McGill | Libraries Bibliothèques

POSITION POSTING

Associate Dean, Library Technology

Deadline to apply: The Advisory Search Committee will begin reviewing applications as of January 12, 2026. The posting will remain open until the position is filled.
Associate Librarian (tenure track)
Duration: three years, with possibility of renewal
Salary minimum: salary commensurate with experience
Posting number: JR0000072170

The McGill Libraries seek a forward-thinking, collaborative and energetic leader with a keen sense of the evolving 21st century research library, to lead and to assume overall responsibility for the portfolio of Library Technology.

THE McGILL LIBRARIES

Located in Montréal, one of the world's great multicultural and multilingual cities, McGill University is internationally recognized for its excellence as a leading institution of higher education and research. For nearly 200 years, through the work of dedicated people, McGill has been breaking ground in diverse fields and contributing solutions to some of the world's most significant issues. McGill is also the most internationally diverse research-intensive university in Canada, with over 32% of its students coming to McGill from more than 150 countries. The University systematically appears on the annual list of the best employers in Montreal.

The McGill University Libraries contribute to society by advancing teaching, learning, and research in a supportive and welcoming environment. We anticipate and respond to the needs of users by providing outstanding collections, excellent services, and spaces that inspire. We work in collaboration with global scholarly and library communities to enhance and facilitate access to knowledge.

The McGill Libraries has the largest collection in Quebec and is one of Canada's largest academic libraries with over six million monograph titles and 150,000 e-journals and databases. The Libraries are a member of the Canadian Association of Research Libraries (CARL), the Association of Research Libraries (ARL), the Partenariat des bibliothèques universitaires du Québec (PBUQ), the Center for Research Libraries (CRL), and the HathiTrust Digital Library.

INFORMATION FOR PROSPECTIVE STAFF

Information about the University and the McGill Libraries can be found on the University's web site. The McGill Libraries have developed Strategic Priorities for 2025-2030 to guide its actions. As a tenure stream appointee, the successful candidate is expected to satisfy the requirements in the Regulations Relating to the Employment of Librarian Staff.

DUTY STATEMENT

Primary Purpose of Position

The Associate Dean, Library Technology contributes to the development of the McGill Libraries by taking responsibility for providing high-quality and robust information systems and technology services in support of research, teaching and learning activities. The incumbent provides strong leadership ensuring management, strategic direction and implementation of digital initiatives, discovery services, digitization, and digital preservation. Reporting to the Trenholme Dean of Libraries, the Associate Dean will focus on the development of McGill Libraries as an exemplary research library for its digital collections and information technology services. The Associate Dean serves as an active member of the Library Cabinet, sharing responsibility for strategic planning and resource allocation.

Duties and responsibilities include, but are not limited to:

1. Plays a strategic role in leadership, planning, management, and implementation of innovative and responsive library systems, applications, technology services in support of teaching, learning, and research activities at McGill University.

2. Is the primary technology strategist for McGill Libraries and works in collaboration with Library Cabinet and Library Management Group members.

3. In collaboration with library, faculty and other campus partners, articulates an innovative vision and lead the development of McGill Libraries' digitization strategy and programs to meet the growing needs of digital scholarship, preservation, and dissemination of rare and unique collections. Provides administrative leadership to digital initiatives, digital preservation and all information technology services administered by the Libraries and all related policies.

4. Develops, manages and implements projects for outstanding services meeting evolving users' needs. Works in close collaboration with all relevant sectors to enhance services and ensure a high quality level experience for users.

5. Is responsible for integrity, safety, and data recovery plans for all library information systems and services to ensure business continuity.

6. Provides creative leadership to a dynamic staff of IT professionals, librarians, support staff and student employees. Fosters a culture of innovation, engagement, and collaboration to achieve objectives.

7. In collaboration with library Heads, lead the development of library technology spaces and programs to meet users' needs.

8. Guides and supports the selection, adoption, and technical integration of emerging library technologies, services, and digital initiatives, both online and in library spaces.

9. Serves as the primary liaison and works in collaboration with the University's Information Technology Services.

10. Develops proposals to funding and grant agencies to secure support for library technological innovations.

11. Creates programs that make McGill Libraries a full and trusted partner in digital project development in support of research, teaching and learning and develop partnerships with faculty, staff, and external organizations at local, provincial, national, and international levels.

12. Working closely with the Dean and members of the Library Cabinet, coordinates strategies to foster and enhance the Libraries' research and scholarship.

13. Advance the equity, diversity, inclusion, and accessibility as well as reconciliation with Indigenous Peoples through the McGill University Libraries' services and of the Libraries as a workplace.

14. Serves as an active member of Library Cabinet, sharing responsibility for library-wide planning, resource allocation and all other matters and questions Library Cabinet is responsible for.

15. Represents McGill Libraries in discussions and projects at national and international conferences and other fora dedicated to library technologies and digital initiatives. Provides leadership in professional library associations and at professional conferences, as appropriate.

16. Participates in advancement activities and cultivate relationships with donors.

17. Promotes and fosters a supportive environment built on appreciation, recognition, learning, and professional growth. Creates a supportive and positive environment where everyone is able to listen, contribute and engage with colleagues and ideas, and provide

and receive timely, constructive feedback.

18. Contributes to creating an environment that embraces curiosity, ideas, and creativity and the ability to flourish within an organization that values experimentation, risk-taking, and bold thinking.

19. Takes responsibility for other strategic initiatives as assigned.

Reporting relationship

The position reports to the Trenholme Dean of Libraries.

SELECTION CRITERIA

Required:

1. Master's degree in library or information science accredited by the American Library Association or recognized equivalent; or other relevant advanced degree.

2. Evidence of at least 5 years in a position with managerial responsibilities (services and staff), preferably in an academic library.

3. Demonstrated ability to lead and manage librarians, professionals and support staff, preferably in a unionized environment.

4. Active scholarship and professional service sufficient for appointment at the Associate or Full Librarian level (for an academic appointment).

5. Possess an ability to develop, in a consultative style, a clear vision for the portfolio within the context of McGill's strategic objectives and plans.

6. Demonstrated successful record of leadership, planning, project management and budgeting in managing library technology programs and services.

7. Knowledge of technologies and trends in the general IT industry.

8. Ability to foresee and articulate the short- and long-term ramifications of technological decisions; successful experience in leading and implementing change.

9. Demonstrated ability to bring innovative and complex technology projects to completion in a timely manner and to document architecture and technical design to a diverse community of stakeholders and audiences.

10. Sophisticated understanding of how information is organized, accessed, and used to support the academic and research missions of the university.

11. Knowledge of library digital preservation and repository platforms, initiatives and practices.

12. Familiarity with traditional library and university information technology systems and meaningful prior experience with emerging digital technologies, including discovery/digital repository solutions, linked data, AI, or open source developments.

13. Demonstrated commitment to equity, diversity, inclusion, and accessibility of services or work environment.

14. Knowledge of the history of Indigenous communities in Canada, including residential schools, and commitment to reconciliation.

15. Excellent interpersonal communication and presentation skills, both written and verbal. Knowledge of French is an asset. McGill University is an English-language university where day to day duties may require English communication both verbally and in writing. The level of English required for this position has been assessed at level #(4) on a scale of 1-4.

16. Have an ability to meet with donors, alumni, and representatives from granting agencies, to develop and maintain long term relationships, and to attract funding.

Desired:

1. Strong interpersonal skills and the ability to function effectively as a member of a senior management team working within a collegial environment and experience in building and managing relationships at all levels of the organization.

2. Ability to exercise a high level of diplomacy, tact and discretion when working with information of a confidential or sensitive nature and in dealing with various levels of senior administration and external agencies.

APPLICATION PROCEDURE

Applications should address the above selection criteria, be accompanied by a letter of interest, curriculum vitae, and the names and addresses of three referees.

The Advisory Search Committee will begin reviewing applications as of January 12, 2026. The posting will remain open until the position is filled.

We anticipate conducting in-person interviews between March 9 and 27, 2026.

To apply: Link to application

EQUITY STATEMENT AND IMMIGRATION STATEMENT

COMMITMENT TO EQUITY AND DIVERSITY

McGill University is committed to equity and diversity within its community and values academic rigour and excellence. We welcome and encourage applications from racialized persons/visible minorities, women, Indigenous persons, persons with disabilities, ethnic minorities, and persons of minority sexual orientations and gender identities, as well as from all qualified candidates with the skills and knowledge to engage productively with diverse communities.

At McGill, research that reflects diverse intellectual traditions, methodologies, and modes of dissemination and translation is valued and encouraged. Candidates are invited to demonstrate their research impact both within and across academic disciplines and in other sectors, such as government, communities, or industry.

McGill further recognizes and fairly considers the impact of leaves (e.g., family care or health-related) that may contribute to career interruptions or slowdowns. Candidates are encouraged to signal any leave that affected productivity, or that may have had an effect on their career path. This information will be considered to ensure the equitable assessment of the candidate's record.

McGill implements an employment equity program and encourages members of designated equity groups to self-identify. It further seeks to ensure the equitable treatment and full inclusion of persons with disabilities by striving for the implementation of universal design principles transversally, across all facets of the University community, and through accommodation policies and procedures. Persons with disabilities who anticipate needing accommodations for any part of the application process may contact, in confidence, this email or phone at 514-398-2477.

All qualified applicants are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority.