

Position Description – Senior Librarian (Collections Engagement)

Updated 26/08/2026

POSITION DETAILS

Portfolio	Corporate Services
Organisational Unit	Library
Supervisor (Title)	Library Coordinator (Patron Engagement)
Classification	Higher Education Officer Level 7
Employment Type	Continuing, full-time

POSITION SUMMARY

Under broad direction, the Senior Librarian (Collections Engagement) leads the development and delivery of engaging, accessible and discoverable physical collection experiences across all Library branches. The position provides strategic and operational leadership for collection presentation, content curation, displays, wayfinding, and collection refresh activities, ensuring that physical collections are presented and promoted in ways that connect users with knowledge and support learning, teaching, research and community engagement.

The position supervises a team of up to four staff and works collaboratively within Patron Engagement and across other relevant Library teams to coordinate collection-focused activities, establish consistent standards and deliver a coherent user experience across the Library network. As a senior member of Patron Engagement, the incumbent contributes to planning, service improvement and a One Library approach.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation and Excellence
- demonstrate consistent alignment with the University's strategic priorities through daily decisions, teamwork and behaviours that reinforce the strategic intent.
- contribute to the efficient and effective functioning of the team or work unit to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members, if required, and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's *Work Health and Safety, Injury Management and Equal Opportunity* policies.

Flinders University is committed to providing a safe, respectful and inclusive environment, free from gender-based violence. Appointment to this role is conditional on the completion of required pre-employment checks and declarations, each of which must be satisfactory to the University. This includes a Gender-Based Violence declaration, in accordance with the National Higher Education Code to Prevent and Respond to Gender-Based Violence (2025), and a Nationally Coordinated Criminal History Check.

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KEY POSITION RESPONSIBILITIES

The Senior Librarian (Collections Engagement) is accountable for:

1. Leading a coordinated, user-centred approach to the presentation, curation and ongoing enhancement of physical collections across all Library branches, including collections held in mediated-access and offsite storage environments.
 - a. Coordinating collection refresh, relocation and presentation projects in partnership with relevant Library teams and University stakeholders.
 - b. Planning, delivering and evaluating curated collection experiences, including themed displays, reading collections, showcases and campaigns, including Special Collections, aligned with the University, Library and community priorities.
 - c. Analysing user feedback, observational evidence and available usage data to inform priorities and recommendations.
2. Coordinating user access pathways for physical and mediated collections, including in Special Collections, to support access for students, staff, alumni, donors, visiting scholars and other eligible users.
3. Supervising a team of up to four staff, including setting priorities, coordinating workloads, supporting capability development and monitoring delivery.
4. Fostering a collaborative, inclusive, accountable and improvement-focused team culture.
5. Representing Patron Engagement on relevant committees, projects and working groups.
6. Preparing plans, reports, project documentation, business cases and updates for Library Leadership.
7. Identifying, recommending and implementing improvements to collection presentation and associated workflows, with particular regard to accessibility, sustainability, consistency and user experience.
8. Undertaking other responsibilities consistent with the classification of the position as assigned by the supervisor and/or the University.

KEY POSITION CAPABILITIES

- Completion of a degree in library and information science or a related information discipline, with relevant experience; or an equivalent combination of relevant experience and/or education and/or training.
- Demonstrated experience in an academic or research library.
- Demonstrated ability to lead and supervise staff, establish priorities, coordinate workloads and build capability in a collaborative environment.
- Demonstrated knowledge and experience in physical collection presentation, content curation, collection enhancement, wayfinding and discoverability.
- Demonstrated project management, organisational and problem-solving skills, including the ability to exercise initiative and judgement, manage competing priorities and deliver outcomes within agreed timeframes.
- Demonstrated ability to build productive relationships and work collaboratively across organisational boundaries.
- Well developed to high level written, verbal and interpersonal communication skills, including the ability to prepare reports, recommendations and project documentation for different audiences.
- Demonstrated ability to analyse and apply qualitative and quantitative evidence, including feedback and usage data, to evaluate outcomes, establish priorities and inform continuous improvement.
- Eligibility for professional membership of the Australian Library and Information Association (*desirable*).

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