Careers in Academic Libraries

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Why choose academic libraries?

• **Intellectually stimulating work environment**
  – Support learning, teaching and research needs of scholars and students
  – In search of excellence; be creative and innovative; embrace for change
Why choose academic libraries?

• Wide range of learning opportunities
  – Wide variety of services (general vs. specialized library functions)
  – New services by means of advanced technology (e.g. computing and IT, AV, RFID, building automation, etc.)
  – Staff development support and programs
  – Access to library collections

• Competitive pay and benefits
  – University pay scales/salary bands, gratuity or provident fund
  – Medical, dental, different kinds of leave
Academic libraries in Hong Kong

- Universities Grants Committee (UGC) funded:
  - Chinese University of Hong Kong
  - City University of Hong Kong
  - Hong Kong Baptist University
  - Hong Kong Institute of Education
Academic libraries in Hong Kong

- Universities Grants Committee (UGC) funded:
  - Hong Kong Polytechnic University
  - Hong Kong University of Science & Technology
  - Lingnan University
  - University of Hong Kong
Academic libraries in Hong Kong

• Others include:
  – Hong Kong Academy Of Performing Arts
  – Hong Kong Shue Yan University
  – Open University of Hong Kong
  – Chu Hai College of Higher Education
Qualifications and Experience Required
For Professional Ranks at HKUL

Good first degree + recognized professional qualification in librarianship (M. L. S. or equivalent)

- **University Librarian** (≈Professor)
  - **Deputy Librarian** (≈Associate Professor)
  - **Associate Librarian** (≈Assistant/Associate Professor)
  - **Assistant Librarian I** (≈Assistant/Associate Professor)
  - **Assistant Librarian II** (≈Assistant Professor)

- + 10 years of managerial level experience
- + 10 years of experience (5 at managerial level)
- + 8 years of experience
- + 5 years of experience
- + 1 year of experience
Qualifications and Experience Required
For Paraprofessional or Support Staff Ranks at HKUL

Preferably some library experience, computer skills, language (English and Putonghua) skills

Senior Library Assistant
(≈Executive Officer)

Library Assistant I
(≈Clerical Officer I)

Library Assistant
(≈Clerical Officer II)

Junior Library Assistant
(≈Office Assistant)

Degree OR diploma in librarianship
OR highly specialized library-related skills, with substantial post-qualification experience in a supervisory position

Degree OR diploma in librarianship
with relevant post-qualification experience

5 passes in HKCEE OR recognized certificate for library assistants

Form 3 standard
Typical Positions in Academic Libraries
More positions...

• Computer Officers/IT Managers
• Technicians (Computer and IT, AV)
• Public relations, marketing and fund raising
• Project Managers
• Building and facility managers/officers
• Administrators and Executive Officers
Today’s academic librarian?
21st Century Academic Librarian Skills

• Ability to embrace change
• Comfort in the online medium
• Ability to troubleshoot **new technologies**
• Ability to easily learn **new technologies**
• Ability to keep up with new ideas in technology and librarianship (enthusiasm for learning)

• Critical of technologies and ability to compare technologies
  • From Meredith Farkas’ Blog
More 21st Century Academic Librarian Skills

• Project management skills
• Ability to question and evaluate library services
• Ability to evaluate the needs of all stakeholders
• Vision to translate traditional library services into the online medium
• Ability to sell ideas/library services
  • From Meredith Farkas’ Blog
Also essential

- High level communication and interpersonal skills
- Team spirit
- Leadership and facilitation
- Enthusiasm/passion to the profession
- Creative and critical thinking
- Problem solving skills and flexibility
- Commitment to professional development and life-long learning
Some recent academic library postings

- Data/GIS Librarian
- Digital Strategist
- Digital Technologist
- Emerging Technologies Librarian
- E-resources Manager
- Immersive Learning/Gaming Librarian
- Information Literacy Librarian
- Learning Commons Manager
- Marketing/Communications/Outreach
- Professional Development Coordinator
- Repository Services Coordinator
- Scholarly Communications Librarian
- Service Quality Librarian
- Teaching and Learning Librarian
- Virtual Services Coordinator
Applying for a job: some advice

- Two parts to the written application:
  - Cover letter. Keep it brief but informative. Explain why you want the job and how you match the job requirements.
  - Resume/CV. Should be up-to-date, systematic, error free.

- Look for information about the library from its webpage, annual reports, newsletters or ask somebody working there. Pay a visit if possible.

- Interview: Be punctual, prepared, confident and sincere. Show you are keen and interested.
GOOD LUCK WITH YOUR JOB HUNT!

thinking

THE BOX