About UMass Amherst

UMass Amherst, the Commonwealth's flagship campus, is a nationally ranked public research university offering a full range of undergraduate, graduate and professional degrees. The University sits on nearly 1,450-acres in the scenic Pioneer Valley of Western Massachusetts, and offers a rich cultural environment in a bucolic setting close to major urban centers. In addition, the University is part of the Five Colleges (including Amherst College, Hampshire College, Mount Holyoke College, and Smith College), which adds to the intellectual energy of the region.

About UMass Amherst Libraries

UMass Amherst Libraries make up the largest publicly supported research library in New England with more than eight million physical and digital items available to users. As a key partner in teaching, learning, and research at UMass Amherst and beyond, the Libraries foster a diverse, inclusive, and user-centered environment in which to engage with ideas and acquire the skills necessary for independent learning and critical thinking. We value collaborations and partnerships; diversity and inclusion; innovation and creativity; openness and transparency; and sustainability and stewardship.

Job Summary

The Collection Analysis Librarian is user focused, data-driven, and engages in processes that support strategic decision making concerning the acquisition, licensing, renewal, retention, and use of Library collections. The Librarian also engages in systems integrations, records management, and project management activities. Workflows include aggregating, manipulating, analyzing, and presenting large amounts of collections-related data from myriad sources.

Essential Functions
- Develops strategies for analysis of collections data housed in various resource management systems, from vendors, etc. Extracts raw data, imports data into data visualization software, evaluates the integrity of the data, conducts data clean-up projects, and supports data-driven collections assessment activities.
- Coordinates data management activities with other units, within the Library as well as with Library partners, Campus partners and Library vendors; leads workshops and programs that promote the discovery, analysis and visualization of data.
- Supports unit's assessment activities, including collecting, maintaining, analyzing, and reporting on data/statistics generated by discovery systems.
- Collects, manages, and reports usage statistics for collections resources. Develops and implements automated processes for capturing and storing

standardized (COUNTER) reports for electronic resources.

- Works on complex issues where analysis of situations or data requires in-depth evaluation of variable factors. Constructs and may pursue alternatives towards a solution. Exercises judgment in selecting method, techniques, and evaluation criteria for obtaining results consistent with broadly defined policies and practices.
- In consultation with diverse groups across the Libraries, reviews collections data to determine how well our collections represent diverse cultures, languages, and perspectives, and how well our collections serve the needs of diverse campus communities and constituents.
- Participates in migration and integration planning for next generation systems.
- Ability to manage projects, set and adjust priorities, work under pressure, be thorough and accurate, follow tasks through to completion, meet deadlines, and work independently.
- Develops strategies to clean and normalize data exported from the Library Services Platform and other systems. Troubleshoots collections data issues.
- Maintains knowledge of current and emerging systems and tools used to manage bibliographic and other data for resource management, access and assessment.
- Coordinate with other units in the library on data extraction, analysis, and reporting.
- Works closely with the 5 College Consortium libraries and other partners on data reporting and visualization efforts.

Other Functions

- Pursues professional development activities to improve knowledge, skills, and abilities. Coordinate and/or perform special projects and perform other duties as needed.

Minimum Qualifications (Knowledge, Skills, Abilities, Education, Experience, Certifications, Licensure)

- Master's degree in library science – or equivalent degree – from a program accredited by the American Library Association; or its appropriate equivalent in librarianship from another country; or a master's degree in a relevant subject such as data science or computer science; or have appropriate equivalent experience.
- Minimum of two years' professional experience required, preferably in an academic library.
- Ability to read, analyze, and understand data in a variety of formats.
- Proficiency with at least one programming or scripting language, such as Python, JavaScript, or Ruby, and use of web services APIs.
- Demonstrated knowledge of relational database design and

programming, including creating relationships, queries, and reports. Experience with SQL or other query language.

- Knowledge of library metadata schemas, such as MARC, MODS, METS, Dublin Core, etc.
- Experience with XML and related technologies.
- Familiarity with library collection management standards and tools, such as reporting modules within integrated library systems and digital repositories, COUNTER, SUSHI.
- Ability to manage projects, set and adjust priorities, work under pressure, be thorough and accurate, follow tasks through to completion, meet deadlines and work independently.
- Ability to analyze work processes and plan for applications of technology.
- Ability to handle multiple responsibilities in a changing environment.
- Understanding of integration and interoperability of library systems, repositories, websites, and research platforms.
- Advanced problem solving, critical thinking, and analytical skills.
- Innovative thinking, including the ability to utilize data analytics and visualization tools in new, creative, and effective ways.

Preferred Qualifications (Knowledge, Skills, Abilities, Education, Experience, Certifications, Licensure)

- Bachelor's degree or higher in quantitative or data visualization field such as Applied Statistics, Data Science, or Business Analytics or certificate in data visualization.
- Experience using quantitative and qualitative Collections Analysis applications, such as SPSS, SAS, Stata, Tableau, R or other data visualization or AI applications.
- Demonstrated skill in writing programs to parse/map data from one structure to another.

Work Schedule

Monday – Friday Daytime hours

This position may work either on-site or as a hybrid of on-site and remote work, under the University's Flexible Work arrangements. Hybrid schedules may include up to approximately 50% remote work. The University is in the process of conducting its Modern Workplace Initiative study and expects to refine its approach to and implementation of remote work in the near future.

Salary Information

Library II salary floor is $60,500

Salary commensurate with experience.

Special Instructions to Applicants

 Please submit a cover letter, resume, and contact information (phone and email) for three professional references. Applications will be accepted until the position is filled.

UMass Amherst is committed to a policy of equal opportunity without regard to race, color, religion, gender, gender identity or expression, age, sexual orientation, national origin, ancestry, disability, military status, or genetic information in employment, admission to and participation in academic programs, activities, and services, and the selection of vendors who provide services or products to the University. To fulfill that policy, UMass Amherst is further committed to a program of affirmative action to eliminate or mitigate artificial barriers and to increase opportunities for the recruitment and advancement of qualified minorities, women, persons with disabilities, and covered veterans. It is the policy of the UMass Amherst to comply with the applicable federal and state statutes, rules, and regulations concerning equal opportunity and affirmative action.