



## **Position Announcement**

**February 26, 2018**

Association of Research Libraries

Director of Research and Analytics

The Association of Research Libraries (ARL) seeks an experienced professional to lead the Association's institutional and organizational effectiveness program to meet the needs and interests of [ARL members](#) through the evaluation of existing programs, and the design, development, and application of new research practices, tools, and infrastructures. The position leads all necessary functions related to programmatic research activities and the collection, analysis, and reporting of institutional data from member institutions, including the collective impact of ARL members on higher education and society. As a national leader, ARL seeks opportunities to advance the field of library analytics and assessment, and to strategically engage and support this community of practice.

[ARL's Strategic Framework 2015+](#) calls for emphasis on assessment that aligns libraries with research, teaching, and learning outcomes in universities and other research institutions as well as supports data-driven analytics, evidence-based decision-making, and evaluation of the effectiveness of the Association's work.

Duties will include:

- Developing and enhancing a vision for research and evaluation in supporting institutional, organizational, and strategic effectiveness of member libraries and ARL as a whole
- Implementing membership data collection program that demonstrates the effectiveness and value of research libraries, and supports evidence-based decision making by library professionals
- Assuring the security and maintenance of reliable and consistent data, establishing standards for documentation of processes, and ensuring the integrity and accuracy of reports and deliverables produced
- Building and extending the functionality of the Association's data warehouse, and other research-related systems
- Collecting member feedback and research evidence to support quality assurance and development in member institutions
- Identifying assessment trends and contemporary initiatives and issues in libraries, archives, museums, and higher education; educating the membership about their meaning; and developing ways to address them

- Supporting the development and advancement of a community of professionals engaged in library analytics and assessment
- Supporting the Association to achieve its vision for the Strategic Framework 2015+ through the use of effective, sustainable, and practical assessment methodologies and surveys
- Communicating the program's research agenda to a broad audience
- Understanding software platforms and technology needed to support research, analytics, and assessment efforts
- Leading a small, expert staff that undertakes qualitative and quantitative research activities to provide organizational-performance and market data
- Balancing input and recommendations from multiple sources, including but not limited to the ARL Board of Directors, executive director and ARL staff, ARL membership, and Assessment Committee
- Leveraging expertise in assessment and planning in service of the Association and the larger research library ecosystem

## **Qualifications**

### ***Education and Experience***

A qualified applicant will have a master's degree or higher in a relevant field and substantial engagement with the current research landscape. Experience in assessment and analyses, quantitative and qualitative research methodologies and their design, measurement, information management, and statistics research and analysis as applied in the scholarly research environment is desired. A PhD is preferred.

### ***Knowledge, Skills, and Abilities***

- Working knowledge of research libraries
- Experience developing assessment tools and/or research programs utilizing a wide range of qualitative and quantitative methods
- Demonstrated experience creating and implementing an assessment and analysis strategy in a research or higher education environment that aligns with and informs strategic direction
- Ability to work collaboratively and productively with staff, colleagues, and stakeholders at all levels in a large, complex membership organization
- Ability to lead multiple projects simultaneously and meet project deadlines
- Knowledge of and experience with programs and applications sufficient to lead the development of highly technical projects
- Experience with data and information visualization and other tools for turning evidence into narrative
- Ability to present complex information to audiences who possess different levels of library and assessment knowledge
- Strong analytical and problem-solving skills
- Strong organizational skills and attention to detail

- Excellent communication and interpersonal skills; demonstrated adaptability and flexibility
- Demonstrated history of leadership on projects, initiatives, and committees with experience working independently, collaboratively, and in a team environment
- Experience leading, managing, and motivating a diverse team
- Demonstrated initiative and ability to work collaboratively as a team member and independently
- Record of including individuals of diverse backgrounds, races, ethnicities, genders, experiences, and perspectives in professional activities—strongly preferred

### **Information about the Association of Research Libraries**

ARL is a nonprofit organization of 125 research libraries in the US and Canada representing universities, public libraries, and special libraries. ARL’s mission is to influence the changing environment of scholarly communication and the public policies that affect research libraries and the diverse communities they serve. ARL pursues this mission by advancing the goals of its member research libraries, providing leadership in public and information policy to the scholarly and higher education communities, fostering the exchange of ideas and expertise, facilitating the emergence of new roles for research libraries, and shaping a future environment that leverages its interests with those of allied organizations. ARL is on the web at [ARL.org](http://ARL.org).

The Association enjoys a rich history of accomplishments and contributions based on collaborative relationships with a wide range of communities. Over time ARL has led, co-sponsored, and contributed to many national and international efforts focused on collections, preservation, copyright, open access, diversity, global outreach, statistics, assessment, leadership, and many other issues. A [Board of Directors](#) is the governing and policy-making body for the Association.

The ARL Strategic Framework 2015+ situates the Association within the knowledge ecosystem and allows for scaled change through creative responses. ARL’s organizational roles have evolved and improved efficiency by making the Association’s limited resources work more for member institutions. ARL’s actions are increasingly collaborative with other kindred organizations and stakeholders.

The ARL Strategic Framework 2015+ includes a System of Action—a series of interrelated projects that address priority areas identified by the Association membership. The framework also builds on enabling capacities of ARL such as Advocacy and Public Policy; Assessment; Diversity, Equity, and Inclusion; and Member Engagement and Outreach. These capacities are foundational to the success of the Association’s programs and services.

### **Recruitment**

Salary is competitive and commensurate with experience. ARL offers standard benefits including sick leave, 22 days of vacation, TIAA. Screening of applications will begin immediately. Applications will continue to be accepted until April 16, 2018. The qualified applicant should

submit a letter outlining interest and relevant experience, a résumé, and a list of three references using this application form: [http://arl.formstack.com/forms/director\\_research\\_analytics](http://arl.formstack.com/forms/director_research_analytics).

For questions about the position, contact:

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ARL is an equal opportunity employer committed to diversity in the professional workplace.  
[ARL.org](http://ARL.org)