

Policies for Professional Development and Research

Objectives

The National Library shall be a part of the research infrastructure in Norway. The National Library shall arrange the collections for present and future research purposes. We wish to contribute to raise the volume and the level of the research which makes use of our collections. It applies to the exploration of the National Library's material within all the disciplines and media types which the collections include. The National Library shall also actively support research and professional development of special fields which are important for the National Library's own activity.

The Aims Are Achieved by:

- Building up, arranging and registering, digitalising and distributing the collections with an eye to research requirements
- Developing the staff's professional and research competence
- Guiding the development of methodology in given fields
- Being in continuous dialogue with research institutions, individual researchers and students
- Explicitly relating the development and research of one's own special subject to international activities.

Collection Work and Research Usage

The way the collection work at the National Library is executed is important in order to secure maximal research usage of the collections in the short term and long term. Firstly, it involves the work of *building up* the collections. It ought to be an element of the collection policies that the collections shall be built up by showing consideration for present and future research requirements. Secondly, *organisation and digitalisation* of the collections shall also be done in a way which accommodates research. That is, it shall involve building up apposite metadata which increase the research value of the collections, and which are compatible with research methodology generally. Thirdly, the *digitalisation* of the collections shall also partly be arranged according to research requirements; among other things this means that these requirements, such as demands of research methodology, shall be incorporated as a criterion in the digitalisation policy. Finally, the *distribution* of the collections ought to have the research community as one of many target groups. That means that we shall also distribute the collections with a focus on their research potential and with the researchers as a target group.

The Professional and Research Competence of the Staff

The National Library's staff shall have a high professional competence and collection knowledge, because this competence gives the collections an added value which benefits research. The National Library will therefore further build up this competence. This competence development ought to happen in three fields.

It involves:

- Knowledge about the collections and collection categories
- Discipline competence in given fields
- Own research competence

The National Library's staff shall continue to evolve the knowledge about the collections. This involves premier typological, medium-based or genre-based knowledge, detailed

knowledge of the *content* of the collections, and historical, material-based or source-critical-based knowledge about single objects or groups of objects within the collections.

Secondly, the National Library shall continue to evolve its discipline competence in the most central specialist fields the collections comprise within the Humanities, Social Studies and Natural Sciences. This means that the staff shall develop their professional prerequisites for expanding, registering, digitalising and distributing the collections. In addition, the discipline competence within the organisation of knowledge and ICT shall continue to be evolved so we shall be able both to place actual challenges on the daily agenda, and to actively support the research of others in relevant areas within these disciplines.

Thirdly, The National Library shall build up the collected research competence. The main motivation for this is that such general competence offers a better basis for being able to take into account the present and future requirements of the research community, both as regards collection work, registration, digitalisation and distribution, and as regards the conditions for entering into reciprocal dialogue with the research community generally. The research tasks must still be linked with the premier aim of developing the knowledge about the collections and the types of collections, and besides, be related to the aim of desired development of the collective discipline competence. In some cases, it may also be that the development of methods may happen on a research based level (see separate point).

The Development of Methodology

To function as an effective research library, it is crucial that the National Library's collections are appositely arranged for research: the development of methodology shall therefore be an important professional focus. It is conceivable that such a development may be research-based in some cases. The methods employed in the work of knowledge organisation, retrieval, conservation, digital preservation, bibliographical work, and not least the methods concerned with the point of intersection between digitalisation, traditional and digital knowledge organisation and digital distribution, are extremely important for the quality of the research work which can be carried out with a starting point in our collections. The work of methodology development shall serve several purposes, but one important dimension in such development work ought to be the consideration for the research community's requirements for effective use of the collection.

Contact with the Research Community

The National Library shall be a part of the national research infrastructure. To function in this way we must be in continuous dialogue with research institutions, individual researchers and students. It is of general importance to be visible and to pass on our collections to the research community in a way which causes researchers and students to avail themselves of our material. Besides, the contact with the research community shall be concretised in strategically important projects of collaboration. These projects can be of two types. In the first type of projects our contribution will be to arrange the material for external researchers; in the second type of projects, the National Library's own staff will contribute their own research time. The requirement for the latter type project participation is that our contributions fall under our own professional and research policies.

Internationalisation

All professional development and research which take place at the National Library shall happen with a conscious relationship to relevant international activities in the various fields. This is applicable to the development activity which takes place within the frame of comparable foreign institutions, the development of technology within commercial suppliers, and current research in other relevant professional environments. The aim of such a conscious

integration of the National Library into an international professional landscape, is two-fold. On the one hand, we want to take advantage of other organisations' developments and insights into their own work, on the other hand, we would like to reach others with our own results, and thus become an active supplier of terms within an international professional fellowship. Participation in international professional arrangements or collaboration forums is a means of achieving this international integration.