

Senior Community Leader 2026-2027

Job Information – May 2026



University
of Victoria

Residence Services

JOB OVERVIEW

UVic Residence Services is hiring for **one** Senior Community Leader (SCL) position for the 2026-27 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 supports 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.

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 appointment is from **August 1st, 2026, to April 30, 2027**, 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.** International students should confirm course requirements to ensure they meet the requirements of their visa.

DESIRED QUALIFICATIONS

- Exceptional leadership skills, including a strong ability to coach and mentor a student staff team
- 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.
- Strong ability to communicate with supervisor appropriately in urgent and non-urgent situations.
- Excellent judgement and problem solving in emergency response situations and following established protocols for response.
- Ability to make fair and impartial decisions regarding the application of community standards in residence.
- Strong administration skills, including documentation, record keeping, and tracking revenue, expenditures, and budgets for programs and events.
- Demonstrated time management skills.

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- 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, must be enrolled as a UVic student for the entirety of the 2026-27 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, 2026, to April 30, 2027.
- 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.
- Must be in good standing with Residence Services (including payment of all residence fees in a timely manner and a positive conduct record).
- Possess a valid First Aid certificate (training will also be provided for those who do not have one or which has expired).

TRAINING AND ONBOARDING

- All SCLs must attend in-person training on-campus which takes place August 10th – September 4th, 2026. SCL training dates are subject to change.
- All SCLs must be available to work on campus during fall resident move in on September 6th and 7th, 2026.
- As part of their onboarding and training program, all SCLs will be required to complete training regarding topics of mental health, suicide intervention, sexualized violence and naloxone administration.

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 **\$19,562** for the full duration of the appointment. 2026-27 residence and meal plan rates will be approved by the Board of Governors in Spring 2026 and compensation amounts for the 2026-27 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 either as a lump sum each term or month-by-month. These fees may vary depending on room placement.

APPLICATION INFORMATION

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Interested candidates should apply by emailing applyrle@uvic.ca with a copy of their **resume and 1 PDF document** including their responses to the three application questions listed below. No cover letter is needed.

Additionally, each applicant must provide **one** letter of reference from a current or former supervisor (Residence Life reference preferred) which should be **emailed directly from the supervisor to applyrle@uvic.ca**.

Application questions:

In one PDF document, please answer each of the following questions in a maximum of 400 words (per question).

1. What is one aspect of the CL role that you found difficult and why? How did you work through this? As an SCL how would you coach a CL who was facing a similar issue?
2. Please describe 1-2 skills you have that would make you well suited to the SCL role and explain how your background/experience have contributed to your growth of those skills.
3. Based on your own experience and/or understanding of the position, please describe 1-2 key indicators of a successful neighbourhood CL/RECL team. Please identify 2 strategies you would use in leading your team and how those strategies would contribute to your team's success or development.

If you have any questions about the application process, please email us at applyrle@uvic.ca

Application Deadline: **Thursday June 4, 2026 by 4pm PST**

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 Payton Burgin, Training & Assessment Specialist, at paytonb@uvic.ca