

Evolving Workforce Residency

The Evolving Workforce Residency at the UC Santa Barbara Library is intended to recruit those relatively new to working in a research library who can contribute effectively to the changing role of academic libraries. Graduates and early professionals come into the market with new ideas, enthusiasm, a contemporary educational experience, and the potential to be catalysts in transforming libraries. Many of these individuals will be the leaders in the next generation of library services. The program encourages Residents to imagine the academic library of the future and gives them the resources and freedom to experiment and explore new models. In return, the Library will benefit from the focused skills and initiative the Resident brings to redefine the required workforce of the future.

The Evolving Workforce Residency program is designed to accommodate both the professional interests of a successful recruit and the needs of the University Library. The program definition, therefore, is drawn in broad terms, allowing one Residency to be different from another in order to achieve relevancy for a Resident and explore specific possibilities for the University Library. Each Residency will be project-based and informed by organizational need. The program is designed to test new services, conduct forward-thinking projects, and introduce new roles and new types of professionals. If funding allows, more than one Resident may be employed at a given time, and multiple Residents may start together to work on the same project, overlap on projects, or work separately. The cohort experience provides enhanced camaraderie and collaboration as well as mutual emotional and logistical support.

The Library’s programmatic goals establish the program’s parameters for each Resident. Residents of the Evolving Workforce program will have the opportunity to develop, apply, and advance their knowledge and skills in real-world settings. The Library is especially interested in candidates who can contribute to the diversity and excellence of the academic community through work, research, and service.

The Resident will be hired for a term of two years, will participate in the librarian review process, and will be eligible for extension for a third year. The Resident’s rank and salary are commensurate with experience and qualifications, and the Resident is eligible for travel support to pursue professional activities at the same level as career librarians.

During the first year of the program the Resident will gain meaningful work experience in an academic library, in areas such as reference, instruction, cataloging and metadata services, special collections, area studies or institutional repositories, as well as mentoring and training in areas such as project management, needs assessment, planning and evaluation, meeting planning and group facilitation, budget development, and concept promotion. The second year will be defined in consultation with the Resident and others as the first year draws to a close. The year will be tailored to the Resident’s interests and skills which address the Library’s needs. The second year will culminate with a presentation, poster session, or paper on a project in mid-stage development or fulfilled during the Residency.

### Features

* Explore current issues in academic librarianship
* Flexible, individualized professional development plan
* Structured and informal mentoring
* Library committee service
* Specialized training and workshops
* Travel support for conferences and professional library organizations
* Experience with latest information technologies

### Duration

* Two-year appointment with possible renewal for a third year.

### Structure

* In the first year, the Resident will become familiar with the Library’s culture and purpose via formal orientations and possible assignments in the major functional departments in addition to further defining the scope and trajectory of the project-based capacity determined mutually by the needs of the Library and the Resident's interests.
* In the second year, the Resident will begin to specialize by moving forward or completing an agreed-upon initiative, attend and become engaged in professional committees and organizations, and develop a presentation, poster session, or paper on a project in mid-stage development or fulfilled during the Residency.
* In the third and final year—if applicable—the Resident will continue to specialize in an evolving area of librarianship and will complete a capstone project, preferably suitable for publication, which incorporates the expertise and perspectives gained during the Residency.

### Eligibility

* Recent graduate of an ALA-accredited master’s degree program in library and information science or early career information science professional; strong interest in academic librarianship; commitment to service; excellent interpersonal, oral and written communication, and presentation skills; ability to be flexible and motivated in the face of changing work assignments, projects, and departments; demonstrated commitment to diversity.

Salary and benefits

* Compensation is competitive and based upon relevant experience and qualifications. The appointment will be at Assistant Librarian Rank and will be full-time with access to the University’s benefits package. The incumbent will be a member of the LX Collective Bargaining Unit represented by the American Federation of Teachers.