

*Supporting academic librarians
transition from generic to research
dedicated roles – a case study*

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**Context is important
with case studies**



**Be methodical, apply
standard workforce planning
& job design principles**

Key factors for NTU included....

Urgency
of
change

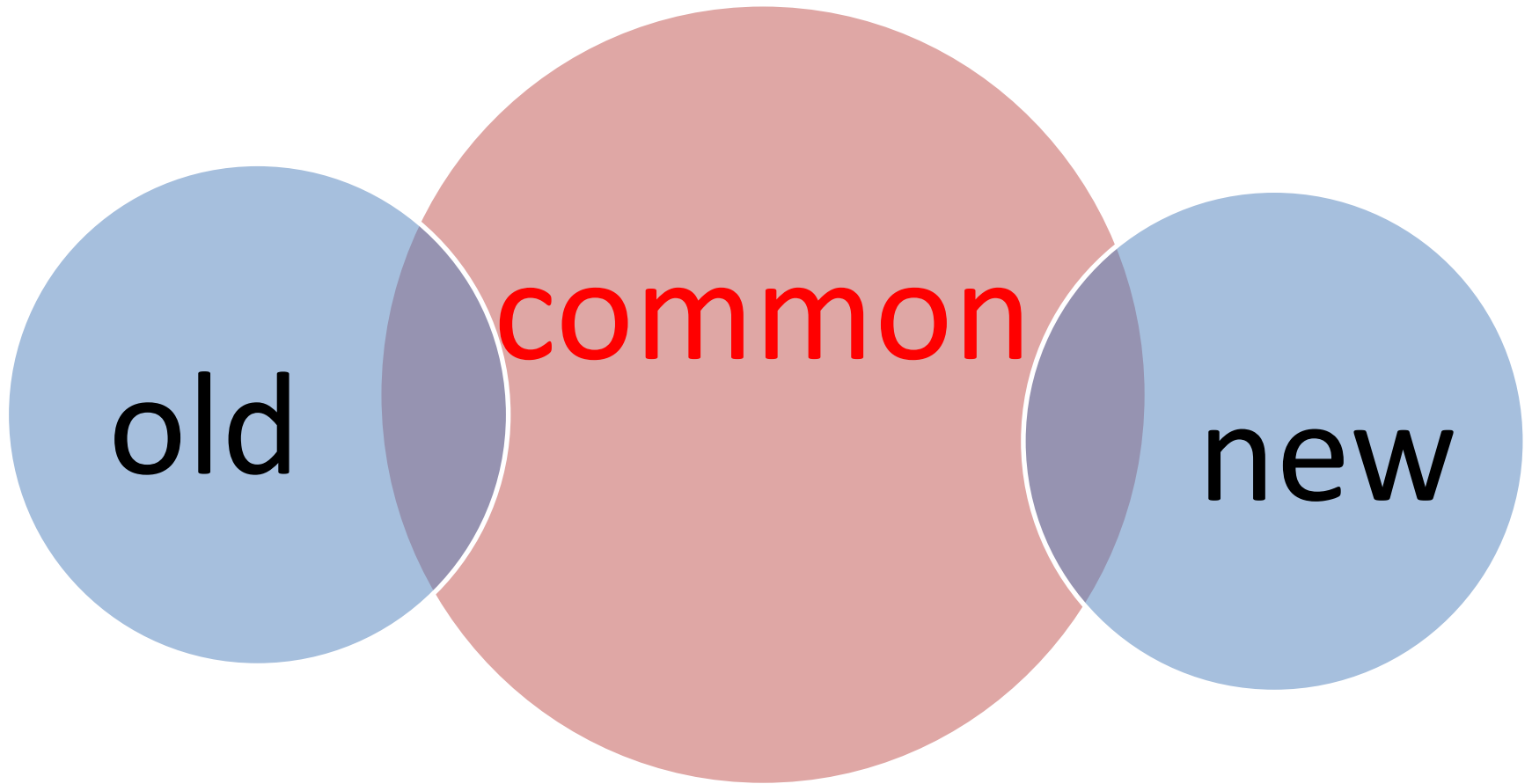


budget

Staff
attitude

Extent of match
with existing job
role

Analysis of old and new job role content



Some example of old, new and common

old

- Study skills support
- Reading list production

new

- Publishing advice
- Data management

common

- Information literacy
- Subject knowledge
- training

3 key areas identified for staff development

'Hard' or technical knowledge

Understanding research

'soft' or interpersonal skills



Is it possible to draw any lessons from our experience?

Assume capable of change unless good reason to believe otherwise

Be flexible about acquiring new knowledge and skills

Expect 'people skills' to be key success factor and plan accordingly

Prioritise establishing new working relationships