

## Community Assistant – 24 25

Thank you for your interest in joining the Residence Life Team! Before proceeding, please review the following criteria to ensure you meet the minimum qualifications for the position. All successful applicants must meet the following minimum criteria:

- Planning to be a full time University of Windsor student for Fall 2024 and Winter 2025
- Will have completed a minimum of 1 full academic year of post-secondary education prior to Fall 2024
- Have at least one year of previous leadership experience, ideally within a residence or post-secondary environment
- Available for in-person training starting August 19, 2024, no exceptions to this start date will be made.
- Will have achieved an academic average of a minimum of 65% by Fall 2024

If you have any questions/concerns about the application process, please email [resservices@uwindsor.ca](mailto:resservices@uwindsor.ca).

### Application Questions

Please take your time answering the following questions. We are looking for answers to be approximately 1- 2 paragraphs in length. You may want to type your answer into a word document and then copy it into the answer boxes to ensure you don't lose any work.

#### Question 1:

If you have indicated your interest in more than one CA position, please select the one you are most interested in to focus on for this answer. What do you understand the role of the position you are applying for to be? Please describe one specific quality and/or skill you think you will bring to this role and how it relates to your understanding of the position?

#### Question 2:

**New Applicants:** Describe an aspect of your leadership abilities and/or style in which you need to continue to develop and/or improve. Explain what steps you will take to develop in that area for the remainder of this year and what goals you will have in this area if you join our team next year.

#### **Current RAs/CAs (or similar) at either the University of Windsor or another**

**institution:** Describe an aspect of your current role in which you feel your performance could be improved. Explain what steps you will take to develop in that area for the remainder of the year and what goals you have in this area if you return to the team next year.

### Question 3:

Tell us about.

-A cause or initiative you are actively involved in (i.e., climate change, Autism Awareness, food choices on campus, leadership development)

OR

-An activity you enjoy (ex. biking, reading, writing, travel)

OR

-An accomplishment you are proud of

OR

-A challenge you have faced

Also, tell us how you will use the lessons you have learned or are learning through that experience in the Resident Assistant position.

### Question 4:

As individuals we all have different leading and working styles and we tend to fall into one of these categories:

- "Let's do it;" Likes to act, try things, plunge in.
- Speculating – likes to look at the big picture and the possibilities before acting.
- Caring – likes to know that everyone's feelings have been taken into consideration and that their voices have been heard before acting.
- Paying attention to detail —likes to know the who, what, when where and why before acting.

Please identify the category you most identify with and answer the following questions: o What are the strengths of your style? o What are the limitations of your style?

o What style do you find most difficult to work with and why?

o What do people from other styles need to know about you so you can work together effectively?

o What can your style do to be flexible /considerate while working with other styles?

### Question 5:

Describe your understanding of equity, diversity, inclusion and anti-oppression. Based on your experience in a leadership role, how has your understanding of equity, diversity, inclusion and anti-oppression changed or further developed? What specific ways have you tried to increase your knowledge and understanding in these areas?

### Question 6:

Looking at the job description and training list you may notice some topics that might surprise you (ex. suicide intervention training, sexual violence disclosure training, conflict resolution & equity training). We provide training in these areas because, as part of the job, RAs may have to handle these types of situations with no notice and we want you to be prepared and ready to respond and assist. Without disclosing personal information, are there any topics you see listed in the job description or training list that you feel you would be incapable of handling or that you would need additional follow up supports if you were required to handle? Note: Your answer to this question will not exclude you from a position as an RA so please answer honestly. If there are any concerns or questions a member of the hiring committee will follow up with you directly.