



UNIVERSITY OF TORONTO LIBRARIES

POSITION: Early Career Resident, Preservation (Librarian I; contractually limited term appointment)

Open only to Black and/ or Indigenous recent graduates (graduated no earlier than Spring 2021)

DEPARTMENT: Digital Preservation Unit

DATE REQUIRED: As Soon as Possible

Librarianship is a predominately white profession. We know that intentional work is needed to diversify it and so the University of Toronto Libraries is dedicated to developing a cohesive approach and plan to do this. To date, we have piloted a series of programs at a variety of career stages, including opportunities for high school students and internships for Faculty of Information MI students; we anticipate that these initiatives will continue. The development of two early-career librarian opportunities is our next step forward.

University of Toronto equity/demographic data has shown us that we particularly lack representation from Black and/or Indigenous colleagues. These positions are therefore open only to Black and/ or Indigenous recent graduates (graduated no earlier than Spring 2021) in an intentional effort to diversify our librarian complement. These positions will provide exposure to a wide range set of opportunities, as well as targeted mentoring and coaching.

The Opportunity

The Resident for Preservation will engage in a variety of preservation initiatives for both print and digital collections. Reporting to the Digital Assets Librarian in the Digital Preservation Unit, they will support preservation in three different departments: the Thomas Fisher Rare Book Library, Scholars Portal, and the Collection Development Department. The experience will include preservation assessment of fragile digital content, reconciling and reporting on national digitization work, and an introduction to the steadily growing field of research data management. As part of a team, the Resident will execute preservation-related projects depending on their interests and the emerging priorities of the libraries.

Possible Residency projects include:

- Conduct preservation assessments and produce condition reports of born-digital materials in specific manuscript collections held in the Thomas Fisher Rare Book Library (e.g. Shyam Selvadurai's recently acquired digital papers).
- Coordinate an Association of Canadian University Presses overlap study in support of the Libraries, Keep@Downsview, the North/Nord Shared Print Network, and Scholars Portal.
- Research data management projects at Scholars Portal, including platform migrations and scoping projects.

In addition to project-based work, the Resident will engage in the daily work and decision-making of the libraries through committee participation and involvement with library staff throughout the UTL system, based on the Resident's interests, skills, and relevance to their own work and scholarly interests.

Required Qualifications:

- A degree from an accredited Master's level program in library and information studies granted no earlier than 2021.
- Demonstrated commitment to the values of inclusivity, diversity, equity, anti-racism and accessibility.
- Comfortable learning new technical skills.
- Effective written and verbal communication skills.
- Strong organizational skills and ability to manage a diverse workload
- Demonstrated problem-solving skills
- Detail oriented
- Demonstrated ability to work independently, as well as collaboratively as a member of a team

Preferred Qualifications:

Please note the qualifications listed below are not required and most of these skills can be taught, but if you do have experience with them, please highlight it.

- Knowledge of or demonstrated interest in one or more of the following:
 - Preservation
 - Research data management concepts and practices
 - Use of or understanding of structured data (e.g. JSON, XML, APIs)
 - Shared print initiatives and collaborative approaches in libraries

Salary and Terms of Appointment:

Minimum salary: LIB I: \$70,744; (Salary is dependent on rank at hire and qualifications). This is a one-year contractually-limited term appointment.

Benefits: We offer generous benefits packages to all employees. Additional information is available at: <https://people.utoronto.ca/careers/benefits/>

Additional information

Librarians at the University of Toronto are members of the University of Toronto Faculty Association.

How to Apply

Application Materials Required: A cover letter, curriculum vitae, and contact information for three references. Please send a single electronic file (MS Word or pdf) with a file name convention of [Surname,FirstName. ResidentPreservation] to Library Human Resources at utlhr@utoronto.ca; or to

Room 1140, 130 St. George Street, University of Toronto Libraries, Toronto, Ontario M5S 1A5; by June 20, 2022.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Diversity Statements

The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from racialized persons / persons of colour, women, Indigenous / Aboriginal People of North America, persons with disabilities, LGBTQ2S+ persons, and others who may contribute to the further diversification of ideas.

University of Toronto Libraries' Inclusion, Diversity and Equity Statement:
<https://www.library.utoronto.ca/inclusion-diversity-and-equity-statement>

University of Toronto Libraries' Anti-Racism Statement:
<https://www.library.utoronto.ca/anti-racism-statement>

Accessibility Statement

The University strives to be an equitable and inclusive community, and proactively seeks to increase diversity among its community members. Our values regarding equity and diversity are linked with our unwavering commitment to excellence in the pursuit of our academic mission.

The University is committed to the principles of the Accessibility for Ontarians with Disabilities Act (AODA). As such, we strive to make our recruitment, assessment and selection processes as accessible as possible and provide accommodations as required for applicants with disabilities. If you require any accommodations at any point during the application and hiring process, please contact utlhr@utoronto.ca.

The University of Toronto Libraries thanks all applicants but will only contact applicants selected for an interview.

University of Toronto Library System: <http://onesearch.library.utoronto.ca/>

University of Toronto: <https://people.utoronto.ca/>

Policies for librarians: <https://people.utoronto.ca/policies/>