

Strategic Maneuvers: Navigating the Shifting Currents of Acquisitions Staffing

This table talk discussion aims to explore the dynamic landscape of recent acquisitions staffing changes, delving into challenges and opportunities arising from workforce dynamics, budget fluctuations, pandemic impacts, and the ongoing need for training. These factors add complexity to staff morale and talent management stability. Simultaneously, the evolving realm of open access publishing and scholarly communication opens new opportunities and responsibilities for acquisition departments. This table talk intends to provide an opportunity for colleagues to discuss strategies employed to address these challenges at different institutions. Attendees will share insights into the dynamic interplay of staffing challenges, budget constraints, and the ever-shifting employment landscape. The attendees will discuss practical solutions, lessons learned, and foster a collective exchange of wisdom. Join our engaging discussion, contribute your experiences, and explore innovative solutions to enhance acquisition effectiveness and empower staff amidst dynamic changes.

The discussion will be centred on the following topics:

1. **Budget fluctuations:** How have recent budget fluctuations impacted your acquisitions processes and what strategies have proven effective in managing these changes?
2. **Pandemic impacts:** In what ways has the shift to hybrid work models during and post the pandemic altered the landscape of acquisitions staffing, and how have your teams adapted?
3. **Staff instability and turnover:** What challenges has your organisation faced with staff instability and turnover, and what measures have you implemented to enhance staff retention in acquisitions?
4. **Shifting needs of emerging areas in libraries:** How have the evolving responsibilities in your acquisitions department, particularly in newly developed areas of focus, required adjustments in job roles and how have you managed these transitions?
5. **Ongoing need for training:** With the continuous evolution in acquisitions, what approaches have you taken to address the ongoing need for training, and how have these initiatives impacted staff performance and morale?
6. **Burnout:** What are some effective strategies you or your institutions have employed to address and prevent burnout among acquisitions staff?