

## University of California Santa Barbara Library seeks a

### **Learning Organization Librarian**

Under the direction of the Associate University Librarian for Organizational Development & Effectiveness, the Learning Organization Librarian position is responsible for leading efforts that maintain and enhance on-going learning within the organization. To promote Library effectiveness, the successful candidate will be responsible for defining, creating and implementing the organization's learning and development programs for Librarians, Library Staff and Student Assistant positions and for ensuring the assessment and continuous improvement of these programs. Working collaboratively with department and unit leaders, the incumbent will facilitate processes to enable UCSB Library to become a Learning Organization.

### **Duties & Responsibilities**

- Design, implement, evaluate and deliver programs to develop Library employees' technical competencies, professional growth, leadership development and continuous learning across the organization
- Work with all levels in the Library to determine core competencies and service quality required for key positions within the organization and identify specific resources to ensure acquisition and maintenance of those competencies and service qualities.
- Build effective partnerships with campus HR colleagues and within the Library to provide learning.
- Develop and implement the use of learning objectives, training assessments, rubrics and other processes to ensure the effectiveness of the learning and development activities.
- Perform needs analyses and review organizational resources to ensure that learning and development resources exist or are developed to support projected competencies, service qualities and organizational changes in alignment with the short and long-term goals of the organization.
- Identify and implement standardized timelines, orientation, on-the-job and other learning and developmental activities required for acquisition of core competencies and maintenance of required knowledge and skills.
- Provide training for Librarians, Staff and Student Assistants. Assist others in providing training for Librarians, Staff and Student Assistants.
- Research and identify external vendors that meet the Library's training needs and work well in our academic environment.
- Continuously evaluate learning activities and resources within the organization, including instructor performance, to determine their effectiveness in meeting stated organizational goals and objectives.
- Design, develop and maintain a library of learning resources.
- Assist as appropriate in the recruitment of librarian positions.
- Serve on Library or University committees as appropriate.

### **Required qualifications**

- ALA-accredited MLS or equivalent.

- Experience in the training/development initiatives of an organization, in library instruction at an academic library, or the equivalent.
- Demonstrated knowledge of learning concepts, training-and-development methods and techniques.
- Experience in developing and delivering adult-learning processes, instructional design techniques, and evaluation methodologies.
- Excellent oral/written communication skills, including group facilitation and presentation skills.

### **Preferred Qualifications**

- Strong analytical, statistical, quantitative, and deduction skills and ability to make qualitative judgments of training, education and development resources in all types and formats.
- Strong planning and project management skills and ability to apply these skills in effective working partnerships across organizational lines.
- Potential for leadership in a collaborative and collegial setting.
- Productive attitude and enthusiasm for an innovative and changing environment.
- Ability to multitask and manage detail.

*The Department is especially interested in candidates who can contribute to the diversity and excellence of the academic community through research, teaching and service. The University of California is an Equal Opportunity Affirmative Action employer.*

### **APPLICATION**

Please send resume and cover letter with three professional references to the attention of:

Alan Grosenheider  
Associate University Librarian  
Organizational Development & Effectiveness  
University of California Santa Barbara  
University Library  
Santa Barbara CA 93106-9010  
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To receive full consideration, applications should be received by January 31, 2013. Position is open until filled.