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**Job Title:** Resident Advisor (RA) / Community Advisor (CA)

**Department:** The Office of Residential Life and Housing

**Hourly Rate:** $10-15/hour
**Work Hours:** 20 hours per week

**Position Summary:**

Resident Advisors (RAs) and Community Advisors (CAs) at Alabama A&M University (AAMU) are student leaders who live within the residence halls and serve as peer educators and mentors. They play a key role in supporting students’ academic, social, and personal development while fostering a strong sense of community. RAs/CAs help connect students to each other and to campus resources, while also upholding university policies and serving as liaisons to the Office of Residential Life and Housing.

**Purpose and Learning Outcomes:**

* Serve as a liaison between residents and the Office of Residential Life and Housing to ensure student needs are met effectively.
* Develop leadership and interpersonal communication skills by building relationships, resolving conflicts, and facilitating community engagement.
* Gain practical experience in crisis management and problem-solving through handling emergencies, enforcing policies, and supporting peers.
* Enhance cultural competence and inclusivity by promoting diverse, respectful living environments and engaging with students from varied backgrounds.
* Strengthen organizational and time management abilities through planning programs, managing administrative tasks, and balancing academic responsibilities.

**Key Responsibilities:**

Community Building

* Establish personal connections with each resident on your floor or in your apartment area to promote open communication.
* Support new students in transitioning to campus life and communal living.
* Encourage and uphold community standards within the residential area.
* Educate yourself and others on diversity and inclusion to help create welcoming and respectful living environments.

Peer Assistance

* Practice active listening and maintain an open-minded, flexible approach when addressing student concerns.
* Hold intentional, meaningful conversations with residents.
* Guide students to appropriate campus, departmental, and community resources.
* Maintain confidentiality in student interactions, as appropriate.

Programming

* Plan and lead events that encourage student interaction and community growth.
* Develop programs that address the interests and needs of your residents.
* Facilitate monthly programs based on the BULLDOG model.
* Evaluate all programs and community-building efforts for effectiveness.

Administrative Duties

* Fulfill duty shifts as assigned by the Office of Residential Life and Housing.
* Assist with residence hall/apartment opening and closing procedures.
* Complete reports and administrative documentation accurately and on time.
* Carry out additional duties as assigned.

Health and Safety

* Remain alert to safety and maintenance issues and report concerns promptly.
* Understand and correctly use fire safety equipment.
* Participate in scheduled fire drills each semester.
* Provide support during emergency situations affecting the residential community.

Residence Hall Regulations

* Interact regularly with residents to encourage personal responsibility and respectful behavior.
* Know and communicate university policies and behavioral expectations clearly to residents.
* Enforce community guidelines consistently and impartially.
* Take necessary action to safeguard the well-being and rights of all residents.

**Required Qualifications:**

* Must have a cumulative GPA of 2.75 or higher at the time of application and at the end of the semester in which you apply.
* Must be an enrolled student at the time of application.
* Must maintain full-time student status (minimum of 12 credit hours; 15 credit hours preferred).
* Must have Sophomore standing or higher (minimum of 31 credits completed by the end of the applying semester).
* Must have no active disciplinary sanctions; adherence to all university policies is required throughout employment.
* Must prioritize RA/CA responsibilities above all non-academic extracurricular commitments.
* Must have a confirmed housing assignment for the 2025–2026 academic year.

**Experience Gained in this Role:**

By the end of the employment period, the student will have developed skills in:

* Equity & Inclusion: The student will be able to communicate appropriately to a variety of individuals and effectively make connections with people of all backgrounds and identities.
* Critical Thinking: The student will be able to make decisions and solve problems, such as interpersonal conflict or emergencies, using sound reasoning and judgement.
* Leadership: The student will be able to inspire trust and cooperation by leading with empathy and demonstrating integrity.