



Position Description

Title:	Senior Librarian
Department:	Learning Resources
Location:	Senior Campus

Our Intent

We strive to form exceptional graduates through inspiring learning experiences and our distinct Jesuit character. The individual is expected to align their actions and leadership with the Intent, our Graduate qualities and the Pillars in the Xavier College Strategic Plan **XC150**.

Our Position

The Senior Librarian will make a significant contribution to an aspirational and rigorous culture of educational and operational excellence at Xavier through their leadership offered to students, parents and all educators engaged with the Senior and Junior Campus and works in partnership with the Head of Learning Resources other leaders.

The Senior Librarian reports to the Head of Learning Resources and holds a key responsibility for the organization of library resources. The role requires a collaborative and engaging mindset, with empathetic and effective actions and communication supported by good process and documentation. Quality in personal engagement and the formation of positive relationships with students, staff and parents is essential.

The Senior Librarian will work constructively with the Head of Learning Resources to ensure an aspirational, positive and relational culture is maintained across the Junior and Senior school. This culture is centred in the understanding of *cura personalis* – the care of the individual – and the wider values and characteristics of Jesuit education. It is driven by the desire to promote rigorous standards of educational and operational excellence, and is especially attentive to all matters of child safety.

The Senior Librarian provides an important intersection on the junior and senior schools between all aspects of learning and the holistic educational programs of the College with an attentiveness to pastoral care and wellbeing. The role supports positive interactions between colleagues, giving particular attention to library staff.

Core Duties and Responsibilities

The Senior Librarian will:

- work alongside the Head of Learning Resources to develop a collaborative approach to implement and enhance programs, underpinned by the philosophy of forming a contemporary resources space to enhance progressive pedagogical practices
- ensure library resources such as Libguides are used effectively to bring about continuous improvement in student's learning and wellbeing and to achieve the curriculum aims and goals of the college.
- assist in organising and implementing the reading program for Year 9 and 10's
- ensure that all College learning resources are effectively catalogued, stored, displayed, accessed and utilised in an exemplary contemporary manner.
- provide an atmosphere conducive to learning, teaching and personal development in the College's resource areas.
- maintain and develop a well-balanced collection of resources - physical, technological, and intellectual - that will meet the needs of the college learning and teaching initiatives
- ensure the learning resources are widely available in accessible and effective formats for students and staff to access and utilise.
- work with the Head of Learning Resources to formulate the annual library budgets.
- ensure financial records are kept following processes from Xavier College Head of Finance.
- be part of Xavier College Library meetings with Head of Learning resources to implement yearly budgets across the Junior and Senior Campus libraries with a focus on budget cost allocations that reflect the resource needs of both campuses.
- follow procedures obtaining approval from both the Director of Senior Campus and Head of Learning Resources in acquisitions.
- work alongside the Head of Learning Resources to ensure HOLA's resource requirements are being met and in alignment of correct cost centres pertaining to specific Budget Holders across the senior and junior campuses.
- assist with implementation of new Library Management System for Junior and Senior schools.
- Undertake other duties as allocated by the Director of Campus or Principal.

Leadership through Our Pillars

Our Intent is developed through seven Pillars: Our Jesuit Identity, Our Inspiring Learning, Our Student Life, Our Xavier Family, Our Professional Expertise, Our Operational Excellence, and Our Global Engagement. Each have core Values and Priorities that direct and drive our ongoing actions. It is essential that these actions demonstrate alignment across the College, and that individual actions similarly align with values and priorities and identified actions across each of the Pillars.

Our Jesuit Identity

As a delegated leader, the Senior Librarian will:

- be inspired at all times by the highest Ignatian ideals of companionship and collegiality, of being men and women for and with others and who desire to make a positive difference in the world
- will be discerning and reflective, deeply committed to the ongoing exploration of their own spirituality, in order to accompany staff and students at the College on their holistic journey
- will promote and protect the Ignatian beliefs, Jesuit ethos and Jesuit educational tradition in every aspect of College life, ensuring they are acknowledged, articulated and developed among the whole Xavier Family.

Our Inspiring Learning

As a delegated leader, the Senior Librarian will:

- promote the efficacy of all educators and their role in the mission of the holistic education of students at the College
- liaise on a regular basis with the Director of Campus so as to fully appreciate the educational objectives and needs of the College and its respective elements
- be conversant with current curriculum issues and future curriculum development, especially as it pertains to effective teaching and learning practices and support structures.

Our Student Life

As a delegated leader, the Senior Librarian will:

- model their leadership on the ASPIRE Qualities of the College, with a deep sense of how staff actions are oriented for the good of student outcomes
- support the application of student pastoral care and cura personalis from an operational and strategic perspective
- support those charged with the delivery of pastoral care in undertaking these responsibilities, especially through the adept undertaking of events and activities.

Our Xavier Family

As a delegated leader, the Senior Librarian will:

- be responsive to parent needs through the evaluation of their views and the implementation of effective communications strategies
- be responsible for providing strong leadership and direction by contributing to a passionate educational community that aspires to achieve excellence through continual improvement in all aspects of school life
- assist the Director of Campus in offering effective planning and communication of significant College events and activities relevant to the at the junior and senior schools.

Our Professional Expertise

As a delegated leader, the Senior Librarian will:

- model effective Ignatian leadership and the Xavier Leadership Traits, with fellow leaders and in all engagements with all members of the Xavier Family
- take a particular interest in the professional growth and performance of all staff, assisting with staff appraisals/reviews, as required and in conjunction with the professional growth model of the College
- support fellow leaders to ensure that there is effective and proactive levels of support for staff, thereby contributing to an excellent staff culture.

Our Operational Excellence

As a delegated leader, the Senior Librarian will:

- effectively liaise with the Head of Learning Resources and other colleagues to oversee the construction and implementation of College activities and events at the junior and senior schools in order to maintain and lead an excellent standard of delivery
- ensure the appropriate College strategic planning and evaluation of events and systems in the at the junior and senior schools.
- ensure that events and activities undertaken by students and staff in the at the junior and senior schools are conducted with an understanding of excellence and commensurate performance measures and outcomes.

Our Global Engagement

As a delegated leader, the Senior Librarian will:

- consider and promote valuable learning and operational linkages across national and international domains
- effectively support the Head of Expeditions and other staff charged with engaging in national and international domains, with particular attention to process, operations, risk and documentation
- engage with Jesuit education networks including “Educate Magis”.

Our Xavier Leadership Traits

As a senior leader of the College, the Senior Librarian should consistently display effective leadership traits. At Xavier, we identify the value and importance of:

- competence, conscience, compassion and commitment
- those we serve
- respectful, divergent thinking
- ideas and innovation
- leading high standards
- collaboration and collegiality
- openness, trust and ownership
- process, solutions and outcomes
- stewardship and sustainability
- the pursuit of the possible

Our Attitudes and Habits as Educators at Xavier

In alignment with the Ignatian profile of an educator in a Jesuit school, Xavier College has identified complimentary attitudes and habits that are essential attributes for educators at Xavier. The College recognises the power and critical need for individuality and diverse gifts among its members, as well as the similar requirement for an alignment in attitude and habit that are necessary for effective teamwork and alignment.

As a senior leader at the College, these attitudes and habits should be:

- consistently demonstrated and modelled in all areas of endeavour
- used to positively inform the consistent practice and standards of all educators at the College.

An educator at Xavier College:

- clearly models the Xavier ASPIRE Graduate qualities through teaching and personal actions
- demonstrably values competence and skill in the art of teaching or area of service/work, performing at or beyond a ‘highly accomplished’ level.
- demonstrates active reflection in personal practice by engaging in and being responsive to professional feedback and conversations that are performance and growth oriented
- values all aspects of the role equally, seeking to meaningfully attend to tasks through competent commitment that attests to quality outcomes and performance
- conducts themselves with a clear intent to model and uphold Gospel values and Ignatius’ understanding of generosity
- values solving problems more than identifying them, and the collaborative and creative generation of thoughtful ideas, thereby positively contributing to all areas of College life
- seeks alignment and collaboration in professional activities, through respectful and empathic conversation and the desire to act for and with others

- is honest, trustworthy and companionable, acting with integrity in supporting others and treating all with respect
- works to identify and develop the inner potential, capacity and self-worth of every student and colleague
- understands and fosters the strategic vision of the College, as well as the holistic view of education in a Jesuit school.

Selection Criteria

- Tertiary qualification in library management.
- Minimum 5 years' experience within a library or an educational setting.
- A commitment to educating children in Catholic Faith and Identity in a Jesuit school
- Demonstrated ability to act with and foster collaboration and effective teamwork
- Exceptional organisational, administrative and operational skills
- Demonstrated positive approach to change and to strategic planning and implementation
- Demonstrated generous commitment to the holistic education of children
- Demonstrated knowledge of, adherence to and leadership for child safety, the Child Safe Standards and an exceptional culture of child safety
- Proven capacity to lead staff and a willingness to continually develop in this area
- Well-developed people management skills coupled with strong communication and interpersonal skills, especially for the benefit of students, staff and parents
- Ability to work in a dynamic environment that requires self-direction, team-orientation and the ability to effectively handle pressure in a manner consistent with Ignatian values
- Theoretical and practical knowledge of current educational trends in library and learning
- Ability to develop, cultivate and maintain professional relationships with staff and in the wider school community
- An excellent library practitioner

Compliance Requirements

- Victorian Institute of Teaching (VIT) Profession Code of Conduct (not essential)
- Working With Children Check (if not VIT accredited)
- Australian Childhood Foundation "Safeguarding Children" online module
- DET Mandatory Reporting and Other Obligations Training (annual update)
- Province Code of Conduct and acceptance of the Code (on appointment)
- Disability Standards for Education (DSE) online modules
- First Aid accreditation including CPR, Anaphylaxis, Asthma Management

Other Duties

The nature of the Senior Librarian is such that the Senior Librarian will be required to be available outside normal school hours and be available to attend College events as might be relevant. The Senior Librarian may also be asked to undertake other leadership responsibilities as directed by the Director of Campus or the Principal.

Terms and Conditions

Reporting Line: Head of Learning Resources
All staff are responsible to the Principal and Rector

Tenure: As per employment contract

Location: Senior Campus, 135 Barkers Road, Kew

All other terms and conditions as per the Xavier College Enterprise Agreement 2016.