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Taking Staff into the 4th IR. Rethinking the roles and skills of Librarians

By

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INTRODUCTION

- ❑ WHAT AFFECTS THE CHANGING ROLES (TIPS)?
- ❑ TECHNOLOGY IMPACT ON CHANGING ROLES.
- ❑ INNOVATION AND IMPACT ON CHANGING ROLES.
- ❑ PEOPLE IMPACTED BY CHANGING ROLES.
- ❑ SYSTEMS IMPACT ON CHANGING ROLES.



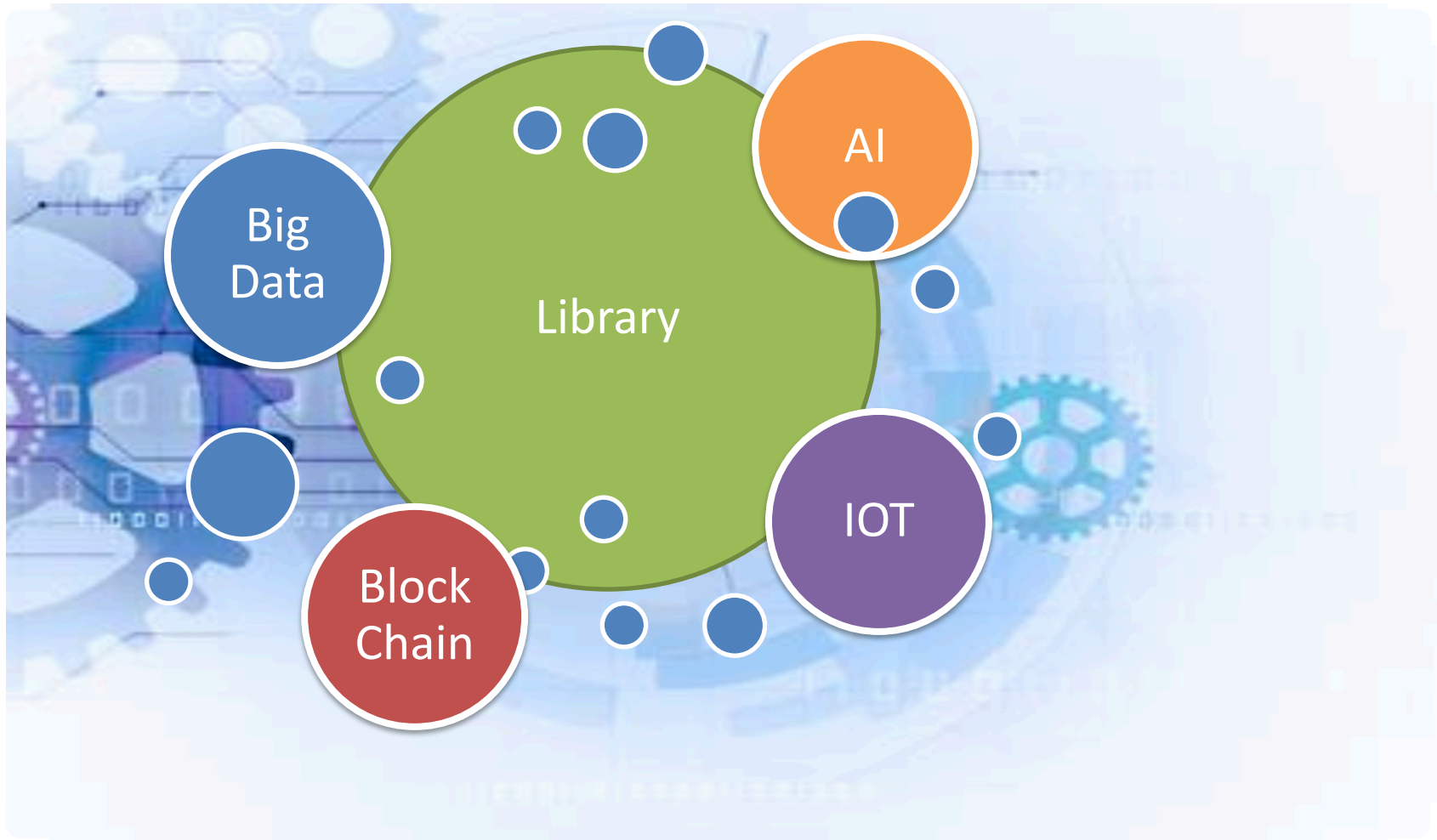
WHAT AFFECTS THE CHANGING ROLES



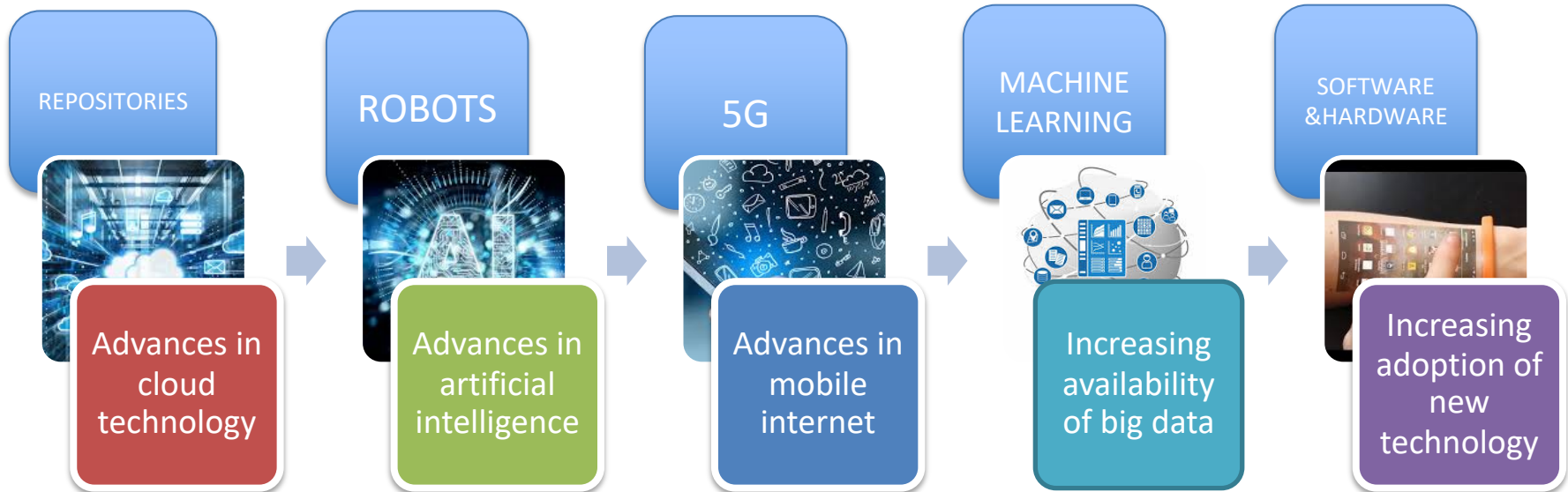
TECHNOLOGY



TECHNOLOGY AFFECTING THE ROLES



TECHNOLOGY ADVANCES



PEOPLE



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PEOPLE & THE LIBRARY ROLES

- ❑ Have a Strategic vision aligned with 4IR
- ❑ Managing transformation to support emerging roles
- ❑ Changing the structure to meet the 4IR demand.
- ❑ Ensure that the right mix of skills and talent are in place.
- ❑ Broaden the space to allow more collaboration.
- ❑ Establish new association and alliance.
- ❑ Push for the development of open API's to promote best practice
- ❑ Identify key roles and stakeholders,
- ❑ Establish incentive structure to encourage key players to work towards the same goal.



EMERGING ROLES



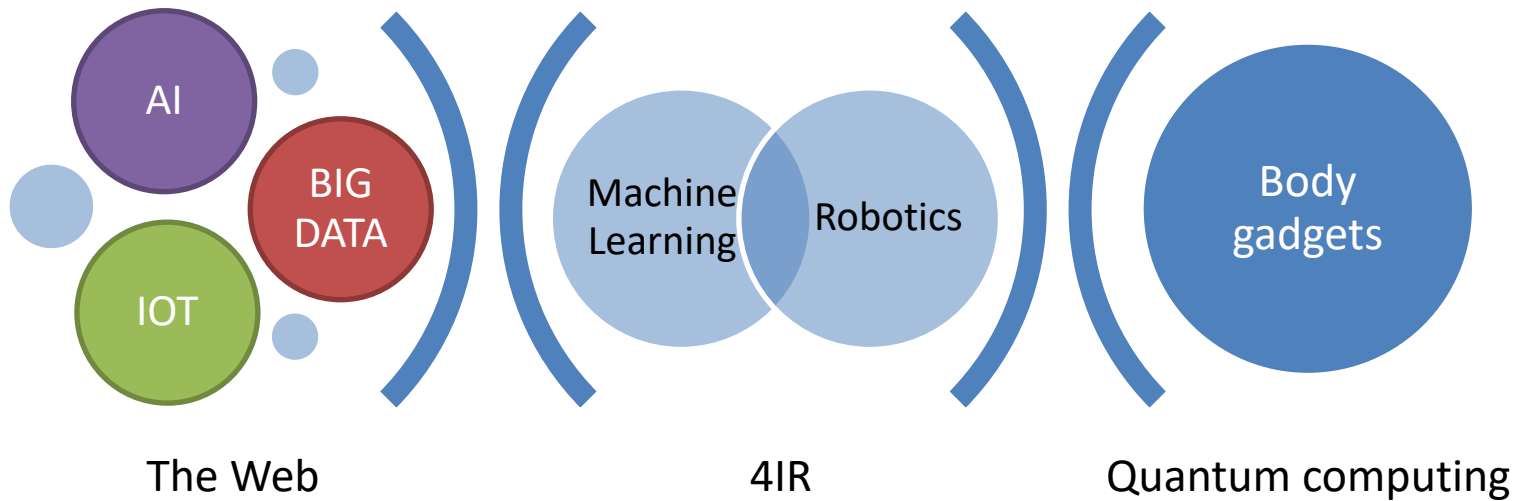
- Metadata /Cataloguing
- Online publishing designers
- Digital service librarian
- Digital Archivist
- Data engineering
- Data Curation
- Data Perseveration
- Scholarly communication librarian.
- Innovative Systems administration
- IT Management
- GIS
- E-Science
- AI and Machine learning Specialist
- User Experience and Human machine Interaction designers



INNOVATION



INNOVATION DRIVERS



INNOVATION DRIVEN SKILLS

- Analytical thinking and innovation,
- Active learning and learning strategies creativity,
- Originality and initiative
- Technology design and programming,
- Critical thinking and analysis,
- Complex problem-solving,
- Leadership and social influence,
- Emotional intelligence,
- Reasoning, problem-solving and ideation,
- Systems analysis and evaluation



SYSTEMS

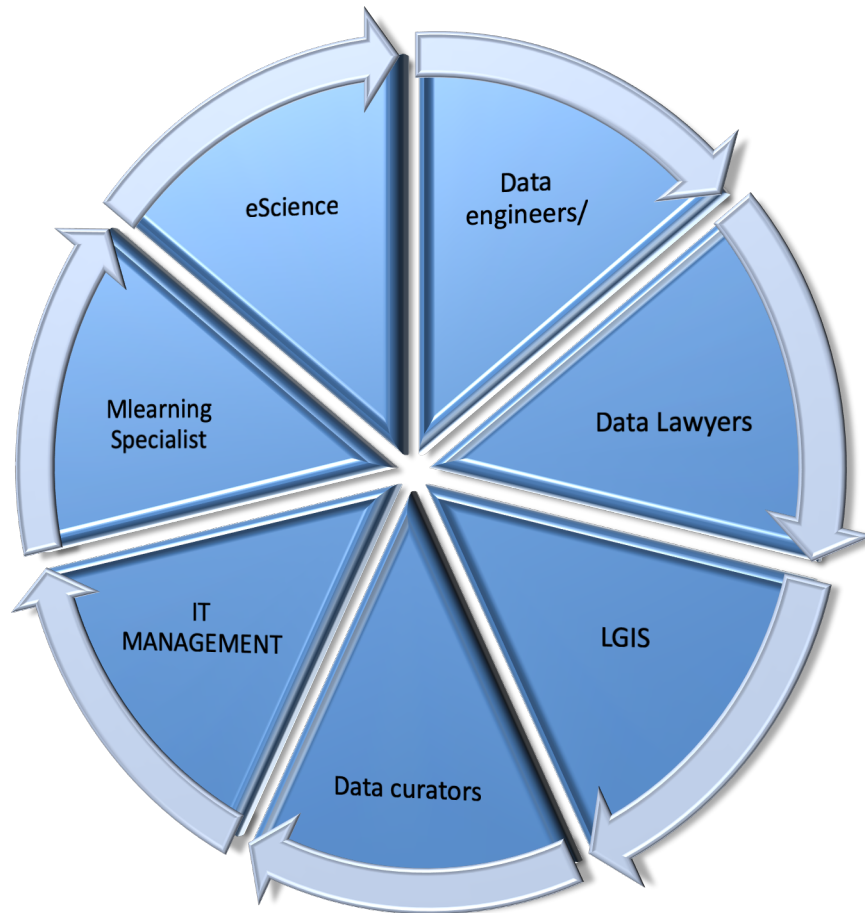


SYSTEMS THINKING

- ❑ To have a holistic approach to analysis
- ❑ How system's constituent parts interrelate.
- ❑ How systems work over time and within the context of larger systems.
- ❑ Paying attention to feedback as an essential component of system thinking.
- ❑ Understanding how to use computer simulation and a variety of diagrams and graphs to model, illustrate, and predict system behaviour.



SYSTEMS THINKING & ROLES



- ❑ Emerging Library roles are part of a System.
- ❑ Library Systems roles are embeded in the Technology.
- ❑ Library roles are interconnected.
- ❑ The Library roles complement the Technological Systems.



Thank you



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