



Resident Director

Student Life

Position Summary

The Resident Director is responsible for facilitating the implementation of the developmental goals of the Student Life Department at Westmont College through the organization, supervision, and direction of a coed residence hall complex housing 200-280 students.

Qualifications

A Master's degree in an area relating to student development, or BA and at least 2 years full-time experience related to student development. Additional requirements include: Demonstrated competence in relational, interactive, helping, and confrontational skills; and ability to teach in both formal and informal settings. Strong organizational skills with an ability to develop and utilize schedules, organize time, supervise staff, manage a residence facility, and provide leadership for a project from the beginning through completion. Demonstrated ability to provide leadership, and experience in collaborating with faculty and staff. Demonstrated multicultural competency, and commitment to developing diverse living and learning environments. Practical understanding of the varying developmental needs of college students in community settings and a strong commitment to developing diverse and redemptive communities. A strong and demonstrated commitment to the Christian faith, and a desire to grow both personally and professionally. Ability to support the college's mission as a high-quality Christian Liberal Arts College. Requires personal affirmation of the Christian mission of Westmont College and the Community Life statement and adherence to its behavioral expectations.

Responsibilities:

- Facilitates a living and learning environment that challenges and supports residents in ways that are appropriate to their intellectual, emotional, relational, physical, and spiritual needs, and is consistent with the mission and purpose of the college. This will include, but is not limited to, personal contact with students, positive modeling of Christian maturity, informal counseling, coordinating educational initiatives and social programming, and assisting residents in conflict resolution.
- Responsible for the on-going supervision, training and evaluation of student staff.
- Provides guidance and support to the Community Life Council by meeting regularly with council members and enabling them to fulfill their responsibilities as student leaders in the residence hall.
- Actively challenges students in the area of faith development and the relationship of faith and learning.
- Administers and oversees the services of the residence hall complex. This includes managing the RA store operations, maintaining regular contact with maintenance personnel, and managing the residence hall budget.
- Partners with Housing Department to assist in the housing selection process, fall to spring housing placements, and mediate room change requests throughout the year.
- Promotes appropriate life choices by students and holds residents accountable to the standards in the *Community Life Statement* agreement. This includes enforcing the behavioral expectations of the

college, making student conduct referrals to the Director of Residence Life, and consulting with the Dean's Office regarding student behavior problems.

- Assists in selection and training of student staff, including teaching the fall Resident Assistant class and bi-weekly spring training sessions.
- Participates in Imprint—an annual wilderness experience included as a component of the RA training program.
- Collaborates with other colleagues, including faculty and other student life staff, to fulfill the department's mission within the college. This includes regular attendance at divisional meetings and faculty forums, appropriately advocating for student needs and concerns to the Dean's Office, and participating in committees when needed.
- Actively pursues personal and professional development. This includes maintaining healthy habits and Christian maturity, keeping current on the literature of student development, attending professional meetings or conferences, and taking advantage of continuing educational opportunities.
- Expectations for workplace demeanor include but are not limited to: working collaboratively and harmoniously with co-workers, students and others by sharing ideas and resources willingly, constructively and positively; listening to and objectively and respectfully considering the ideas and perspectives of others; readily admitting and correcting personal mistakes; meeting commitments; keeping supervisor and others who may be affected informed about work progress; addressing problems willingly and constructively to discover practical and lasting solutions acceptable to all parties; working promptly toward reconciliation and forgiveness during conflict; respecting the diversity of our community in words and deeds.
- Other duties as needed.

Reports to: Director of Residence Life