

**CONTRACT PERIOD:**

**Fall:** Beginning of Residence Life Staff training (mid to late August 2025) until 24 hours after last scheduled exam (December 2025).

**Winter:** Opening of residences (January 2026) until noon on final check out day (April 2026).

**REMUNERATION:**

The hours expected of a Cluster Leader vary according to the needs of the community.

Cluster Leaders will receive a stipend of \$6924.14\*/year (under review) and a Residence Life Staff (RLS) Meal Stipend (valued at the cost of the Basic Food Dollars of a Minimum sized meal plan for the academic year - \$4200.00\* for 2024-2025).

Cluster Leaders will also receive a stipend for participation in August Residence Life Staff training. This stipend is commensurate to time spent at training. For the 2024-2025 year, the training stipend was approximately \$1150.00\*. *Note: The length of the training period for August 2025 may differ from the length of the training period for 2024.*

Cluster Leaders are responsible for paying their Residence fees and will pay a standard RLS Room Rate regardless of building assigned. This rate is equivalent to the lowest single room type rate for 2025-2026. The residence room rate for 2024-2025 was \$9,420.00\*. Cluster Leaders are guaranteed a single room in residence.

**\*All amounts above are under review.** Finalized room rate and stipend amounts for the 2025-2026 contract year will be communicated in summer 2025.

**REPORT TO:**

Cluster Leaders will report directly to the designated supervisor who will provide training, support, and assistance in the execution of the CL's responsibilities.

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**POSITION SUMMARY**

Cluster Leaders are senior students who are expected to act as mentors and offer support to students living in their assigned community. They provide a broad range of academic programming for their community. These activities are often carried out with the assistance of other campus agencies and serve to assist in students' academic endeavours. Cluster Leaders are expected to develop quality working relationships with their colleagues. Cluster Leaders are expected to demonstrate a commitment to Residence Life by working to create a sense of community that contributes to individual growth and development. The size and make-up of each Residence Life Staff team varies based on the unique characteristics of each building community. As such, the specific duties of a Cluster Leader may vary slightly on different teams.

**RESPONSIBILITIES****A. COMMUNITY BUILDING AND SUPPORT**

- Live in the assigned Residence Hall and serve as a resource to the students in your area as well as to the building as a whole.

- Establish, develop and maintain an open relationship with each member of your community, regularly interacting with each resident. Be alert to the academic needs of new students.
- Maintain a collaborative relationship with the Residence Assistant(s) in your community, as well as the other RLS members in the building as a whole
- Be available to residents regularly, particularly in the evenings and on weekends and provide information to them as to when you will be available.
- Counsel students on academic issues as expertise permits. Refer to appropriate resources as needed.
- Promote academics and lifestyle balance in the Residence.
- Be familiar with academic and personal services on campus and, utilize and refer students as required, with an understanding of ones own personal limits.
- Be an effective peer helper to students as appropriate and within your own personal limits.
- Encourage and support residents with their involvement with activities and on campus that support learning.
- Hold regular meetings with your cluster to address academic and transition issues.
- CLs are expected to assist with lower-impact conflicts (e.g., noise complaints) and student stressors (e.g., missed exams, poor grades, academic decisions). CLs are required to report and assist in addressing lower-impact violations (e.g., noise violations) of the Residence Community Living Standards among the community at all times. CLs may encounter students in distress and are expected to call for assistance or provide referral to other resources. Training is provided regarding protocols for seeking assistance. In these instances, CLs are expected to follow protocols for seeking assistance.

**B. TEAM DEVELOPMENT**

- Attend weekly Academic Learning Communities (ALC) and Residence Building staff meetings.
- Attend bi-weekly Senior Section meetings.
- Participate in team socials and teambuilding.
- Encourage idea sharing, team building and a positive work environment among team-mates.

**C. PROGRAMMING**

- Develop, market, and implement programs for a specific academic program area, including (subject to review):
  - Facilitate a minimum of 5 study sessions or SLGs for your Cluster each semester.
  - Implement 1 program involving instructors, program counsellors, or librarians each semester.
  - Implement 1 discipline-specific program per semester
  - Create 1 academic passive academic programs per semester
  - Staff the Academic Support Centre (ASC) as scheduled (frequency TBD, approximately 6/semester for CLs and 12 per semester for Sr.CLs)
  - Monitor at least 2 exam study centres
  - Support Sr. Section, hall, and Campus-Wide programs, including Mock Midterms.
  - Facilitate and participate in new student orientation activities
  - Contribute to calendars: building and campus-wide academic programming, exam schedule, mock exams, ASC themes, Cluster events, and disseminate campus-partner information regularly.
  - Practice risk management when planning and implementing programmes

**D. COMMUNICATION & ADMINISTRATION**

- Read and familiarize yourself with any publications and training material distributed by SHS.
- Communicate and help residents understand relevant academic policies and procedures, schedule of dates, and sources of academic assistance.
- Communicate regularly with the Manager-in-Training, Residence Learning Communities through weekly logs, meetings, drop-ins, email, voicemail and other documentation as required.

- Communicate regularly with the Residence Assistants and Sr Cluster Leaders in order to share information and collaborate.
- Use online resources through the RLS CourseLink page such as StarRez software to properly and promptly document incidents, and online logs to record programmes.
- Ensure privacy is maintained with respect to residents' behaviour and incidents occurring in residence.

**E. ADDITIONAL DUTIES**

- Additional duties as assigned by the Residence Learning Communities Manager-in-Training, and/or Manager, ALC/LLC or designate

**STATEMENT OF DECLARATION**

The health and safety of students, staff, and guests in the residence is a paramount concern for Student Housing Services (SHS). To provide such an environment, SHS employs various staff (e.g., Residence Life Staff [RLS], Guest Registration & Door Staff, Duty Staff, etc.) who demonstrate, through selection and performance management measures, superior capacity (a) as a role model, through compliance with expectations (i.e., Residence Community Living Standards [RCLS], Job Description, and Employment Contract); and (b) to make independent decisions as a para-counselor to students in need and first-responder in crisis situations (in applicable positions).

In order to ensure quality applicants, SHS will review the residence history of all applicants, which includes, but is not limited to behavioural, conduct, and employment (some positions also must meet an academic standard). Applicants whose non-academic misconduct (i.e. violation of RCLS) or employment history are deemed to be above the acceptable threshold will not be invited to the interview phase. An applicant's behavioural history (i.e. personal wellness, mental health) is reviewed by a non-hiring manager at point of offer. Where there is a bonafide concern with an individual's behavioural history (based on the requirements of the job) an a) offer of employment will be conditional upon the applicant meeting specified expectations that ameliorate the concerns or b) an offer will not be made. Students on Residence Probation are ineligible to apply for SHS staff positions.