



Call for Programme Directors for the Emerging Leaders Programme

Are you a senior library leader with a vision of modern leadership and an interest in coaching the next generation of European library leaders? LIBER's Emerging Leaders Programme is looking for two new Programme Directors who, together with a professional consultant, will shape and deliver the Programme, starting in 2025.

The Emerging Leaders Programme (ELP) is one of LIBER's flagship leadership programmes, established in 2011 to train and develop the next generation of leaders in European research libraries. With six cohorts and 132 graduates, ELP has made its mark as a unique transnational leadership programme, both in terms of its scope and content. The satisfaction level among participants is very high and its reputation in the sector is unparalleled.

After a decade of success, the LIBER Leadership Programmes Working Group recently commissioned a review of ELP. The review endorsed the value of the programme and recommended its continuation, with suggestions for future developments. The evaluation report was published in 2024 and is available here: [LIBER-evaluation-report.pdf](#) (libereurope.eu).

For the renewed ELP, we are looking for two Programme Directors who will work as a duo.

About the Emerging Leaders Programme

The unique character of the LIBER Emerging Leaders Programme is the strong focus on personal development in strategic leadership in research libraries. Networking and bonding are central to ELP. Long after its formal completion, alumni typically draw on the formed connections, continuing to enrich their personal development and advancement within the profession.

The Emerging Leaders Programme spans an entire year and includes two in-person seminars, each lasting two and a half days. These seminars are held just before and at the venue of the LIBER Annual Conference. In between the seminars, participants engage in monthly online action learning sessions, facilitated by the group itself. For the duration of the programme, participants are paired with a mentor - a library director in a LIBER library - who provides guidance on strategic leadership. The mentorship includes a week-long shadowing placement.

In collaboration with the Programme Directors, ELP is delivered by a consultant specialised in leadership development. The LIBER Leadership Programmes Working Group takes responsibility of the programme on an operational level, including the recruitment of participants and mentors.

What you do

As a Programme Director, you are responsible for connecting the generic themes of leadership with strategic leadership issues for research libraries in a rapidly evolving





environment. You inspire participants by providing insights into challenges and opportunities in the broader academic landscape, encouraging them to learn how to navigate the field on a strategic level.

In collaboration with your fellow Programme Director and the consultant you will:

- Ensure ELP maintains high quality, by developing relevant content and engaging exercises tailored to the research library context.
- Enrich the programme with experiences of research libraries facing challenges in the dynamic academic knowledge and information landscape.
- Facilitate participants' personal development by promoting self-reflection and inspiring them to grow and maximise their potential.
- Be available to support participants throughout the year as needed.

You will work in close collaboration with the LIBER Leadership Programmes Working Group, which is responsible for the overall organisation of the Programme.

To spread the workload, the Programme Directorate will be run by a duo of senior library leaders. The first responsibility will be to collaborate with the Leadership Programmes Working Group to recruit a professional consultant in autumn 2024.

Your profile

You are an established senior leader in a European research library with a proven history in strategic leadership. We find it important that you:

- You have experience in and a well-developed vision of modern leadership.
- You are exceptionally well-connected within your organisation and the profession, both nationally and internationally.
- You have experience in fostering personal development and empowering individuals to achieve their full potential.
- You have a sharp eye for group dynamics and are experienced in building a safe learning environment.
- You are collaborative, entrepreneurial, well-organised, good listener, an effective speaker and above all, a facilitator.

A track record of training, presenting or writing on organisational development and/or leadership is an advantage, as would a qualification in leadership or organisational development.

You work in a LIBER member institute and support LIBER's mission and values. The ability to communicate fluently and work through the English language is essential.

What we offer

Becoming a Programme Director for the Emerging Leaders Programme is an exciting opportunity to develop and inspire the next generation of library leaders, drawn from a pool of 41 different countries. You will contribute your skills, knowledge and experience to the development of the sector and profession and while learning from your peers. It's a unique chance to expand your network and to influence and form the LIBER community.



LIBER will cover all the expenses associated with delivering the programme - travel, accommodation and materials.

The delivery of ELP Cohort 7 will begin on Sunday, 29 June until Tuesday, 1 July 2025, just before the LIBER Annual Conference in Lausanne, Switzerland.

Estimated time investment

The time commitment for Programme Directors is expected to be covered by their employing institution and accommodated as part of their job. We estimate that – in addition to the seminars (2 x 2,5 days) - the role of Programme Director takes on average 40 hours per cohort over a 2-year period. In practice, this is not spread evenly across the years, with the most intense preparation occurring ahead of the in-person seminars. Depending on task division between two Directors, this gives an indicative commitment of 20 hours per cohort.

It should be noted that the time commitment is expected to be substantially higher in the first year. The two Programme Directors and consultant will be working together on the programme for the first time and will need to update the content based on the evaluation report and tailor it to their own approaches, knowledge and experience.

Ideally, you are willing to commit to delivering ELP for a longer period of time. The programme follows a 2-year cycle. During this time, you, in partnership with the Working Group, will conduct programme reviews and implement any necessary changes.

How to apply

Are you interested? Please send your CV and a cover letter of no more than 1 page, explaining your motivation and how you meet the criteria set out above to the following address: calls@libereurope.org by **6 September 2024** using the title '**Programme Director Emerging Leadership Programmes**'.

If you are interested but unable to meet the application deadline, please contact us at the same email address. Online interviews will be held during weeks 38 and 39 (16 - 27 September 2024).

For an informal chat about the role, please contact Catriona Cannon, co-chair of the LIBER Leadership Programmes Working Group, at catriona.cannon@london.ac.uk.

The application process is competitive, and candidates will be assessed by the LIBER Working Group Leadership Programmes. The selection panel will give due consideration to the gender balance of the team.