Targeted Skills for Residence Life Coordinators and Graduate Assistants

The Housing & Residence Life Search Committee at Towson University is seeking effective candidates who can take past experiences and apply them to hypothetical situations that may arise as a Residence Life Coordinator, Assistant Coordinator, or Graduate Assistant. The related skills are listed as followed but not limited to:

**Motivation**
Effective candidates demonstrate motivation for the knowledge and passion of the fundamental aspects of college student development. Candidates are self-motivated, have ideas, take initiative, and deliver more than is promised or expected; they are flexible and eager to learn new things.

**Leadership**
Effective candidates demonstrate leadership by displaying strong supervision skills through guidance and advising with intentional and thoughtful approaches. Candidates build an effective team by interacting and collaborating with students to establish realistic and time specific goals.

**Community Building**
Effective candidates demonstrate community building skills that catalyze self-authorship and interaction between residents and student staff. Candidates are able to create an environment that is conducive to learning where pride, ownership, and civility are apparent and valued.

**Excellence and Integrity**
Effective candidates demonstrate excellence and integrity by acting in accordance with a personal and professional code of ethics, as well as the foundational ethical principles of Towson University. Candidates are confident in their work and are committed to achieving both excellence and continuous development.

**Student Learning and Education**
Effective candidates create, recognize, and direct opportunities for student learning. Candidates are able to teach and train the concepts of the residence life vision and core values, as well as the residential engagement themes.

**Communication**
Effective candidates demonstrate an ability to communicate their thoughts with clarity, demonstrate active listening, and ask appropriate questions. Candidates can interpret university policy and guidelines for themselves and others.

**Diversity and Inclusion**
Effective candidates are aware of social identities which enable them to work with people from diverse backgrounds and to foster inclusive communities. Candidates are aware and understand the impact of diversity especially as it relates to relevant cultural issues on college campuses.

**Conflict Management**
Effective candidates navigate situations by displaying competence in crisis management, mediations, and addressing interpersonal needs of students and staff. Potential techniques include helping skills, coaching, and problem solving.

**Execution and Administration**
Effective candidates portray administrative strengths and are able to employ various techniques such as prioritization, using technology, and assessing data. Candidates are able to give and take direction in order to be effective and efficient in managing multiple tasks and projects. Candidates must also be able to motivate self and team to move from idea creation to task completion.