

The University of Waterloo Library seeks a thoughtful and strategic Associate Director, Library, Indigenous Initiatives to provide leadership in Indigenous research and ways of knowing. The successful candidate will work in close collaboration with campus and community partners to ensure reconciliation and decolonization efforts are coordinated, well integrated and support both the Library's and University's strategic plans. This is a permanent role.

The University of Waterloo Library is the campus's partner in learning, research and innovation. Its two main locations and three satellite spaces act as interdisciplinary hubs, bringing together the knowledge, expertise and resources needed by our diverse campus community. The University was built for change and the Library exemplifies Waterloo's agility as we continuously transform our approaches to creating, discovering, using, sharing and preserving information. With a commitment to open and equitable access to information, we equip researchers and students with the critical research skills to improve our world as active citizens, creative problem solvers and agile leaders. All of our work is done with a strong commitment to equity, diversity, inclusion and accessibility. We live and work on the traditional territory of the Neutral, Anishinaabeg and Haudenosaunee peoples. The University of Waterloo is situated on the Haldimand Tract, the land granted to the Six Nations that includes six miles on each side of the Grand River.

The Associate Director, Library, Indigenous Initiatives reports to the Associate University Librarian, Administration and Strategic Initiatives, and is accountable to the Associate Vice President, Indigenous Relations in the Office of Indigenous Relations. The Associate Director will join a dynamic and growing community of Indigenous staff, faculty and students that actively provide a supportive network to each other. The Associate Director provides leadership and support to Library colleagues, researchers and instructors in Indigenous research and ways of knowing and works in close collaboration with campus and community partners to ensure reconciliation and decolonization efforts are coordinated, well-integrated and support both the Library's and University's strategic plans. This role is integrated into the University's overall commitment to building and strengthening Indigenous education programs, curriculum, research and community.

The Associate Director advises on and participates in the integration of Indigenous knowledge with Library services and functions, including research methodologies, teaching and learning activities, information services, collections and staff development. The Associate Director will work in close alignment with the Associate Director, Library, Equity, Diversity, Inclusion and Access to manage projects, facilitate Library and campus conversations, provide advice to Library leadership, and develop and execute key recommendations.

The University of Waterloo's Strategic Plan 2020-2025 states, "We particularly recognize Indigenous students, faculty, staff and alumni. We are committed to learning about the rich history and culture of Indigenous people of this land and an institutional response to the Truth and Reconciliation Commission's calls for action." In line with the University's Strategic Plan and the Indigenous Strategy, the Associate Director strives to address the underrepresentation

of Indigenous people and to increase specialized support for Indigenous members of the Waterloo community.

We ask each interested applicant to include a statement indicating if they identify as First Nations, Métis or Inuit in their cover letter. Supporting documentation for membership/citizenship in an Indigenous community will be required and possibly additional information about community connection, family, and relationship to working with Indigenous communities/knowledges may be required, if an applicant is invited for an interview.

Please note that our recruitment system has limitations. Hiring managers will only see the last updated version of the application (cover letter and resume) as older versions will be overridden. Therefore, if you are applying to more than one job simultaneously, your self-identification will be available to all hiring managers.

Responsibilities

- Leadership
- Indigenous research and ways of knowing
- Partnerships and relationship building
- Manages projects and develops recommendations

Qualifications

Education

- A Master's degree in a related subject area preferred; an undergraduate degree in a relevant subject area with relevant experience will be considered

Experience

- Lived experience of Indigenous world views, cultures and values and strong ties to First Nations, Métis and/or Inuit communities
- Experience building effective working relationships with institutional and external colleagues/communities
- Experience managing projects, aligning with strategic priorities and realizing goals
- Experience integrating knowledge to inform equitable and inclusive decision-making
- Ability to work with senior leaders to create change while collaborating with multiple stakeholders
- Evidence of creative approaches to problem solving and comfort with trial and error in programs and actions
- Asset: Experience working in post-secondary education or an academic library

Knowledge/Skills/Abilities

- Ability to build trust and credibility to develop strong, productive working relationships

- Understanding of Indigenous ways of knowing within a higher education setting
- Interest in Indigenous research methodologies, resources and services and the use of them to advance research on campus
- Dedicated to cultivating an inclusive environment that recognizes barriers faced by people and encourages and incorporates contributions from diverse groups and individuals
- Professional confidence and dynamic communication skills to effectively engage community members on difficult issues
- Independent judgement with time management, managing multiple responsibilities, problem solving and decision making
- Ability to understand and respond to priorities and trends in the Library and University environments
- Asset: Knowledge of current issues in Indigenous scholarship, with a commitment to continued learning and growth

Compensation

The salary for this position will be commensurate with experience and qualification within the USG12 salary level. Hiring range: \$83,455 - \$104,319

Questions about the role can be sent to [Jude Doble](#), Associate University Librarian, Administration and Strategic Initiatives

For full details of the role and to apply, please visit the [Waterloo Careers posting](#).