POSITION VACANCY ANNOUNCEMENT

POSITION: User Experience Librarian
RANK: Assistant or Associate University Librarian
REPORTS TO: Program Director, Assessment
SALARY: Minimum salary $51,742 at the Assistant University Librarian rank
Minimum salary $59,795 at the Associate University Librarian rank
Actual salary will reflect selected professional’s experience and credentials
REQUISITION #: 57528
DEADLINE DATE: February 5, 2020 – review of applications will begin January 12, 2020

JOB SUMMARY
The User Experience Librarian will bring a user-centered focus to create inclusive, accessible and innovative experience with library technologies, service teams, research collections and physical spaces. This is a year-round (12 month) tenure track library faculty position in the George A. Smathers Libraries’ newly created Assessment Unit. Under the direction of and working with the Program Director, this position plays a key role in creating an excellent experience for both physical and virtual users of the Libraries. We are seeking a strong collaborator who can carry out user studies, develop methods to examine the changing needs of user communities, and advance innovative plans that are responsive to those needs.

The Libraries are actively seeking candidates who bring culturally-rich lived experiences to work with individuals of diverse backgrounds, experiences, races, ethnicities, genders, sexual orientation, and perspectives. The library encourages staff participation in reaching management decisions and consequently the User Experience Librarian will have the opportunity to serve on various committees and teams. The User Experience Librarian will pursue professional development opportunities, including research, publication, and professional service activities in order to meet library-wide criteria for tenure and promotion in addition to maintaining knowledge of trends, developments, and techniques in user experience and accessible service design.

RESPONSIBILITIES
- Analyzes the Libraries’ services and spaces for accessible and inclusive design.
- Collaborates with key library units to integrate user experience theory into library initiatives for effective delivery of resources and services, library web design and the digital user experience.
- Actively engages with the University of Florida user community to better understand user experiences.
- Strengthens the Libraries’ assessment practices related to user experience, by providing training, consultations and promotion of knowledge and skills across all library materials, services and spaces.
• Interacts with library- and campus-wide user communities through formal and informal channels to continuously identify priorities, needs, and experiences. Includes individuals of diverse backgrounds, experiences, races, ethnicities, genders, and perspectives in work activities.
• Performs scholarly research and provides service at the institutional and professional levels as related to assignment and in accordance with tenure and promotion criteria.

QUALIFICATIONS
Required:
• ALA-accredited MLS or equivalent advanced degree in an information field relevant to planning/project management, and developing/implementing usability, accessibility and innovation initiatives.
• Two years of experience working with user experience studies and/or assessment.
• For appointment at the Associate University Librarian rank, eight years of directly applicable postgraduate degree experience.
• Demonstrated experience with usability concepts, principles, standards and testing methodologies.
• Exceptional interpersonal and communication skills, with the ability to establish positive and productive collaborations working with diverse audiences and colleagues throughout the Libraries and beyond.
• Demonstrated ability to learn and use new assessment tools and methods for assessment projects.
• Demonstrated commitment to contributing to a respectful and caring community for all, including individuals of diverse backgrounds, experiences, races, ethnicities, gender identities, sexual orientation, and perspectives.
• Initiative, flexibility and the ability to adapt to a complex, rapidly changing academic environment.
• Strong potential for meeting the requirements of tenure and promotion (outlined at http://www.uflib.ufl.edu/pers/cdh).

Preferred:
• Expertise with usability concepts, principles, standards and testing methodologies.
• Experience with relevant usability/user experience testing software (e.g., Morae, Suma).
• Experience using qualitative and quantitative analysis tools such as SPSS, Excel, and ATLAS.ti.
• Experience assessing training and support needs, developing training content and materials, and conducting workshops.
• Experience conducting assessment in a library environment to identify user needs and measure library user satisfaction levels.
• Working knowledge of accessibility standards such as ALA Web Accessibility Guidelines, W3C, WAI, WCAG-EM.
• Working knowledge of online and open access publishing practices (e.g., DOAJ, SPARC, CREATIVE COMMONS, etc.).

THE UNIVERSITY OF FLORIDA
The University of Florida (UF) is the state of Florida’s preeminent university. The state's oldest and most comprehensive university, UF is among the nation's most academically diverse public universities. UF is currently 8th among “Top Public Universities” in the U.S. News and World Report. UF has a long history of established programs in international education, research and service. It is one of only 17 public, land-grant universities that belong to the Association of American Universities. UF traces its beginnings to a small seminary in 1853 and is now one of the largest universities in the nation, with more than 50,000 students. For more information, please consult the UF homepage.

UNIVERSITY OF FLORIDA LIBRARIES
The libraries at the University of Florida form the largest information resource system in the state of Florida with seven libraries and three off-campus facilities. The George A. Smathers Libraries are comprised of six of the campus libraries, and all of the off-site facilities. The only library outside of this system is Lawton
The libraries hold over 6 million print volumes, 8.1 microfilms, 1.5 million e-books, 145,000 full-text electronic journals, over 1000 electronic databases, 1.3 million documents and 1.4 million maps and images. The libraries maintain partnerships and engages in a variety of collaborative, international projects while engaging with the UF community.

The UF Libraries have built a number of nationally significant research collections, including the Latin American, Judaica, Florida History, Children’s Literature, and Maps and Imagery collections. We are a member of the Association of Research Libraries (ARL) and other regional library consortia. The library staff consists of more than 300 FTE librarians, technical/clerical staff and student assistants.

The George A. Smathers Libraries are strong advocates for inclusion and intellectual freedom. The Libraries’ commitment to both is articulated in the Inclusion Statement and Intellectual Freedom Statement, both of which are posted at http://cms.uflib.ufl.edu/InclusionAndIntellectualFreedom.

ASSESSMENT UNIT

The Assessment Unit supports the efforts of the Smathers Libraries to deliver resources and services to the academic programs of the University by collecting, examining and disseminating statistics and other information that demonstrate the value the Libraries provide to the entire University community. Two librarians and one staff assistant work together to collect data, provide analyses and support unit level efforts to support the ongoing development of the culture of assessment at the Libraries. The unit works with all units throughout the Libraries to identify processes, activities, and results that contribute to student learning outcomes and student success and to the research and scholarship of all UF faculty and staff.

GAINESVILLE COMMUNITY

Gainesville, Florida and the surrounding community are home to approximately 257,000 people and both the University of Florida and Santa Fe College. The city is surrounded by over 40 nature parks, including many spring-fed lakes and rivers, with many paved and unpaved trails for recreation and is situated just over an hour from the Gulf of Mexico and the Atlantic Ocean. Gainesville is known as an award-winning and innovative city friendly to both professionals and families. The Guide to Greater Gainesville combines award winning photography and compelling articles that capture all of the reasons for calling Gainesville your next home. The area has numerous cultural institutions and is a haven for sports fans. Jacksonville, Orlando, Tampa, Tallahassee, and St. Augustine are all within a two-hour drive. Gainesville is an affordable city and area to live in – using a cost of living calculator you can compare cities across the United States. See how affordable Gainesville really is!

BENEFITS

Vacation days, paid holidays, and sick leave days; retirement plan options; insurance benefits; tuition fee waiver program; no state or local income tax. Prospective employees should review the information about employment and benefits at UF available at http://hr.ufl.edu/benefits/. UF offers a comprehensive new online benefits tool called ALEX to help employees and prospective employees review benefit choices at UF.

APPLICATION PROCESS

To apply, submit

- a cover letter detailing your interest in and qualifications for this position
- a written statement regarding “the role of user experience assessment in improving academic libraries.” (up to 500 words)
- your current resume or CV
- a list of three references including their contact information (telephone number and email address)

Apply by February 5, 2020 (applications will be reviewed beginning January 12, 2020). Submit all application materials through the Jobs at UF online application system at Requisition 57528. Failure to submit the required documents may result in the application not being considered. If you have any questions
or concerns about this process please contact Bonnie Smith, George A. Smathers Libraries Human Resources Office, at bonniesmith@ufl.edu.

Final candidate will be required to provide official transcript to the hiring department upon hire. A transcript is not considered “official” if a designation of “Issued to Student” is visible. Degrees earned from an education institution outside of the United States are required to be evaluated by a professional credentialing service provider approved by the National Association of Credential Evaluation Services (NACES).

AFFIRMATIVE ACTION/EEO
The University of Florida is an Affirmative Action, Equal Opportunity Employer and encourages applications from women and minority group members. We are dedicated to the goal of building a culturally diverse and pluralistic environment; we strongly encourage applications from women, members of underrepresented groups, individuals with disabilities, and veterans. As part of the application process, applicants are invited to complete an on-line confidential and voluntary demographic self-disclosure form which can be found at: http://hr.ufl.edu/data-card/. This information is collected by the University of Florida's Office of Human Resources to track applicant trends and is in no way considered by the Smathers Libraries in the selection process.