

NIAGARA COLLEGE RESIDENCE

Resident Advisor Application Information Package 2023-2024

Being an RA is a life-changing experience. The skills and experiences gained from this position prepare student leaders for careers in almost every field. And, if nothing more, the people you meet while building a community in residence are friends that will last a lifetime!

RESIDENT ADVISOR JOB SUMMARY

The Resident Advisor (RA) is a hired student leader who is expected to act as a role model, mentor, resource, and support to students living in residence. The primary objective of the RA as part of the Residence Life Department is to foster a community environment that eases the student transition into college/university and supports the personal and academic success of residence students. The RA will live in an assigned residence room and be responsible for facilitating social and educational programs while creating a safe, respectful environment through the enforcement of the Residence Community Living Standards.

APPLICATION PROCESS

January 23, 2023

Residence Life Staff Applications Available

February 3, 2023 @ 7:00 PM

Applicant Information Sessions

Location: Microsoft Teams Video Conference Call

&

Feb 3 Meeting Link: [Click here to join the meeting](#)

Feb 8 Meeting Link: [Click here to join the meeting](#)

February 8 @ 4:00 PM

**All applicants are encouraged to attend one of these sessions as they are designed to set you up for success in our process and provide you with more background information on positions.*

February 12, 2023 @ 11:59 PM

Application Deadline

All applications are to be submitted by 11:59 pm via (a) online application form at [LINK](#)

**Please address all applications to the Residence Life Coordinator, or (b) the job application package available at www.niagararesidence.ca/residence-life/*

February 18, 2023 10:00 AM – 1:00 PM

Group Interview and Applicant Assessment Process

Location: Microsoft Teams

**This is often called a 'carousel' interview process, where you and a small group of applicants will work together and participate in a series of activities. You will be observed by current residence staff as you engage in problem-solving, team building, event planning, and communication exercises. This will be about 2.5-3 hours in length.*

March 6 – March 10, 2023

Individual Interview Process

Each candidate will be called in for an individual interview with a small panel. Behavioral Questions will help the panel assess your previous experience, preparedness, and interest in the RA Position.

March 13, 2023

Offer Letters Sent to Successful Applicants

March 16, 2023 @ 4:00 PM

Position Acceptances Due

**August 15th, 2023 (*Tentative) –
Start of 2023 Term**

Residence Life Staff Training Starts

APPLICATION CHECKLIST:

- ✓ Completed Application Form
- ✓ Current Resume

KEY CONTACTS:

For any questions related to this job opportunity please contact:

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Resident Advisor

1. Position Summary and Job Magnitude

The Resident Advisor (RA) is a hired student leader who is expected to act as a role model, mentor, resource, and support to students living residence. The primary objective of the RA as part of the Residence Life Department is to foster a community environment that eases the student transition into college/university, and supports the personal and academic success of residence students. The RA will live in an assigned residence room and be responsible for facilitating social and educational programs while creating a safe, respectful environment through the enforcement of the Residence Community Living Standards.

2. Essential Functions and Basic Duties [General]

Responsibilities

- RAs are expected to give the responsibilities of the position priority over all other activities except those which pertain to their academic success.
- RAs may be required to work between 0-16 hours per week.
- Wear the RA uniform as directed.
- Read, understand, and model the expectations of student behaviour detailed in the Resident Advisor Conditional Offer of Employment, the Student Resident Agreement (SRA), the Residence Handbook, the Residence Community Living Standards (RCLS), and associated residence and college/university handbooks, policies and procedures.
- Be visible, approachable, and accessible during scheduled shifts and associated duties.
- Serve as a positive role model for others at all times; behaving in a manner that exemplifies the values of the residence and college/university community, maintaining high standards of personal conduct, and understanding that intimate personal relations with Residents are unwise.
- Attend all scheduled meetings, including but not limited to:
 - A one-hour weekly staff meeting; and
 - Regular individual reporting meetings with the Residence Life Coordinator (or designate).
- Attend all scheduled training sessions, including but not limited to:
 - Pre-service orientation and information sessions (1-2 days in April);
 - Residence Life Staff Property Training Program (1-3 weeks in August); and
 - In-service training sessions (1-2 hours/month and 1 day in January).
- Remain in the residence during scheduled shifts and/or while 'on duty.'
- Complete all other duties as required by Residence Management.

Programming/Community Development

- Work with the Residence Life Coordinator (or designate) to assess community needs and to develop monthly programming which attempts to address the needs identified.
- Plan, implement, and evaluate a minimum of one social program and one educational program per month. This number may increase at the discretion of the Residence Life Coordinator (or designate).
- Maintain and update the assigned bulletin board(s), if applicable.
- Advise all staff and students about planned activities through individual and group meetings.
- Encourage all residents to become involved in floor, residence, and campus activities.
- Hold a floor meeting once per month designed for discussing community concerns, planned activities, and other issues outlined by the Residence Life Coordinator (or designate)

Administration

- Complete all assigned administrative tasks, including but not limited to: incident reports, person of concern reports, programming logs, program evaluations, waivers, on-call shift reports, maintenance work orders, etc.

Student Support/Safety in Residence

- Respond to questions and concerns raised by the community in a timely and responsible manner.
- Assist with the resolution of conflicts in the community, such as roommate conflicts.
- Assist residents with personal, social and academic concerns and refer residents to appropriate resources as required.
- Respond to and provide assistance during residence emergencies or student crises.
- Maintain the highest level of confidentiality in regards to resident issues.

Networking/Relationship Building

- Work in co-operation with other staff including but not limited to: the Residence Life Manager(RLM), the General Manager (GM), the Operations Manager (OM), Residence Service Representatives (RSR), other residence and college staff, student leadership groups and community partners.
- Serve as a liaison between the Residence Staff, Residence Council, the college/university, and students.

Crisis and Emergency Response

- Report any and all incidents, that in any way concern the Residence that become your knowledge, to a member of the Residence Management Team in a timely manner (incidents include, but are not limited to, Ambulance, Police, or Fire officials being called to the residence, any breaches of residence rules or illegal acts in residence).

Health & Safety

- Work in the manner and with the protective devices, measures and procedures required by the OHSA, regulations, and Campus Living Centres (e.g. wearing safety shoes, confining hair, jewelry, or loose clothing around moving parts, etc). Online training modules and in-person training must be completed before starting regular duties.
- WHMIS 2015 and GHS system, and standard operating procedures training must be completed prior to beginning regular duties.

3. Performance Measurements

Performance will be primarily measured on the following factors:

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| • Adaptability & Flexibility | • Organization & Planning |
| • Communication | • Overall Performance |
| • Customer Service | • Quality of Desired Results |
| • Initiative | • Reliability |
| • Interpersonal Skills | • Skill & Knowledge |
| • Leadership | |

4. Qualifications

- Education: Must be currently enrolled as a full-time student at the institution where the candidate will be working. Must maintain a minimum GPA of 65% throughout the duration of their employment.
- Skills/Abilities: Must possess superior verbal communication skills.
Must possess above average customer service skills.
Must possess superior attitude towards learning.
Must be able to handle multiple projects at once.
A passion for leadership; excellent communication skills; positive attitude; team player.
Demonstrated positive contribution to the residence community (and a clean student conduct record).
- Experience Required: Previous leadership experience is an asset. Prior to the commencement of the term of the contract, each RA candidate must complete the following:
- Independent completion of ‘Standard First Aid’ & CPR Level “C” (must be valid for the duration of the contract term);
 - Valid Criminal Record Check (will be conducted by Residence Management for successful candidates only)

5. Working Conditions

- Hours per Week: 0 to 16 hours per week
- Indoor/Outdoor: Indoor
- Level of Interruption: High level of interruption
- Stress Level: Moderate overall stress level
- Travel Outside of Location: Rare