

Senior Community Leader 2025-2026

Job Information



University
of Victoria

Residence Services

JOB OVERVIEW

UVic Residence Services is hiring students interested in fostering supportive relationships with students living in residence and engaging in personal growth and development for the position of Senior Community Leader (SCL) in the 2025-26 Academic Year. The foundation of this position is to support the Neighbourhood Manager (NM) in overseeing and coaching the day-to-day functions of the student staff team and to assist in enhancing students' experience of living in residence.

Residence Services is a unit within the Division of Student Affairs that provides accommodation, programming, support, and education to the on-campus student community as well as a summer conferences operation for off-campus customers. Residence Life & Education, the department within Residence Services for which SCLs work, aims to support the academic and personal development of all residents within a safe and welcoming community.

The SCL is a part-time live-in student leadership position that co-supervises a team of 12-16 Community Leaders (CLs) and Residence Education Community Leaders (RECLs) in a neighbourhood of 300-650 residents. SCLs report to the NM and support CL and RECL positions through education, programming, coaching, and incident response. SCLs also work through administrative duties and participate in conduct follow-up processes, including meeting with residents on low to mid-level violations of community standards and providing referrals, support, and strategies for residents experiencing various challenges. SCLs participate in their own regular in-night rotation and oversee CLs & RECLs in responding to residents' emergencies or community standards violations. **Due to the dynamic environment of this position, SCLs may receive disclosures regarding sexualized violence and mental health concerns from vulnerable student populations. SCLs are required to complete training in Sexualized Violence Prevention and mental health support at the start of the position in August 2025.**

Over the course of this position, SCLs will further develop skills in leadership, community development, conflict management, change management, and elements of supervision in support of their personal and professional growth.

The SCL is a nine-month appointment from **August 1, 2025, to April 30, 2026**, and works up to 890 hours (approximately 20-25 hours/week) including daytime, evenings, weekends, and holidays. SCLs can expect weekly hours to fluctuate based on the academic calendar and shifting student needs (i.e., closer to 30 hours/week in August and September and closer to 15 hours/week in December and April). **Due to the hours of work expected of this role, it is recommended SCLs take no more than two courses per term and limit additional co-curricular commitments.**

DESIRED QUALIFICATIONS

- Demonstrated exceptional leadership skills, including a strong ability to coach and mentor a student staff team
- Demonstrated creativity and initiative through developing and implementing programs for students in a wide variety of areas
- Demonstrated strong verbal, listening, and written communication skills and the ability to effectively manage situations of conflict with tact and diplomacy
- Demonstrated ability to communicate with supervisor appropriately in urgent and non-urgent situations
- Proven excellent judgement and problem solving in emergency response situations and following established protocols for response
- Proven ability to make fair and impartial decisions regarding the application of community standards in residence.

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- Proven strong administration skills, including documentation, record keeping, and tracking revenue, expenditures, and budgets for programs and events.
- Demonstrated time management skills.
- Demonstrated strong commitment to supporting and working with teammates collaboratively

ROLE REQUIREMENTS

Specific role duties and requirements can be found in the [Senior Community Leader Job Description](#).

Additional requirements include:

- Completed minimum 2 years of an undergraduate degree and must be enrolled as a UVic student for the entirety of the 2025-26 academic year. *International students should confirm course requirements to ensure they meet the requirements of their visa.*
- Available to work for the entirety of the appointment period and participate in a shared in-night rotation. The term of appointment is from August 1, 2025, to April 30, 2026.
- Minimum 1 year of experience in a Residence Life and Education live-in student staff position, including experience planning, organizing and facilitating programs, and experience responding to conduct issues and emergencies in a residence environment.
- Completed criminal record check is required.

REMUNERATION & BENEFITS

The Senior Community Leader position is represented by [CUPE 4163](#).

Gross Pay (pay before deductions) will be equal to the full cost of a one-bedroom apartment plus a standard meal plan, spread over 18 pay periods. Currently, this amounts to **\$18,282.00** for the full duration of the appointment. 2025-26 residence and meal plan rates will be approved by the Board of Governors in Spring 2025 and compensation amounts for the 2025-26 student staff appointments will be updated at that time.

The SCL position receives an additional stipend of a minimum of **\$5,071.00** (subject to change based on bargained GWI with CUPE 4163) plus 4% vacation pay in lieu of paid vacation.

Deductions during each pay period will include mandatory statutory deductions (Canada Pension Plan, Employment Insurance, Union dues, taxes).

As this is a live-in position, student staff are responsible for paying housing fees to Residence Services as a lump sum each term or month-by-month. These fees may vary depending on your placement type.

APPLICATION INFORMATION

Interested candidates apply through the [Residence Services Housing Portal](#), under Employment Application. Questions can be directed to applyrle@uvic.ca. If you are not a current UVic student, please email applyrle@uvic.ca for further instructions.

Application Deadline: **February 18, 2025**

UVic is committed to upholding the values of equity, diversity, and inclusion in our living, learning and work environments. In pursuit of our values, we seek members who will work respectfully and constructively with differences and across levels of power. We actively encourage applications from members of groups experiencing barriers to equity. Read our full equity statement here: www.uvic.ca/equitystatement

Persons with disabilities who anticipate needing accommodations for any part of the application and hiring process may contact Annie Wu, Training & Assessment Specialist, at restas@uvic.ca.