**RESIDENT ASSISTANT (RA)**

**Description:**

The Resident Assistant position is a live-in, peer mentorship, student staff position working an average of 15 hours a week within the Residence Halls on the Oregon State University Corvallis campus. RAs are assigned to a wing or floor of residents within that community.

RAs are responsible for creating and maintaining emotionally and physically safe and secure residential communities. RAs are called upon to effectively respond to and manage a variety of crisis and emergency situations. They play a key role in creating environments that encourage all students to be academically and personally successful. Resident Directors supervise RAs in the performance and evaluation of their duties through weekly one-on-ones, staff meetings, and trainings/in-services.

For more information, you can review the [Resident Assistant Position Description](https://uhds.oregonstate.edu/sites/uhds.oregonstate.edu/files/2022_ra_position_description.pdf) for the 2021-2022 academic year.

**MINIMUM/REQUIRED QUALIFICATIONS:**

1. Be a current full time OSU student or degree partnership student with OSU with a cumulative Grade Point Average (GPA) of 2.50 or higher.
2. Maintain good academic and conduct standing with both OSU and UHDS.
3. Successfully pass a Criminal History Check upon hire.
4. Demonstrate the ability to cultivate relationships with diverse groups of people.
5. Demonstrate the ability to engage with others with different experiences or perspectives.
6. Demonstrate the ability to learn about social justice principles and concepts.
7. Demonstrate the willingness to engage in difficult conversations or conflict.
8. Demonstrate the ability to follow through and complete tasks or meet deadlines.
9. Demonstrate the ability to prioritize competing responsibilities.

**PREFERRED QUALIFICATIONS:**

* 1. Demonstrate understanding of social justice principles and concepts.  
  2. Demonstrate commitment to diversity and social justice education, initiatives, and programs.  
  3. Demonstrate crisis management skills.

**COMPENSATION**

* RAs receive a residence hall room. RAs may be assigned roommates on a temporary basis as part of the UHDS Temporary Housing Plan.
* RAs receive an RA Meal Plan equivalent to [Residential Dining Level 2](https://uhds.oregonstate.edu/dining/dining-plan-options) each term, plus two additional prorated weeks during fall training.
* RAs receive a $300 per term stipend.

Application Process & Timeline

**APPLICATION PROCESS**

The RA application process for 2021-2022 will go live on February 1, 2021. Application materials are due by Feb. 28, 2021. Candidates will submit a resume and essay responses to the questions below. The Selection Committee will review application materials to determine who will be extended an offer to interview.

**Resume**

* You will need to have an updated resume for your application
* Please save your resume as a PDF file.
* Please highlight any experiences that relate to the required and preferred qualifications listed above. Some common experiences to highlight include:
  + Experience working with or supporting diverse groups of people.
  + Experience engaging in social justice activism, education, learning, and programming.
  + Experience in leadership position or work experience that requires prioritizing responsibilities.

**Improve your resume**. Use Oregon State's online resume reviewer, [Vmock](https://www.vmock.com/oregonstate), to get instant, personalized feedback before you submit your application to UHDS. Based on tips from [Vmock](https://www.vmock.com/oregonstate), improve your resume to boost your odds of getting hired.

* If you would like to know more about creating a resume, please contact the [Career Development Center](https://career.oregonstate.edu/).

**Essay questions**

Part of the application process is to respond to several essay questions. It is recommended that you write your response offline and then copy and paste them in the application before you submit.

* As an RA, you are tasked with forming relationships with all of the residents within your community. Tell us about a time when you took initiative to build a relationship or rapport with someone you didn’t know. What steps did you take or could have taken to further grow that relationship?

* Give an example of a time when you engaged in a difficult conversation. How did you manage the situation, and what was the resolution? How could this experience help you support residents navigating conflict or difficult conversations?

* UHDS believes that all students have the right to live in safe and welcoming environments. The RA plays an important role in creating these environments and supporting residents’ identities. Examples include promoting cultural events, role modeling inclusive language, engaging in dialogue across difference, supporting students experiencing bias, etc. Provide an example of how you have demonstrated your respect for people who are different from you. How have you worked to understand and appreciate the cultures, social identities, or perspectives of others?

**Opportunities & Resources**

We want applicants to be successful in this process. Here are some resources and opportunities to help you be a prepared candidate.

* **Learn more about social justice:**
  + **Talk to your Diversity Learning Assistant:**Each hall has a designated Diversity Learning Assistant that facilitates workshops and programs around diversity and social justice issues.
  + **Community Dialogues:** Each term, OSU’s Community Engagement & Leadership, the Office of Institutional Diversity, and University Housing & Dining Services host [dialogue opportunities](https://cel.oregonstate.edu/students/community-dialogues) to learn about critical & contentious issues.
  + **Cultural Resource Centers:**OSU's [Cutural Resource Centers](https://dce.oregonstate.edu/cultural-resource-centers) provide community for racial groups on campus. They host monthly programming, workshops, and cultural celebrations.
  + **Diversity Education:** For an in-depth look at social justice opportunities on campus, check out the [Diversity Education website](https://diversity.oregonstate.edu/diversity-education). Listed are events, programs, and departments that offer a variety of opportunities to be involved or learn further.

* **Prepare for Your Interview:**
* Here are some tips and tools to help you [prepare for your interview](https://career.oregonstate.edu/careered/prepare-yourself#interview):
  + [Interviewing: Overview, Tips and Follow-Up](https://career.oregonstate.edu/sites/career.oregonstate.edu/files/interviewing_-_overview_tips_and_follow-up.pdf)
  + [Sample Interview Questions](https://career.oregonstate.edu/sites/career.oregonstate.edu/files/interview_questions_checklist.pdf)
  + [STAR Method for Formulating Answers](https://career.oregonstate.edu/sites/career.oregonstate.edu/files/the_star_method_for_formulating_answers.pdf)
  + [Dressing for an Interview](https://career.oregonstate.edu/sites/career.oregonstate.edu/files/dressing_for_an_interview.pdf)
  + **Practice interviewing**. Use an interactive video platform, [Standout](https://oregonstate.standout.com/login), to practice your interviewing skills in your own space. Hear how you sound out loud and see how you present yourself to an interviewer.

* **Get help with other career topics one-on-one**. The [Career Development Center](https://career.oregonstate.edu/) offers consultations with career assistants who can answer your questions about resumes, cover letters, Handshake, and finding a job on campus. If you have additional questions, such as about career exploration for your major, make an appointment with a college-specific career advisor through Handshake.