POSITION DESCRIPTION

Position Title: Librarian, Research Outputs
Organisation Unit: Learning and Research Services
The University of Queensland Library
Position Number: 3024522
Type of Employment: Continuing / Full time
Classification: Hew Level 5/6

THE UNIVERSITY OF QUEENSLAND

The University of Queensland (UQ) contributes positively to society by engaging in the creation, preservation, transfer and application of knowledge. UQ helps shape the future by bringing together and developing leaders in their fields to inspire the next generation and to advance ideas that benefit the world. UQ strives for the personal and professional success of its students, staff and alumni. For more than a century, we have educated and worked with outstanding people to deliver knowledge leadership for a better world.

UQ ranks in the world’s top universities, as measured by several key independent ranking, including the Performance Ranking of Scientific Papers for World Universities (43), the US News Best Global Universities Rankings (52), QS World University Rankings (47), Academic Ranking of World Universities (55), and the Times Higher Education World University Rankings (65). UQ again topped the nation in the prestigious Nature Index and our Life Sciences subject field ranking in the Academic Ranking of World Universities was the highest in Australia at 20.

UQ has an outstanding reputation for the quality of its teachers, its educational programs and employment outcomes for its students. Our students remain at the heart of what we do. The UQ experience – the UQ Advantage – is distinguished by a research enriched curriculum, international collaborations, industry engagement and opportunities that nurture and develop future leaders. UQ has a strong focus on teaching excellence, winning more national teaching excellence awards than any other in the country and attracting the majority of Queensland’s highest academic achievers, as well as top interstate and overseas students.

UQ is one of Australia’s Group of Eight, a charter member of edX and a founding member of Universitas 21, an international consortium of leading research-intensive universities.

Our 50,000-plus strong student community includes more than 13,000 postgraduate scholars and more than 12,000 international students from 144 countries, adding to its proud 240,000-plus alumni. The University has about 7,000 academic and professional staff and a $1.8 billion annual operating budget. Its major campuses are at St Lucia, Gatton and Herston, in addition to teaching and research sites around Queensland and Brisbane city. The University has six Faculties and four University-level Institutes. The Institutes, funded by government and industry grants, philanthropy and commercialisation activities, have built scale and focus in research areas in neuroscience, biomolecular and biomedical sciences,
sustainable minerals, bioengineering and nanotechnology, as well as social science research.

UQ has an outstanding track-record in commercialisation of our innovation with major technologies employed across the globe and integral to gross product sales of $11billion+ (see http://uniqest.com.au/our-track-record).

UQ has a rapidly growing record of attracting philanthropic support for its activities and this will be a strategic focus going forward.

The University of Queensland Library

The Library is integral to learning, discovery and engagement at The University of Queensland. We provide access to quality scholarly information resources and quality client focused services and spaces to support teaching and research at The University of Queensland. We partner with the UQ and wider community to provide pathways to enrich learning and research.

The Library’s collection is one of the largest academic collections in Australia and by far the largest in Queensland. The collection encompasses more than 2.5 million volumes, a burgeoning online collection of approximately 75,000 distinct journal titles in electronic and/or print format, over 500,000 electronic books and over 1,000 networked databases, as well as manuscripts, microform and pictorial collections.

Information about the University of Queensland Library including its Profile and Strategic Plan is available at www.library.uq.edu.au

Information for Prospective Staff

Information about life at UQ including staff benefits, relocation and UQ campuses is available at - http://www.uq.edu.au/current-staff/working-at-uq

DUTY STATEMENT

Primary Purpose of Position

This position will work individually, as part of the Research Outputs team, as well as collaborate with the Faculty Liaison teams to enhance UQ's education and research goals and to mentor and develop staff capability. The primary purpose of this position is to:

- Deliver a broad range of high quality library information services to support the official UQ repository (UQ eSpace), research data management, research evaluation and impact, scholarly communication (including open access) and digitisation services.
- Contribute to a client focused service environment by implementing the University’s strategic plan and developing and implementing the Library Operational Plan, aligned with the Library strategic plan and objectives.
- Liaise with staff in designated organisational units to ensure that the Library is responsive to the research needs of the UQ community and effective at delivering relevant support throughout the research lifecycle.
## Duties

Duties and responsibilities include, but are not limited to:

### HEW Level 5
- Provide common pro-active research output services. This may include, but is not limited to:
  - Provision of advice and services in relation to aspects of research data management including data sharing and storage issues
  - Provision of advice and services to support research evaluation and impact services, including author identifier tools
  - Review of emergent discipline specific scholarly communication trends and resources and emergent research information services, tools and resources

- Assist in the effective communication with staff in organisational units (such as UQ International, Office of the Deputy Vice-Chancellor (Research)) to deliver library services which support the strategic objectives of the University

- Engage with academic staff and researchers to maintain a strong understanding of their research, scholarship and teaching to ensure effective promotion of Library services

- Effectively communicate with library staff in the Faculty teams to maximise the value of library expertise and services in enhancing UQ’s teaching, learning and of research evaluation and measurement as it relates to publishing (including research issues, impact factors and research assessment - citations and peer assessments, impact measurement).

### HEW Level 6
- Provide complex pro-active research output services. This may include, but is not limited to:
  - Provision of advice and services in relation to all aspects of research data management including data sharing and storage issues
  - Provision of detailed advice and services to support research evaluation and impact services, including author identifier tools
  - Review and evaluation of emergent discipline specific scholarly communication trends and resources and emergent research information services, tools and resources

- Develop and maintain strong and effective communication with staff in organisational units (such as UQ International, Office of the Deputy Vice-Chancellor (Research)) to deliver library services which support the strategic objectives of the University

- Develop and maintain strong and effective communication with library staff in the Faculty teams to maximise the value of library expertise and services in enhancing UQ’s teaching, learning and of research evaluation and measurement as it relates to publishing (including research issues, impact factors and research assessment - citations and peer assessments, impact measurement).
• Liaise with the UQ community, other library staff, library vendors, publishers & data owners, and other libraries on collection issues

• Deliver and evaluate information literacy programs with a range of face to face and online options

• Liaise with the UQ community, other library staff, library vendors, publishers & data owners, and other libraries on collection issues

• Design, deliver and evaluate information literacy programs with a range of face to face and online options

• Supporting individual researchers and research teams with data management and data sharing issues

• Provide complex advice to support individual researchers and research teams with data management and data sharing issues

• Supporting the University’s research data collection and participation in government quality assessment exercises

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• Assist in the coordination/supervision of the work of other library staff in designated areas

• Co-ordinate/supervise the work of other library staff in designated areas

• Develop, publish and maintain library documentation including web content

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• Create/edit metadata records to provide access to, and management of, the Library’s information resources

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• Assist in the evaluation/management of the Library’s collection in designated areas

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• Ensure the effective addition of records to the institutional repository through monitoring and reviewing records and requests, allocating work as required, undertaking record creation and training and supervising staff

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• Support individual researchers and research teams in understanding academic performance and measurement as it relates to publishing (including research issues, impact factors and research assessment - citations and peer assessments)

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• Contribute, document and maintain accurate records, statistics and data entries in Library Client Relationship Management systems

• Participate in Library projects as required

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• Co-ordinate and participate in Library projects as required

• May supervise the work of other library staff in designated areas.

• May mentor and/or supervise the work of other library staff in designated areas.

**Other**
Ensure you are aware of and comply with legislation and University policy relevant to the duties undertaken, including but not exclusive to:

- the [University's Code of Conduct](#)

- requirements of the Queensland occupational health and safety (OH&S) legislation and related [OH&S responsibilities and procedures](#) developed by the University or Institute/School

- the adoption of sustainable practices in all work activities and compliance with associated legislation and related University [sustainability responsibilities and procedures](#)

- requirements of the Education Services for Overseas Students Act 2000, the National Code 2007 and associated legislation, and related [responsibilities and procedures](#) developed by the University

**Organisational Relationships**
The position reports to a Manager, Research Output and Impact within the Scholarly Communication and Digitisation Services.
SELECTION CRITERIA

**HEW Level 5**

- Relevant qualifications which qualify for associate membership of the Australian Library and Information Association, or an equivalent combination of relevant experience and training sufficient to undertake the duties required
- An awareness of current trends in research, learning and teaching, publishing and information resources development within an academic institution
- Ability to provide information assistance through a variety of flexible delivery options including development and delivery of scholarly communication programs for postgraduate and higher degree research students, and academic and research staff
- Knowledge and ability to use current technologies and information resources relevant to the learning and research needs of UQ
- Good communication, interpersonal, organisational, customer service and teamwork skills
- High level of professionalism and commitment to the organization and the ability to work flexibly in a changing environment
- Ability to work independently and understand and respond to priorities and trends in the Library and University environments

**HEW Level 6**

- Relevant qualifications which qualify for associate membership of the Australian Library and Information Association, or an equivalent combination of relevant experience and training sufficient to undertake the duties required
- Demonstrated knowledge of current trends in research, learning and teaching, publishing and information resources development within an academic institution
- Demonstrated ability to provide advanced information assistance through a variety of flexible delivery options including development and delivery of scholarly communication programs for postgraduate and higher degree research students, and academic and research staff.
- Substantial knowledge and highly developed skills in the use of current technologies relevant to the learning and research needs of UQ for the delivery of information services
- Excellent communication, interpersonal, organisational, customer service and teamwork skills
- High level of professionalism and commitment to the organization and the ability to work flexibly in a changing environment
- Ability to work independently and understand and respond to priorities and trends in the Library and University environments
- Proven understanding of the information needs of researchers and ability to analyse research output metrics, including citation patterns
- Ability to design and deliver advanced information literacy training relevant to individuals and groups at different levels
- Subject expertise relevant to the learning and research needs

*Desirable*

- Ability to deliver information literacy training relevant to individuals and groups at different levels.
- Subject expertise relevant to the learning and research needs
• Ability to understand the information needs of researchers and ability to analyse research output metrics, including citation patterns

The University of Queensland values diversity and inclusion and actively encourages applications from those who bring diversity to the University. Please refer to the University’s Diversity and Inclusion webpage (http://www.uq.edu.au/equity) for further information and points of contact if you require additional support.

Accessibility requirements and/or adjustments can be directed to Elle Guerrero by email central-hr-advisory@uq.edu.au or phone 07 3443 1369.