

Special Interest Subgroup: Group Proposal

Mercian Deputies and Senior Staff Group

Background

The [Deputies & Senior Staff Group \(D&SSG\)](#) has been set up in response to strategic and operational concerns among the Directors, but also to provide a CPD forum for staff occupying positions of considerable seniority within member libraries. Inspired, in part, by the successful [Senior Staff Group within NoWAL](#), it is hoped over time the D&SSG will deliver similar beneficial outcomes to participants, the Collaboration and its member institutions.

Group Remit/ Outline Terms of Reference

- To ensure suitable CPD opportunities are identified and implemented for senior staff (in line with talent management aspirations of the Directors' Group).
- Horizon scanning to help provide information to support strategic planning across the sector, trends and potential opportunities for collaboration
- Provide a confidential forum for brainstorming and discussion of ideas, developments and problems.
- Enable networking for senior staff across the Collaboration.
- Provide peer support for staff in dealing with change.
- To act as a springboard to operationalise national agendas at a regional level.
- Facilitate shared projects in line with strategic aims of the Collaboration.

A member of the Mercian Steering Group will act as a Group sponsor, in liaison with the MC Development Officer. An annual update (March) on the group's activities will be produced to ensure accountability, and will be submitted for consideration by the Mercian Directors.

Relationship to Strategic Aims

The group has the potential to tie in with the following strategic themes of the Mercian Collaboration in the following ways:

Theme 1 'Environment' – Horizon scanning to inform strategic directions.

Theme 2 'Agency' – Sharing of knowledge and joint projects to improve agency.

Theme 3 'Workforce Development' – CPD opportunities for senior staff.

Theme 4 'Collections' – Potential to work on shared responses to collection development and sharing.

Theme 5 'User Experience' – Exchange of expertise, innovation and shared projects.

Theme 6 'Learning and Teaching' - Exchange of expertise, innovation and shared projects

Theme 7 'Research' - exchange of expertise, operational implementation of national agendas, shared projects

Proposed Membership

Membership is open to Deputies or members of the senior management team i.e. at the level immediately below the head/director of library services. (In a converged service, this may be third tier.) Representation is voluntary and more than one person can attend from each institution should they wish, depending on the topics under discussion. It is envisaged that visiting speakers will be invited with specific expertise and insight on particular topics.

Governance & Committee

The Group will be self-managed, with no requirement for the roles of chair or convenor. The role of chair for each meeting will be undertaken by the host, who will be responsible for organisation of the meeting. The note taker will be agreed at each meeting.

Face to face meetings will take place 2-4 times a year with the option to join virtually.

Subgroups may be formed to take forward specific task and finish projects.