



University of
Southampton

Bridging the gap: transferable skills and career growth in academic libraries

UKSG Forum
5 December 2024



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CONNECTING THE
KNOWLEDGE COMMUNITY

Our Profession in 2030



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Our Profession in 2030

**Do you consider yourself to
be a ‘professional’?**

How has the landscape changed?

Core competencies: Open Research Competencies Coalition

Recognising emerging roles

- Open research
- Research impact
- Publishing and repositories



Core competencies: Open Research Competencies Coalition

Coalition aims to identify and describe the core skills these roles require:

- Learning on the job
- Self-development
- No specific formal qualification

Produced UKRN Primers for people interested in working in Open Access, Open Research and Research Data Management

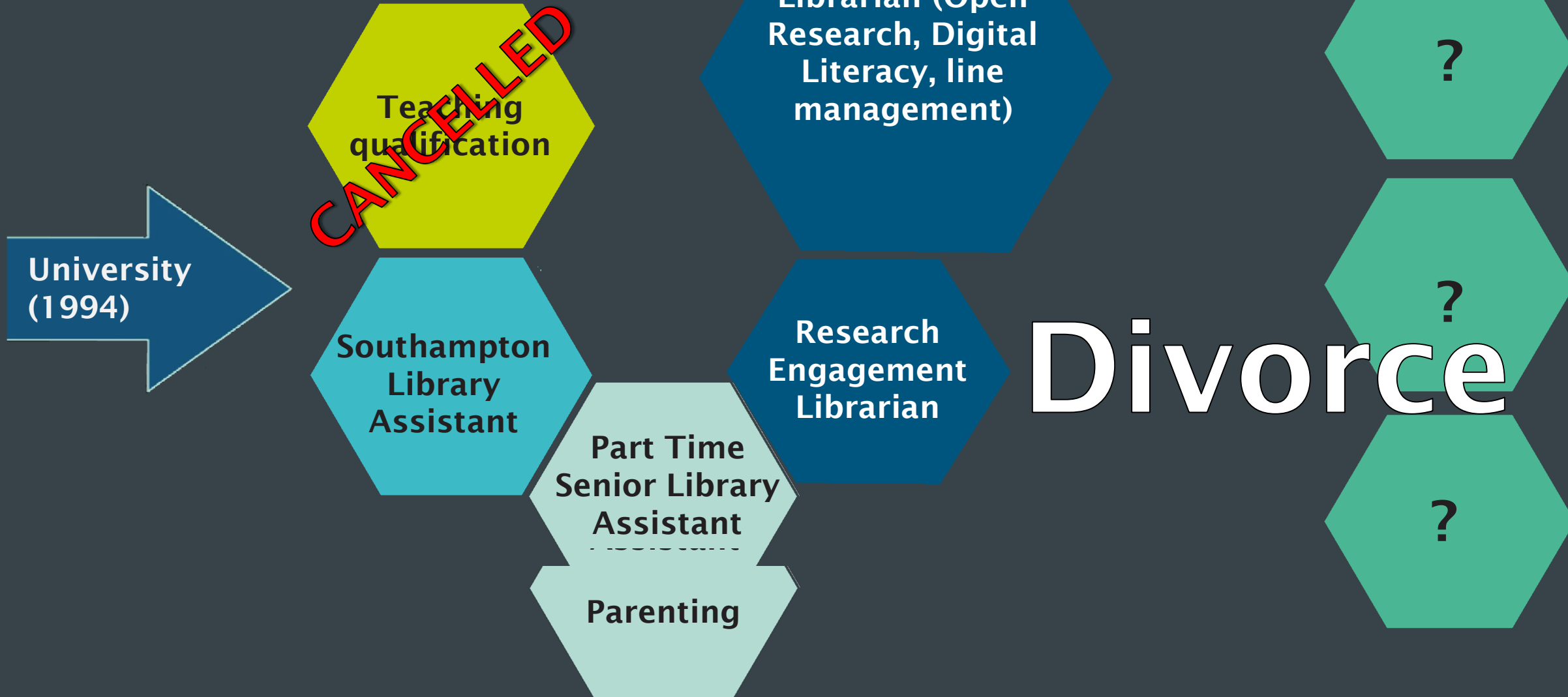


What is a Career Map?

Our Career Map



My career journey, calling at



What has given me confidence as a professional?

Qualifications

- Undergraduate degree
- Associate Fellow of the Higher Education Academy

What has given me confidence as a professional?

Transferable skills

- Customer service
- Line management
- Confidence using and learning technology and systems
- Time management and task prioritisation
- Active listening and communication
- Teaching, training and presenting
- Keeping up to date
- Collaboration & partnership

Qualifications

What has given me confidence as a professional?

Transferable skills

Skills acquisition

Formal

- Training and CPD courses
- Webinars and conferences
- Community and networks

Informal

- Stand up comedy
- Volunteering opportunities
- Experience!

Qualifications



1. Ready to get started

- Learning activities
- Introductions to teams
- Case studies

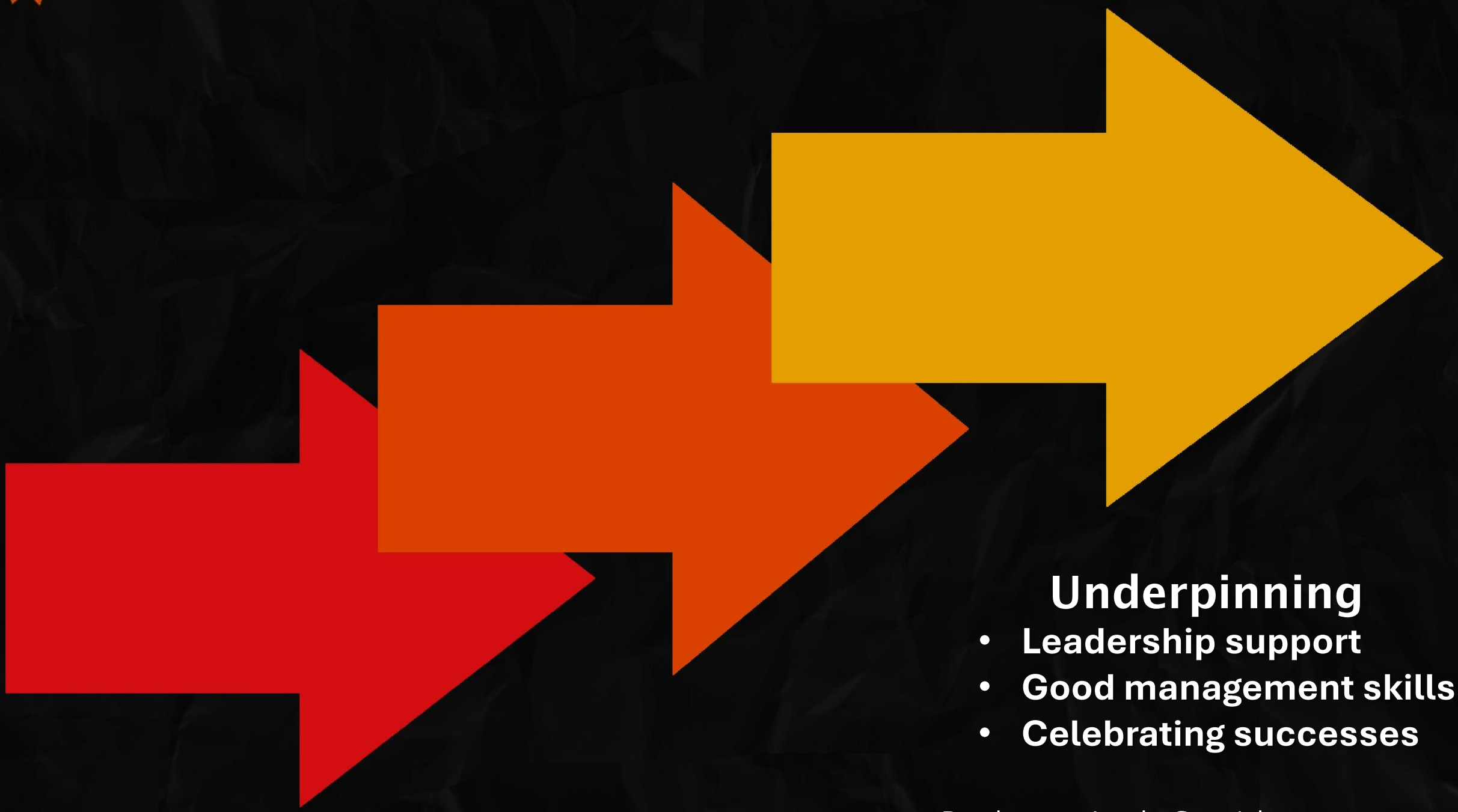


2. Ready to learn more

- **Speedy shadowing**
- **Career chats**
- **Projects or tasks**

3. Ready to progress

- Mentoring
- Professional Registration/Qualification
- Application and interview skills



Underpinning

- **Leadership support**
- **Good management skills**
- **Celebrating successes**



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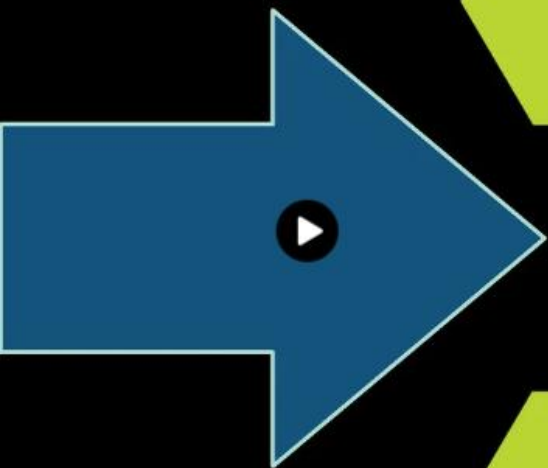
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YOUR QUESTIONS





<https://www.thinglink.com/card/1732810081218593445>

Development levels career map guidance

<https://www.thinglink.com/scene/1699388341314650916>



Shout-outs and references

- Beth Montague-Hellen, for various inspiring talks on skills and partnership, open research and EDI
- Nicki's teenagers, for looking after the cats
- Our colleagues
- Portsmouth University Library for Speedy Shadowing
- Ken Blanchard Companies for the SLII Development Levels
- Ian Whiting via Jisc SDF list for the hexagons approach

Other career tools we can integrate

- [Open Research Competencies Coalition | Working together to improve open research skills in the UK](#)
- [Jobs and Careers - CILIP: the library and information association](#)
- [Health Libraries Group - CILIP: the library and information association](#)
- [Knowing me, knowing who? You know it's the new UKSG podcast! | UKSG](#)
- What else have you found useful?

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Next I want to be a...

Library
Director

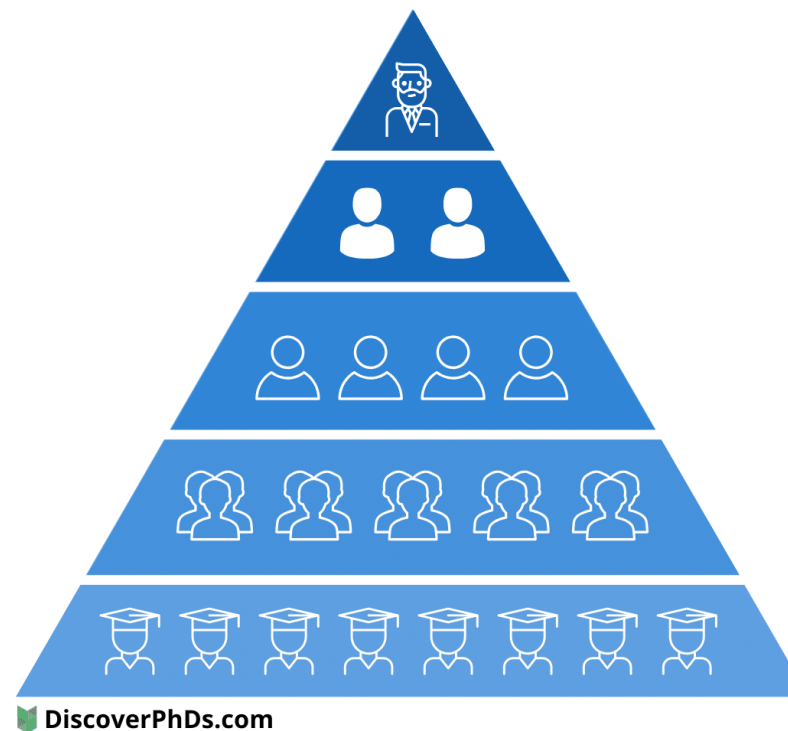
Principal
Library
Assistant

Open
Research
Librarian

Teaching
Librarian

Full time
care giver

What is NOT a Career Map?



Dean
Head of Department
Named Professor
Professor
Reader
Senior Lecturer
Lecturer
PostDoc Research Fellow
Assistant Lecturer
PhD Student