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OPPORTUNITY PROFILE

## HEAD, MEDICAL LIBRARY



SIMON FRASER  
UNIVERSITY

the right people

## SIMON FRASER UNIVERSITY | HEAD, MEDICAL LIBRARY

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## THE REGION METRO VANCOUVER

Metro Vancouver, with a population of 2.6M, is a vibrant collection of municipalities spread across the Lower Mainland of BC. Surrounded by mountains, ocean, and farmland, the region is a paradise for those who enjoy splitting their time between lively urban environments and the great outdoors. The region is a place where it is possible to go skiing, golfing, and sailing all in one day. Less than two hours to the mountain resort of Whistler Blackcomb, and approximately three hours to Seattle, the region offers something for everyone.

Burnaby is centrally located within the heart of Metro Vancouver, only a few minutes' drive to both the North Shore and downtown Vancouver. With almost 200,000 residents, Burnaby includes suburban and urban areas, and is home to freshwater lakes, forested parks, and an ocean beach.

Surrey is BC's second-largest city and one of the fastest growing cities in Canada; it is expected to surpass the City of Vancouver as BC's largest city within the next ten years. With over 6,000 acres of parkland, Surrey is home to a diverse array of cultural communities and has a vibrant arts and cultural scene. Connected to the rest of the Lower Mainland by an extensive transit network, Surrey has become a preferred destination for newcomers to the Lower Mainland.

With just over 600,000 residents, Vancouver is home to an ethnically and linguistically diverse community and is consistently ranked as one of the world's most liveable cities. Locals take advantage of the temperate climate by spending their time at the city's many parks and beaches and on the waterfront Seawall, as well as enjoying the city's world-class restaurants, shopping destinations, and cultural events.



## THE INSTITUTION

## SIMON FRASER UNIVERSITY

Simon Fraser University (“SFU”) is consistently ranked among Canada’s top research-intensive universities and is Canada’s #1 comprehensive university. SFU forges lasting partnerships that enhance the social, economic, and cultural well-being of the communities it serves. SFU equips its students with the knowledge, skills and experiences that prepare them for life in an ever-changing and challenging world. With more than 180,000 alumni around the world, SFU’s work and impact can be seen in all corners of the globe.

Guided by a shared vision to be a leading research university, advancing an inclusive and sustainable future, SFU is committed to meeting the changing needs of both the world around us and the people and communities it serves. With vibrant campuses in BC’s three largest cities—Burnaby, Surrey and Vancouver—SFU is not just shaping minds, it is also shaping communities.

Established in 1965 on the traditional territories of the Coast Salish peoples, including the səliiwətał (Tseil-Waututh), kʷikʷəłəm (Kwikwetlem), Sḵw̓xwú7mesh Úxwumixw (Squamish) and xʷməθkʷəyəm (Musqueam) Nations, the Burnaby campus houses the majority of SFU’s world-class academic and research infrastructure. The Vancouver campus, known today as the intellectual heart of the city, opened in 1989 on traditional xʷməθkʷəyəm (Musqueam), Sḵw̓xwú7mesh Úxwumixw (Squamish), səliiwətał (Tseil-Waututh) territories to foster connections with the business community and meet the educational demands of working professionals. Opened in 2002, SFU Surrey campus resides on the traditional territories of ǵícáy (Katzie), kʷikʷəłəm (Kwikwetlem), Qayqayt, Kwantlen, Semiahmoo and Tsawwassen peoples and has brought SFU’s cutting-edge initiatives and programs into BC’s fastest growing city.

More than 7,000 faculty and staff provide support to SFU’s facilities, classrooms, students and campus experiences. SFU’s faculty and staff offer 37,000 students the best educational experience possible. SFU is committed to fostering a diverse, equitable and inclusive community for all. Through its dedication to inclusive excellence, SFU strives to create an environment where everyone is valued, respected and empowered to succeed.

To learn more, please visit SFU’s [website](#).



## SFU Libraries

The W.A.C. Bennett Library is located on the Burnaby campus, while the Samuel and Frances Belzberg Library is on the Vancouver campus, and the Fraser Valley Real Estate Board Library is on the Surrey campus.

SFU Library is known for the development and implementation of innovative technology, leadership in Open Access, and excellent in-person and online user services. They serve an ethnically diverse student population, most of whom live off-campus and work part-time while attending university. SFU Library collaborates broadly with other institutions through membership in the Canadian Association of Research Libraries, the Association of Research Libraries, and regional consortia. For more info, see the Library [website](#).

SFU Library is a founding member of and is the administrative home for the Electronic Health Library of BC (eHLbc). eHLbc is a consortium of approximately 50 members in BC and the Yukon, and provides health care and post-secondary communities with equitable access to essential online health resources. For more info, see the Library website and the [eHLbc website](#).

The SFU Library commits to a continuous process of transformation to advance equity, diversity, and inclusion and to serve the cause of social justice. The Library's [Statement on Equity, Diversity and Inclusion](#) provides more information.

## SFU School of Medicine

The mandate of the School of Medicine (SoM) is to prepare physicians who have the skills and commitment to provide community-based health care where it is most needed in British Columbia. Within the context of SFU's mandate, the mission of the SoM is to advance community-based primary health care through education, scholarship (including research), innovation and service.

SFU's vision for the SoM is to advance equitable, community-based primary health care for all. With deep respect for Indigenous wisdom and diverse cultural perspectives, SFU will educate physicians in, with, and for the community, preparing them to become integral parts of their communities and to deliver exceptionally skilled, holistic, and culturally safe team-based care. SFU is committed to fostering research and innovation in primary care, transforming community health and well-being for a better future.



There are 6 foundational pillars upon which SFU's SoM builds its structures and enact its programs:

1. Primary care. Educate physicians to work in team-based primary care settings that are person-centred and socially accountable, through research and evidence-informed curriculum and pedagogy.
2. BC's diverse communities. Prepare graduates to meet the prevention and primary care needs of diverse communities and populations across B.C.
3. Community partnerships. Commit to reciprocal community partnerships in the development and implementation of the medical school, its academic programs, and research priorities.
4. Indigenous knowledge systems. Embed Indigenous knowledge systems in learning, research and practice.
5. Place-based learning. Provide community-based learning and research opportunities.
6. Emerging technologies. Harness the power of emerging technologies to enhance learning and care delivery.

The SoM is currently seeking accreditation to offer a Doctor of Medicine program and a limited number of primary-care focused residency programs in areas such as family medicine. The MD will be a 3-year program, featuring case and presentation-based learning, competency-based assessment, extensive and early clinical learning, all in a technology-enhanced environment.

Following accreditation, our enrollment plan would see a first cohort of 48 students admitted to the MD in August of 2026, followed by 64 students each year until 2029, and then growing to a steady state of 120 admissions each year after we move into the proposed new SoM building on the Surrey Campus in 2030.

## THE OPPORTUNITY HEAD, MEDICAL LIBRARY

SFU invites applications for an innovative, experienced library leader to serve as inaugural Head of the SFU Medical Library, based at SFU's Surrey Campus. The new SFU School of Medicine (SoM) is redefining primary care medical education, moving beyond traditional models to create an innovative, community-based approach that will improve community health outcomes across BC by anticipating healthcare needs in 2030 and beyond. With a focus on community-engaged medical education, Indigenous ways of knowing, equity, and innovation, SFU's School of Medicine will train physicians with a deep commitment to family medicine, primary care, and interprofessional collaboration.

The Head, Medical Library ("Head") will play a pivotal role in reimagining what a medical library can and should be based on a strong understanding of the current strengths and culture of the SFU Library, and the vision for the SoM. The Head will champion a transformative approach to medical librarianship, including an innovative use of emerging technologies, and will work closely with the Dean of Libraries and the SoM leadership to develop a hub designed to foster knowledge mobilization, interdisciplinary collaboration, and digital innovation in support of the SFU Libraries' and the SoM's visions.



Reporting to the SFU Dean of Libraries and being part of the SFU Library managements team (Strategic Advisory Leadership Team – SALT), and working in close relationship with the Associate Dean, Medical Education Programs in the SoM, the Head will collaborate with the SoM and Library leadership teams and other library colleagues and will be responsible for developing the vision, plans, and implementation of the Medical Library, a new library branch of SFU Library and an important addition to the three existing SFU libraries.

The Head will be hired prior to the SoM opening to ensure seamless continuation of planning and to lead recruitment of librarians and staff who will be instrumental in preparing for the arrival of students and faculty and for providing ongoing services for SoM. Plans for the SoM include a new building for delivery of the program by 2030. Until that time, library services for the SoM will be provided by the existing SFU Library system and will be supported locally by Fraser Library at SFU Surrey.



## Key Responsibilities

- Establish and deliver the vision, strategy, and operational plan for the Medical Library in support of teaching, learning, research, and innovation, in close collaboration with the Dean of Libraries, the Associate Dean, Medical Education Programs in the SoM, and with leadership teams and colleagues at the SoM and SFU Libraries;
- Engage in financial planning, budgeting, and evaluation of services in collaboration with SFU Library' and the SoM leadership teams;
- Create a staffing and services plan that reflects the unique needs of SFU's medical program, including hiring, training, mentoring, and conducting annual reviews for medical librarians and support staff;
- Liaise with Human Resources, Payroll, Faculty Relations, Facilities Management, and library and campus administration as needed;
- Participate in outreach and communication activities to help advance open education, open access, and scholarly communication;
- Develop knowledge synthesis services;
- Collaborate with medical faculty to lead the development and delivery of integrated, customized information literacy instructional programs that equip students with medical research skills, digital literacy, and evidence-based practice knowledge;
- Participate in the physical space planning process for the SoM new building and medical library and ensure it is equipped with modern, accessible, and innovative technology and learning resources, and to meet the unique teaching, learning, and research needs of the SoM;
- Advocate for open access, scholarly communication initiatives, knowledge synthesis, and knowledge mobilization efforts to support medical research and publication;



- Advance and champion SFU's leadership role in collaborative efforts to provide and expand province-wide seamless library access for all medical learners, faculty members, clinical supervisors, and researchers via the Electronic Health Library of BC (eHLbc);
- Participate in strategic planning processes for SFU Libraries and the SoM, and in close collaboration with the Dean of Libraries, Library Manager of Finance, Executive Director of Operations, and Director of Finance for the SoM, work on financial planning and budgeting for the Medical Library;
- Collaborate closely with campus and community partners to ensure that Indigenous ways of knowing are meaningfully embedded in the design and delivery of library services, ensuring that the Medical Library supports culturally responsive medical education;
- Ensure that clinical and research faculty members of the SoM have the resources, services, and support they need to advance and mobilize their research;
- Build and lead a team of librarians and staff and managing programming and new services that support unique needs of the SoM;
- Serve as a key partner and collaborator with other university units and as well as provincial health authorities to ensure students and faculty receive seamless access to services, whether located on campus or embedded in community;
- Ensure that the Medical Library meets accreditation requirements and supports evolving pedagogies in medical education;



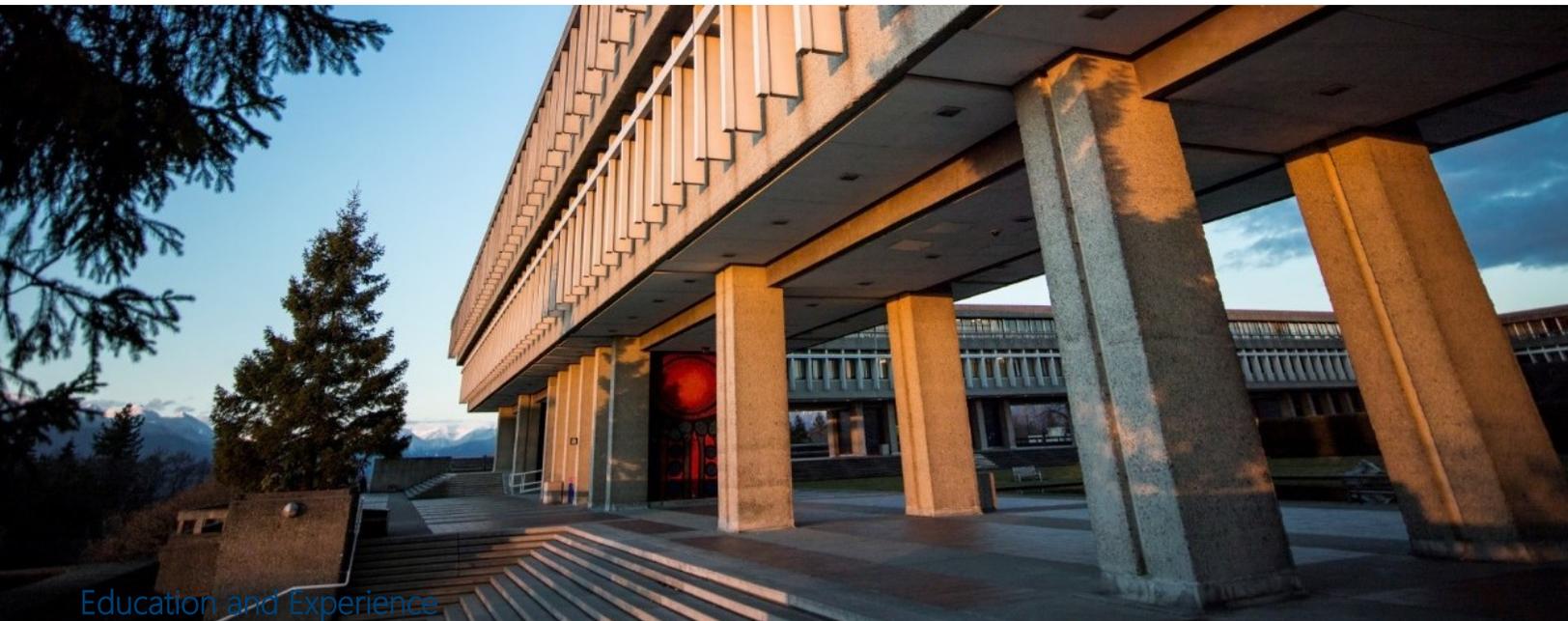
- In collaboration with SoM faculty and SFU Library Collections Management, lead collection development to support SoM research and education, ensuring access to essential resources for students, faculty, and researchers;
- Build community connections and outreach initiatives to advance partnerships, promote health equity, and support public health initiatives;
- Collaborate with campus and community partners to ensure that Indigenous ways of knowing are meaningfully embedded in the design and delivery of library services;
- Represent SFU Library and SoM on issues relevant to medical librarianship in local, national, and international forums;
- Consult and build relationships with First Nations Health Authority Library Information Management Services, Fraser Health Library Services, eHLBC and eHLBC member libraries;
- Participate in appropriate professional activities at the local, regional, or national level;
- Advance the values and goals outlined in the respective Academic Plans of the Library and the SoM, and contribute to advancing the profile and reputation of SFU's new SoM and the SFU Libraries; and
- As a leader in the SFU Library, collaborate with other Library leaders on broader Library initiatives.

## THE PERSON

The Head, Medical Library should be a visionary and mission-driven librarian with the capacity to advance the Medical Library on the strong foundation provided by SFU and its health-education and research partners, developing services, collections, and programs that maximize its academic, clinical, and societal impact.

Possessing a values-aligned, inclusive, and collaborative leadership style, the Head builds engagement by fostering a strong team culture, leveraging the expertise and strengths of librarians, staff, faculty, clinicians, and learners across the university and affiliated health organizations.

The Head should be a skilled communicator, advocate, and connector, with the ability to champion the Library's role in education, research, and evidence-informed practice with clarity, persistence, and empathy, promoting innovation, access, and excellence in medical and health information services. The Head, Medical Library, will be appointed at the Division Head rank within SFU Library, and the terms of employment will be governed by the SFU / SFU Faculty Association [Collective Agreement](#).



### Education and Experience

The successful candidate must hold a Master's degree in Library and Information Science (MLIS) from an ALA-accredited program or an equivalent recognized qualification. Additionally, the candidate must present the following:

- Demonstrated leadership and management skills. Candidates with a minimum of three years administrative, managerial and supervisory experience in library setting are strongly preferred;
- Experience working in a health sciences context;
- A broad understanding of issues in medical education, research, and scholarly communication;
- Experience developing and delivering information literacy instruction tailored for medical and health sciences students;
- Strong knowledge of emerging trends in health sciences libraries, including digital and open educational resources, information technology trends and AI, systematic reviews, knowledge synthesis and research impact measurement;



- Expertise in collection development, including medical databases, journal subscriptions, and e-resources;
- Familiarity with accreditation standards for medical education and the role of libraries in supporting these requirements;
- Proven ability to foster a collaborative, inclusive, and innovative work environment;
- Commitment to diversity, equity, inclusion, and Indigenization in academic librarianship and medical education;
- A strong service orientation with the ability to support clinical faculty, researchers, and medical students in their scholarly activities;
- Excellent relationship-building, communication, and interpersonal skills;
- Experience with financial and strategic planning in an academic or medical library context.

### Preferred Qualifications

- Demonstrated research experience and contributions to the field of health sciences librarianship;
- Knowledge of team-based medical education and interprofessional learning models.



## Competencies and Personal Characteristics

**Leadership** – Achieves desired results by encouraging the contribution of others; a courageous and positive team player who acts with a sense of urgency and leads by example; sets and communicates clear goals.

**Strategic** – Develops a plan in support of organizational strategic direction; demonstrates an understanding of the link between one's job and organizational goals, and performs one's job with the broader goals in mind.

**People Development** – Fosters development of others through coaching, managing performance and mentoring; has a genuine desire to develop others and help them succeed; formally and informally recognizes deserving staff and colleagues.

**Influential and Collaborative** – Has an open and consistent approach to working with others and possesses strong interpersonal skills, with the ability to build relationships and develop/maintain partnerships, obtaining partner group agreement.

**EDI and Truth & Reconciliation** – Possesses a deep appreciation and track record of supporting and implementing EDI and reconciliation initiatives, and efforts to decolonize systems and structures; creates a culture of belonging and safety for all parties.

**Integrity and Honesty** – Demonstrates a resolute commitment to and respect for the spirit behind the rules and core values of the organization, setting an example of professionalism and ethical propriety.

**Accountable** – Holds self and others accountable for responsibilities; focuses on results and measuring attainment of outcomes in a business focus.

**Creativity and Innovation** – Develops new insights into situations; questions conventional approaches; encourages new ideas; designs and implements new or cutting edge programs/processes.

**Effective Working Relationships** – Treats colleagues, and community partners with respect; resolves conflicts in a timely manner, negotiates effectively, and provides effective feedback to colleagues/employees.

**Communication** – Clearly presents written and verbal information; writes with clarity and purpose; communicates effectively in both positive and negative circumstances; listens well; values transparency.

**Student Focused** – Anticipates and attends to the needs of students, and other internal and external partners of the institution; keeps student interests in the forefront.



## TERM OF APPOINTMENT

This is a full-time continuing Division Head Librarian appointment, with an anticipated start date in August 2026 or as soon as the successful candidate is available. Librarians are members of the SFU Faculty Association. Terms, conditions and benefits of employment are outlined in the [Collective Agreement](#).

The successful applicant will be appointed at a rank and salary level commensurate with their experience and qualifications. Faculty salaries at SFU are based on the salary scales bargained between the University and the SFU Faculty Association. A reasonable estimate of the salary range for this role is \$123,782 to \$161,946. Current salary scales are available [here](#).

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. SFU is an equity employer and strongly encourages applications from all qualified individuals including women, Indigenous Peoples, racialized persons, people of all sexual orientations and gender identities, persons with disabilities, and others who may contribute to the further diversification of the University.

Personal information that forms part of an application is collected under the general authority of the Freedom of Information and Protection of Privacy Act, applicable University Policies, and the SFUFA / SFU Collective Agreement. Information about what to expect when you apply for a librarian position at SFU is available [here](#).

## FOR INFORMATION PLEASE CONTACT:

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