions.
- Demonstrated relevant knowledge or experience providing online and in-person reference support, information literacy instruction and collection development, preferably in an academic library environment.
- Availability for occasional evening and weekend work.
- Demonstrated technical acumen (proficiency with Microsoft Office and Springshare products desirable).
- An understanding of current and emerging technologies and techniques to achieve the library's outreach and engagement objectives.
- Awareness of current issues and trends in higher education and academic libraries, including faculty and student use of emerging technologies and resources.

## **Preferred Qualifications**

- Knowledge of effective program development, including goal setting and outcomes evaluation.
- Experience discussing and presenting on sensitive topics to varied audiences, assessing training and support needs.
- Exceptional interpersonal skills, with the ability to establish positive and productive collaborations working with diverse audiences and colleagues.



# ST. FRANCIS XAVIER UNIVERSITY

- Ability to advance multiple projects in a team environment, meet deadlines, and prioritize work.
- Knowledge of graphic design principles or demonstrated aptitude.
- Experience using social media for outreach and/or engagement.
- Experience in community-based work with underrepresented youth, and a deep understanding of the unique challenges faced by these populations in a university setting.

Review of applications will begin on April 3, 2024. To express interest in this role, please send a cover letter and resume in confidence to:

Carolyn DeLorey  
Interim University Librarian  
StFX University  
[liboffice@stfx.ca](mailto:liboffice@stfx.ca)

*St. Francis Xavier University is located in Mi'kma'ki, the ancestral and unceded territory of the Mi'kmaq People. Our institution is committed to upholding the values of equity, diversity, inclusion and accessibility. We encourage applications from members of groups that have been historically disadvantaged and marginalized, including Indigenous persons (especially Mi'kmaq), minoritized persons (especially African Nova Scotians), persons with disabilities, those who identify as women and/or 2SLGBTQIA+ and any others who would contribute to the diversity of our community. Qualified candidates may be provided the opportunity to self-identify through a process with People & Culture. Please note that all qualified candidates are encouraged to apply; however, applications from Canadians and permanent residents will be given priority.*

*We are also committed to the elimination of barriers to participation for persons with disabilities. Should you require an accommodation during the recruitment process, please contact People & Culture at [hr@stfx.ca](mailto:hr@stfx.ca) or 902- 867-5038.*

### **About St. Francis Xavier University**

*StFX is a top-ranking Canadian, primarily undergraduate university focused on academic excellence, innovation in teaching and research, service to society and international outreach. Founded in 1853, StFX has a long and proud tradition as one of Canada's oldest universities. For almost 165 years, we have cultivated our strong and resilient spirit, dedication to intellectual rigour, and commitment to engaging students who aspire to be community-minded citizens of the world.*



# ST. FRANCIS XAVIER UNIVERSITY

## ***About Antigonish, Nova Scotia***

*The beautiful and historic town of Antigonish, Nova Scotia, is located the northeastern corner of Nova Scotia. We're only a 15-minute drive from the ocean and two-hour drive to major urban centres. With a diverse and growing population, Antigonish is a family friendly town with lots of opportunity, access to good education at all levels, recreation, sports and culture activities. It is surrounded by rolling countryside with hiking and beautiful beaches. We enjoy a vibrant culture in the arts with music, performing arts, visual arts and crafts, and fabulous festivals throughout the year. For more information, visit [www.townofantigonish.ca](http://www.townofantigonish.ca) or [www.visitantigonish.ca](http://www.visitantigonish.ca)*

Posted: March 13, 2024