



Atlantic Provinces Library Association

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New Brunswick Department of Post-Secondary Education, Training and Labour
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February 28, 2020

Open letter regarding the recent appointment of the NBPLS Executive Director

Dear Minister Holder,

Atlantic Provinces Library Association (APLA) represents approximately 400 library workers and supporters across the Atlantic Region. I am writing on their behalf with respect to concerns with the recent appointment of Mr. Kevin Cormier to the position of Executive Director of the New Brunswick Public Library Service (NBPLS). From the details reported by the [media](#), it does not appear that Mr. Cormier has either the professional academic qualifications or the related work experience sought by your own department for this position (see Appendix A). Given the sphere of influence of the Executive Director of the NBPLS, as the Provincial Librarian as governed by the [New Brunswick Public Libraries Act](#), we see no substitute for a solid grounding in the principles of library service, experience working with the public in a library, or progressive responsibility for the administration of a library system.

[APLA](#) is one of the most enduring library organizations in North America, with a diverse membership representing all levels of interest and participation. The association's mission is to promote the interests of libraries in the Atlantic Provinces while fostering the development of librarians, library technicians and information professionals through cooperative efforts and the promotion of library interests. We care deeply about public libraries. They are community centres which strengthen equity, diversity and inclusion through literacy and access to knowledge.

The New Brunswick Public Library Service has the capacity to directly impact the quality of life of each and every New Brunswicker, throughout their lives and within their communities. The commitment to exceptional library service demonstrated by the staff of the NBPL is reflected in the [*NBPLS' Service Mission and Values*](#) and the [*NBPLS Strategic Plan 2017-2020*](#) as well as in their everyday interactions with library users and their communities. In consideration of this commitment, we respectfully request a clarification of the candidate's professional qualifications and experience as they relate to the NBPLS' commitment towards achieving excellence in library service provision to the public of the Province of New Brunswick.

We look forward to receiving your response,

Sincerely,



Trecia M. Schell, BSc (Hon), MSc, PhD, MLIS
APLA President, 2019-2020

cc. *Premier Blaine Higgs – Premier, Province of New Brunswick*
René Ephetion, (Dieppe) – Chair of the New Brunswick Public Libraries Board
Marianne Mallia – Chair of the New Brunswick Public Libraries Foundation (Trustees)
Kevin Vickers – Leader, Liberal Party of New Brunswick
David Coon – Leader, Green Party of New Brunswick
Kris Austin – Leader, People's Alliance Party of New Brunswick
Mackenzie Thomason, Interim Leader, New Democratic Party of New Brunswick
Julie McKenna – Chair, Canadian Federation of Library Associations –Fédération canadienne des associations de bibliothèques

Appendix A

Closes on Monday, November 25, 2019
New Brunswick Public Library Service (NBPLS)
Fredericton

Department of Post-Secondary Education,
Training and Labour
EXECUTIVE DIRECTOR (Pay Band 9)
Open Competition

The Department of Post-Secondary Education, Training and Labour is seeking an individual to join the New Brunswick Public Library Service (NBPLS) as the Executive Director in Fredericton.

Reporting to the Assistant Deputy Minister of Adult Learning and Employment, the successful candidate will provide leadership and direction to a team of professionals within the New Brunswick public library service, which is currently comprised of a provincial office located in Fredericton, 5 library regions and 64 public libraries. With one library system for all of New Brunswick, the successful candidate will foster strong municipal partnerships and provide an advisory role to senior management. NBPLS supports population growth, education and labour market strategies for the Government of New Brunswick.

The successful candidate will be responsible for overseeing the administration of the New Brunswick Public Libraries Act, developing shared provincial vision and strategic direction of the public library service, providing administrative and professional support to the New Brunswick Public Libraries Board and the New Brunswick Libraries Foundation; overseeing the development of system-wide services and programs, identifying and pursuing funding and partnership opportunities, maintaining positive relations with partners and stakeholders, overseeing the publication of statistics and providing annual summary of data, and supporting and enhancing public library and public school library services in the province.

ESSENTIAL QUALIFICATIONS: A Master's degree in Library and/or Information Studies from an ALA accredited program, with a minimum of eight (8) years of progressively responsible related work experience, including at least three (3) years of management experience in a complex operational environment involving responsibility for human and financial resources. A combination of education, training and experience may be considered.

{Bolding added}

Written and spoken competence in English and French is required. Please state your language capability.

Applicants must clearly demonstrate the essential qualifications to be given further consideration. Please ensure that preferred language for assessment is identified on your resume.

The following operational requirements are also required: A valid driver's license as this position requires travel within the province.

BEHAVIOURAL COMPETENCIES: The successful candidate will possess the following behavioural competencies: Coaching and Team Development; Organizational Awareness; Organizational Commitment; Relationship Building, Results Orientation, Strategic Thinking.

TECHNICAL COMPETENCY: The successful candidate will possess the following technical competency: HR Management, Knowledge of Department's Fiscal Environment.

Résumés should be in chronological order specifying education and employment in months and years including part-time and full-time employment.

WHAT CAN GNB OFFER YOU?

- Provide meaningful work
- Work in a culturally and linguistically diverse environment
- Career diversity within a single large employer
- Comprehensive benefits package (paid vacation plus health, dental, life and long-term disability plans) and pension

Salary: \$103,402 to \$113,828 per annum.

We encourage applicants to apply on-line at <https://www.ere.gnb.ca/competition.aspx?lang=E&t=Y> or by mail at the following address and received no later than November 25, 2019, indicating the competition number: Department of Post-Secondary Education, Training and Labour, Human Resource Services, 500 Beaverbrook Court, Suite 100, P.O. Box 6000, Fredericton, NB, E3B 5H1. This competition may be used to fill future vacancies.

Telephone: 506-453-8231

Fax: 506-457-6750

We thank all those who apply however only those selected for further consideration will be contacted.

As per the Civil Service Act, candidates registered with the Equal Employment Opportunity Program and veterans, who demonstrate they are among the most qualified, shall be given preference at the time of appointment.

We promote a scent-reduced environment.

We are an Equal Opportunity Employer.

Competition number: R62-2019/20-1112

The New Brunswick Public Service: Improving the lives of New Brunswickers every day!