



ALIA Students and Early Career Group Terms of Reference

Purpose

The ALIA Students and Early Career Group, hereafter ALIASEC, is a national Special Interest Group of ALIA. ALIASEC aims to foster an inclusive and safe community space for connection for students of ALIA accredited courses and early career professionals (first five years), supporting their professional and educational interests.

Key areas of focus

ALIASEC's focus includes networking and professional development opportunities including:

1. Accessible web page with useful resources
2. Social media accounts
3. Webinars eg recruitment
4. Programs to enable ALIASEC members to connect with each other.

Background

In 2003 the ALIA New Grads Group was established. It was renamed the ALIA Students and New Graduates Group (SNGG) in 2014. In 2026 SNGG was reestablished as the ALIA Students and Early Career Group.

Who can be involved

The group is open to all students or early career professionals in the library sector. Active members can participate in the Core Committee or the general committee. Those not interested in active engagement can join ALIASEC to receive updates about ALIASEC activities and follow ALIASEC social media channels.

To serve as an office holder on the Core Committee, ALIA personal membership or the formal nomination of the appointed representative of an institutional or industry partner is required. The general committee welcomes all students or early career professionals in the library sector. ALIASEC welcomes members who identify as

LGBTQIA+; are from CaLD backgrounds; are Aboriginal & Torres Strait Islander; or have hidden or invisible disabilities.

The Committee

The Core Committee has the following office holders

- **Co-Convenor:** Anastasia Scala (March 2026-March 2028)
- **Co-convenor:** Jacqui O'Mara (March 2026-March 2028)
- **Secretary:** Matthew Scott (March 2026-March 2028)

The Core Committee is responsible for following the guidelines in the ALIA Groups Handbook.

Roles on the general committee may be created to meet evolving needs. Office holders for the Core Committee and the general committee will be determined through EOIs every 2 years or as positions become vacant/available.

Frequency of meetings

The Committee will meet a minimum of 4 times per year with one meeting open to all ALIASEC members. Meetings may be held online via ALIA Group Zoom or ALIA Microsoft Teams.

Commitment to sustainability and leadership development

ALIASEC is committed to the social sustainability of the group. Core Committee positions will be rotated every two years to enable new visions, fresh approaches, and continuity of the group. In the last 6 months of the second year of the Core Committee, people will be appointed to positions of Co-Convenor in training and Secretary in training in anticipation of them taking on the substantive positions the following year.

Small working groups for designated projects will also enable capacity building and development opportunities for maintaining group momentum.

Relationships

ALIASEC cooperates with the ALIA Staff Liaison and the ALIA Office, ALIA Committees and Groups. ALIA NGAC (New Generation Advisory Group) is of particular relevance.

Changes to the terms of reference

The terms of reference may be revised by the Core Committee and submitted to the ALIA CEO for approval.

Version history

Approved: by ALIA CEO 13 April 2026