Leadership Empowerment and Development Living-Learning Community Advisor: Job Description

<table>
<thead>
<tr>
<th>Job Title:</th>
<th>Leadership Empowerment and Development (LEAD) Living-Learning Community Advisor</th>
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<tbody>
<tr>
<td>Department:</td>
<td>Residence &amp; Housing – Residence Life</td>
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<tr>
<td>Position Reports to:</td>
<td>Residence Life Coordinator (with a dotted line to the Coordinator, Residence Orientation and Community Development (CROCD))</td>
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<td>Salary:</td>
<td>$4000 per semester (paid bi-weekly through the semester)</td>
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**Dates of Appointment:**

Fall/Spring: August 21st, 2019 - April 26th, 2020

*end dates subject to change. For Fall term, will be confirmed by October 18th, 2019.*

**Hours Worked:**

This position requires filling on-call shifts on a rotating basis, working with Student Engagement and Retention to coordinate the delivery of specialized co-curricular programming and delivering programs focused on community building. Hours will vary based on need throughout the semester.

**POSITION SUMMARY**

Reporting to the Residence Life Coordinator (RLC), the LEAD Living-Learning Community Advisor (LLCA) is a part time, live-in student leadership position within the department of Residence & Housing. This position is essential to the development of a positive community and learning experience for residents. As the primary support for residents the LLCA assists in the creation of a safe and welcoming environment for all community members. With a focus on students living in the Leadership Empowerment and Development Living-Learning Community (LLC), the LEAD LLCA works closely with the Residence Life Management Team (RLMT) and Student Engagement and Retention to assist with resident’s academic and social transition to university life. The LLCA also assists in the management of issues within the community to ensure safety, security and wellbeing of residents.

Working on a team of Community Advisors, with support and mentorship from the Area Coordinator (AC), the LEAD LLCA is responsible for offering opportunities and resources that address academic, personal, and social needs of the community. These opportunities are reflective of the Residence Community Development Plan; a curriculum document which outlines the intended community and learning experience for residence students. The LEAD LLCA follows a LEAD Community Development Plan that specifically supports LEAD LLC and non-LEAD LLC residents. In addition, under the supervision of the RLMT, the LLCA works closely with Student Engagement and Retention to facilitate specialized co-curricular workshops and additional programs that support the LLC curriculum with a priority for supporting residents, academic success, and building a cohesive community. The LEAD LLCA also serves as a peer leader, communicating and upholding the Residence Community standards, connecting residents to resources both on and off campus, and managing conflict and crisis situations. The foundation of the LEAD LLCA position is to develop a supportive community that is conducive to academic and personal growth while enhancing the overall experience of living in residence.

**DUTIES AND RESPONSIBILITIES**

Leadership Empowerment and Development Living-Learning Community Responsibilities

- Actively liaises with the CROCD and Student Engagement and Retention to facilitate and support specialized co-curricular programs and to connect residents to leadership focused opportunities on campus and within the community.
- Supports the Residence Life Department communication with LEAD LLC students regarding LEAD LLC curriculum and programming.
- Works collaboratively with the RLMT and Student Engagement and Retention to encourage student participation, leadership development and community engagement.
- Uses and follows the LEAD LLC Community Development Plan to plan, promote, and implement leadership-focused educational and community-based programs on a semesterly basis using the assigned Residence Life LEAD LLC budget to enhance the LEAD LLC experience for residents.

### Community Support

**Community Support includes:** Role Modeling, Strong Community Presence, Student Resource and Support. Community Advisors are peer leaders in the community and are expected to be professional and respectful of our diverse student population at all times.

- Models responsible community living by upholding all Residence and Housing and SFU policies, regulations, community standards, and expectations as outlined by the Residence Contract, Residence Handbook, and the Residence Leadership Management Team (RLMT).
- Acts as a first point of contact and resource for students living in residence.
- Connects with residents in assigned living area, prioritizing the development of personal relationships through attending events, door-to-door visits, meetings, and other forms of communication.
- Works collaboratively with the RLMT to encourage student participation, leadership development, and community engagement for both LEAD LLC and non-LEAD LLC residents.
- Is aware of community dynamics and addresses and mediates conflict in their community, referring up to their supervisor as needed.
- Works to ensure that residents in the community are promoting clean, safe, and welcoming shared spaces that all residents can enjoy.
- Acts in a respectful and professional manner in all interactions with students and staff.
- Respects and supports the diversity of the residence community by promoting a space that is inclusive to all persons regardless of race, gender identity, sexual orientation, religious affiliation, national heritage, and lived experiences.
- Follows the Freedom of Information and Protection of Privacy Act and maintains the principles of confidentiality.

### Community Engagement & Transition

**Community Engagement & Transition includes:** Residence orientation & transition, Community Development Plans, Programs and Events, Community Meetings, Move-in/Move-out, and Mid-Semester Room Inspections.

- Supports Residence & Housing with residence orientation and transition as directed by the RLMT. This includes attending and running events and welcoming students to residence as a peer leader.
- Supports move-in and move-out periods in residence.
- Uses and follows the Community Development Plan to plan, promote, and implement community-based programs on a semesterly basis for both LEAD LLC and non-LEAD LLC residents, using the assigned Residence Life Budget to enhance the residence experience.
- Hosts house/community/section meetings as determined by the Community Development Plan or in consultation with the RLMT.
- Supports the Residence and Housing Department, Campus Partners, and Residence Hall Association sponsored events through promotion and attendance.
- Works with Residence Facilities to conduct mid-semester room inspections as directed by the Community Development Plan and/or the RLMT.

### Community Safety & Incident Response

**Community Safety & Incident Response includes:** the promotion of, response to, and maintenance of student safety and wellness in Residence. This will occur both during and outside of on-call shifts.

- Performs scheduled on call shifts and on call support duties as determined by RLMT.
- Responds to emergency situations as appropriate and directed; informing the RLMT of issues arising from their community and residence at large in a timely manner. On occasion, this may occur outside of an on call shift.
- Refers any issues that are beyond the expectations of the role or their ability to the RLT as appropriate.
- Works with the RLMT and Campus Partners (e.g. Campus Security, Health & Counselling, Emergency Volunteer Team, etc.) to provide support for significant occurrences within the Residence community. In emergency situations...
(e.g. power outage, severe weather) this may occur outside of regular on call duties and include the greater SFU community.

- Exercises sound and responsible judgement.
- Remains within assigned area during on call shifts.
- Is aware of and able to respond appropriately when violations of University and Residence & Housing policies, procedures, guidelines, community standards, and Student Code of Conduct occur.
- Completes Incident Reports as required and within 24 hours of an incident and documents all incidents as they occur in the on-call log book.
- Submits maintenance requests as needed, including those required for common residence spaces within their assigned areas; reporting any existing facility condition or misuse that is a violation of departmental policies (i.e. vandalism, etc.).
- Prioritizes and immediately reports unsafe or hazardous conditions to RLMT.

### Administrative & Other Duties

**Administrative and Other Duties includes:** Regular Meetings, Ongoing Communication, and Working with the Residence Life and Residence and Housing Department on various tasks.

- Attends Residence Life Staff Training, on-going training sessions, and training workshops as required.
- Responds to communication from the RLMT on a regular and timely basis (i.e. within 1-2 business days).
- Submits community reports as determined by the RLMT, as well as any other reports as requested.
- Participates in staff meetings and one-on-one meetings. An example of this schedule is outlined below and is subject to change:
  - weekly meetings with the RLMT
  - biweekly one-on-one meetings with the RLC or as needed
  - Bi-weekly one-on-one meetings with the CROCD or as needed
  - Regular meetings with the CROCD and Student Engagement and Retention or as needed
- Assists with the recruitment, selection and hiring processes of student staff by assisting with information sessions, promotional campaigns, and group interviews/carousel process.
- Provides feedback to the Residence & Housing department (e.g. processes, procedures, structure, work-life balance) as appropriate and requested.
- Assists with data collection and assessment of established community learning objectives and goals.
- Works with the RLMT to ensure that the AC/CA workspaces are properly maintained.
- Performs other duties as assigned by the RLMT that are consistent with the nature and expectations of this job description.

### SUPERVISION RECEIVED & EXERCISED

#### Supervision Received

The LEAD Living-Learning Community Advisor is directly responsible to the RLC who will provide regular support and assistance to the LEAD LLCA in the execution of their responsibilities. The LEAD LLCA is evaluated by their RLC throughout the term of their employment.

The LEAD LLCA also works under the guidance of the Coordinator, Residence Orientation and Community Development for LEAD LLC-specific programming and LLC program support. In addition, the LEAD LLCA is supported by the entire RLMT and Student Engagement and Retention.

The LEAD LLCA role provides the incumbent with experience in peer-support, listening, referrals, event planning, crisis response, intercultural communication, guided teamwork and collaboration, independent work, and resourceful problem solving.

#### Supervision Exercised

None; this position does not supervise other employees or students.
UNUSUAL WORKING CONDITIONS

This position is a live-in position with an assigned residence room. The LEAD LLCA acts as a resource to the students in their area and, as appropriate, the residence system as a whole. The LEAD LLCA works a combination of pre-determined and flexible hours and will require weekend and evening time commitments throughout the year.

The LEAD LLCA is responsible for balancing their academic, personal, and work commitments within the role. The LEAD LLCA will attend Residence Life Staff Training prior to the start of the semester (this time period is included in the contract dates and attendance is mandatory).

The LEAD LLCA is required to have some weekday day-time availability (between 8:30am-4:30pm) for meetings with members of the RLMT and SER, as well as for monthly meetings with SER and the LLC residents.

The LEAD LLCA responds to various student concerns (as appropriate) which may include student drop-ins outside of scheduled on call shifts. In addition to regular duties, the LEAD LLCA takes part in a rotating on call schedule present during evenings, weekends, and holidays. In-nightshifts include acting as a front line staff member and responding to calls for assistance from the residence community. The LEAD LLCA is required to remain in residence until the scheduled end of their employment contract, unless otherwise authorized in advance by the RLC.

The LEAD LLCA is entitled to two weekends (2 consecutive days) and one long weekend (3 consecutive days) away from residence each semester. Absences greater than 24 hours must be submitted to the RLC at least one week in advance, and are subject to approval.

ENTRANCE QUALIFICATIONS

- Passionate about contributing to an engaging residence community
- Demonstrated ability to exercise good judgment in high-risk situations
- Demonstrated leadership and critical thinking skills
- Ability to work both independently and cooperatively as part of a team
- Appreciation for, and understanding of, diversity, inclusion, and interculturalism
- Effective and respectful communication skills
- Ability to manage time effectively including all academic, personal, and work commitments
- Ability to exercise tact and diplomacy when administering university policies including maintaining confidentiality
- Ability to complete administrative tasks with an attention to detail and high degree of accuracy
- Ability to work flexible hours, including evenings, weekends, and holidays
- Must meet Residence & Housing eligibility requirements
- Must have completed Passport to Leadership 1 (as evidenced on their co-curricular record).
- Preference will be given to applicants who have completed Passport to Leadership 2 (as evidenced on their co-curricular record).
- Experience as a Passport to Leadership Tutor Marker considered an asset.
- This position requires you to live within a pre-assigned room within Residence, and to meet all Residence & Housing fees and payment deadlines.
- Must have a minimum cumulative GPA of 2.5

Terms and conditions of the contract are subject to negotiations between CUPE 3338 and Simon Fraser University.