



**Position Announcement  
November 1, 2018**

Association of Research Libraries

**Director of Research and Analytics**

The Association of Research Libraries (ARL) has an exciting opportunity for an experienced professional interested in leading the Association's institutional and organizational effectiveness program to meet the needs and interests of [ARL members](#). ARL's strategic initiatives call for an emphasis on assessment that reflects libraries' contributions to research, teaching, and learning outcomes in universities and other research institutions, as well as supporting data-driven analytics and evidence-based decision-making.

Reporting to the executive director, the director will evaluate existing programs, and design, develop, and implement internationally recognized research practices, tools, and infrastructures. The position leads all functions related to the collection, analysis, and reporting of institutional data from member institutions, as well as the reporting of the collective impact of ARL members and more broadly, research libraries, on higher education and society. As an international leader, ARL seeks a leader intent on advancing the field of research library analytics and assessment, particularly as it moves to understand and communicate outcomes and impact. The incumbent will strategically engage and support this community.

**Duties and Responsibilities**

**Leadership and Management**

- Build from the [Assessment Program Visioning Task Force's vision for research and evaluation](#) in supporting institutional, organizational, and strategic effectiveness of member libraries, and as appropriate, research libraries more generally
- Support the achievement of the Association's assessment vision with strategic initiatives and programs for measurable goal attainment
- Lead a small expert team, providing opportunities for growth and performance success
- Evaluate current practices, and implement and steward adoption of effective, sustainable, and practical assessment methodologies
- Implement and evolve ARL's Research Library Impact Framework
- Develop and monitor the Research and Analytics budget, revenues and expenditures; participate in grant proposals as appropriate
- Balance input and recommendations from multiple sources, including but not limited to the ARL Board of Directors, executive director and staff, ARL membership, and the Assessment Committee

## **Communication and Community**

- Communicate about the program's research and analytics agenda and results with members and, as appropriate to the broader research and learning community, policy makers, and the public
- Support the development and advancement of a community of members engaged in library analytics and assessment
- Collaborate with other leaders in research library analytics and assessment to advance the standards and metrics by which research libraries are measured
- Represent ARL as co-leader of the Library Assessment Conference

## **Data and Analytics**

- Support evidence-based decision-making by implementing a membership data-collection program focused on research library effectiveness and value
- Establish standards and procedures that ensure data integrity, privacy, and security. Support ARL members in evaluating, interpreting, and communicating data and findings
- Provide analytics support to ARL staff in order to advance ARL priorities

## **Qualifications**

### **Education and Experience**

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

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

- Demonstrated experience creating and implementing an assessment and analysis strategy and program in a research or higher education environment that aligns with and informs strategic direction, preferably inclusive of research libraries
- Record of leading, managing, and motivating a diverse team
- Ability to work collaboratively and productively with staff, colleagues, and stakeholders at all levels in a large, complex membership organization
- Experience developing assessment tools and/or research programs utilizing a wide range of qualitative and quantitative methods
- Ability to present complex information to audiences who possess different levels of library and assessment knowledge
- Knowledge of and experience with programs and applications sufficient to lead the development of highly technical projects
- Demonstrated history of leadership, consensus building, and collaboration on projects, initiatives, and committees, including in large, complex organizations
- Ability to lead multiple projects simultaneously and meet project deadlines
- Demonstrated analytical and problem-solving skills
- Excellent communication and interpersonal skills; demonstrated adaptability and flexibility

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

ARL is a nonprofit organization of 125 research libraries in Canada and the US whose mission is to advance research, learning, and scholarly communication. The Association fosters the open exchange of ideas and expertise, promotes equity and diversity, and pursues advocacy and public policy efforts that reflect the values of the library, scholarly, and higher education communities. ARL forges partnerships and catalyzes the collective efforts of research libraries to enable knowledge creation and to achieve enduring and barrier-free access to information.

The Association values diversity, equity, and inclusion as [guiding principles](#) of the organization, recognizes these tenets as enabling capacities within the Association's strategic framework, and is actively committed to a culture of inclusion and respect. ARL believes this commitment ensures equitable access to economic and social prosperity and full participation in society. The Association is dedicated to its member organizations and all of the constituencies they serve in developing and supporting diverse, inclusive, and equitable environments in libraries and archives.

The Association enjoys a rich history of accomplishments and contributions based on collaborative relationships with a wide range of communities in Canada, the United States, and outside North America. A [Board of Directors](#) is the governing and policy-making body for the Association.

For more information please consult the website at [ARL.org](#).

## **Recruitment**

ARL is an equal opportunity employer committed to diversity in the professional workplace. We are firmly committed to providing opportunity for outstanding persons of every race/ethnicity, gender, creed, and background. We encourage candidates to apply who thrive in an environment that embraces diversity and inclusivity.

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 December 14, 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](#).

For questions about the position, contact:  
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