

2025-26 Residence Life Staff Application

Applications are now open online!

This document is available in an alternate format upon request.

General Information

Congratulations on Taking this Step!

We're thrilled that you're considering applying for a Residence Life Staff (RLS) position for the 2025-2026 academic year. This is an incredible opportunity to make a positive impact on your campus community, gain leadership experience, and develop transferable skills. Below, you'll find all the key details regarding the application and selection process.

Please note that we welcome applications from international students.

THE SELECTION PROCESS

The selection process is as follows:

STEP 1

a) Application Stage – New applicants

This is our first impression of you. Your application and resume are your way of introducing yourself to the Selection Committee. It is your first opportunity to demonstrate you are a fit for the position.

The applications for RLS positions are completed online here:

<https://humber.ca/residence/residence-life/positions>

New RLS applicants will be required to submit a resume along with their online application. All applications are screened initially to see if students meet the minimum criteria and general application expectations for the position.

*Please note the following aspects of your application will be screened at various stages of the process:

- Full Application Review
- Academic grade check (see position description for guidelines)
- Conduct check to assess whether you have significant historical/current conduct concerns within Residence and/or on campus

b) Application Stage – Returning Residence Life Staff

Returning RLS staff should indicate on the application which position(s) they are interested in applying for. Please note that you may select multiple positions if you are interested.

The applications for Returning RLS positions are completed through submitting a Statement of Intent to reslife@humber.ca.

Returning *Resident Assistant* applicants will be required to submit a Statement of Intent. There will be no interview for returning Resident Assistant applicants and will be assessed based on their application, their performance evaluation and feedback from their immediate supervisor.

Returning applicants who are interested in applying for the Residence Community Assistant will need to indicate their interest on their Statement of Intent. Residence Community Assistant applicants will be assessed based on their application, a formal interview, and their performance evaluation and feedback from their immediate supervisor.

Statement of Intent

The Statement of Intent should be 600-800 words, or around 5 minutes. You are welcome to submit it in writing, a video, or audio medium of your choosing. Please address ALL of the following questions below to apply for the returning Residence Life Staff position(s) of your interest.

Note: Please refrain from using AI when completing your Returner Statement of intent. If you choose to do so, your statement of intent may not be accepted.

1. Considering your values and those of Humber, outline two (2) intentions you have for staying motivated as a returning staff member. Provide specific examples of how you plan to implement these intentions and your strategy for assessing their effectiveness in ensuring success in your role. (200 words or 1.5 minutes)
2. Identify a time you experienced a challenge as a Residence Life Staff. What did you learn from the challenge and what is your plan to apply your learning as a returning staff member? (200 words or 1.5 minutes)
3. Residence and Humber College is a place located within the traditional and treaty lands of the Mississaugas of the Credit (colonially known as the Greater Toronto Area). With this location in mind, many Humber residents face institutional and societal barriers depending on the identities and privileges they hold.

- Please provide at least one example of how you hold power and privilege as a Residence Life Staff.
- Considering these barriers, how will you use your power and privilege to promote an equitable and inclusive environment?
(200 words or 1.5 minutes)

Email your Statement of Intent to reslife@humber.ca by 11:59PM on January 10, 2025, for equal consideration.

*Please note the following aspects of your application will be reviewed:

- Full application review
- Review of the Statement of Intent
- Academic grade check (see position description for guidelines)
- Conduct check to assess whether you have significant historical/current conduct concerns within Residence and/or on campus
- Past/current performance check (returning staff only). This includes a review of RA performance appraisal documents and supervisor feedback/recommendations.

STEP 2

a) Interview Stage - New Resident Assistant Applicants

Pending a brief and initial application review, applicants will be invited by email to participate in a personal interview. All interviews are formal and will involve a panel of 2-3 Residence Life staff members, as well as a paired activity where applicants will interact with other applicants and staff.

*Please note the following aspects of your application will be fully reviewed at this point:

- Full application review
- Academic grade check
- Conduct check
- Interview performance review

b) Interview Stage - Residence Community Assistant Applicants

Pending an application review, applicants will be invited by email to attend a personal interview. All interviews are formal and will involve a panel of 2-3 campus staff and/or Residence Life Staff members.

*Please note the following aspects of your application will be fully reviewed at this point:

- Full application review
- Academic grade check
- Conduct check
- Interview performance review

- Past/current performance check (returning staff only). This includes a review of RA performance appraisal documents and supervisor feedback/recommendations.

CLOSING WORDS...

It is important to demonstrate that you are a capable and competent applicant. The process is not designed to trick you, fool you, or upset you. The process is designed with your best interest in mind. If you are not invited to participate in the entire process, or if you are not offered a position, please do not be discouraged. It simply means that the fit between you and the position was not exactly right at this time.

There will be many opportunities for leadership within residence for the 2025-2026 academic year, including but not limited to: residence council executive positions, residence council building representatives, harm reduction committees, and much more!

We hope this information, combined with the info sessions held throughout the recruitment period will help to ease any concerns or worries.

Should you have any additional questions or require further information please feel free to get in touch.

We look forward to reviewing your application!

The Residence Life Management Team

Contact Information

Pat Abella, pat.abella@humber.ca

Vaishali Sharma, vaishali.sharma@humber.ca

Annika Tawiah, annika.tawiah@humber.ca

Khushboo Khoja, khushboo.khoja@humber.ca

Alanna Gray, alanna.gray@humber.ca

2025-2026 NEW Residence Life Staff Hiring and Selection Timeline	
Monday, December 16, 2024	Residence Life Staff applications open!
Monday, January 13 to Friday, January 17, 2025	Information Sessions at the North Residence cafeteria, and Lakeshore Residence elevator lobby.
Sunday, January 19, 2025	ALL applications close at 11:59 PM.
Friday, January 24, 2025	Email sent to applicants regarding interviews (invitation status, location, and schedule).
Monday, January 27 to Friday, February 7, 2025	In-person interviews happening.
Tuesday, February 18, 2025	All hiring decisions are made, communication regarding candidacy provided to all candidates through email.
Tuesday, February 25, 2025	Successful Candidate Acceptance Forms due at 4:00 PM!

2025-2026 RETURNING Residence Life Staff Hiring and Selection Timeline	
Monday, December 9, 2024	Returning Residence Life Staff applications open!
Friday, January 10, 2025	Statement of Intent due at 11:59 PM.
Friday, January 24, 2025	ALL hiring decisions are made, communication regarding candidacy provided to all candidates through email.
Friday, January 31, 2025	Successful Candidate Acceptance Forms due at 4:00 PM!

TENTATIVE START-UP TIMELINE	
Saturday, August 9 – Sunday, August 10, 2025	Residence Life Staff (who are required to live in residence) can move in
Monday, August 11 – Friday, August 22, 2025	Mandatory Residence Life Staff Training – mix of asynchronous and in-person sessions (All staff, includes Resident Assistants)
Sunday, August 24, 2025	Move-In Day for First Year Residents (All Staff Work)
Sunday, August 24 – Saturday, September 6, 2025	Residence Orientation Week (All Staff Work) *Dates may fluctuate based on any changes to the academic calendar. Notice will be given early if this takes place.