July 29, 2021

Director of Residential Life Recruitment:
Experience and Skills needed to be Successful in Position

PURPOSE: This document describes the primary experiences and key skills needed by the Director of Residential Life that increase the likelihood of success in the position. While much of this can be identified in application materials and interviews, other items are more difficult to discern. Therefore, applicants are encouraged to communicate specific information including examples of these experiences and demonstrations of the desired skills.

- A demonstrated commitment to social justice, diversity, equity, and inclusion;
- Evidence of applying principles of diversity, equity, and inclusion in organizational development, supervision, staff development, and student learning and development with successful outcomes;
- Evidence of applying student development/learning and environmental theory to practice with successful outcomes;
- Success in developing effective and productive relationships with students, staff, colleagues, and campus partners;
- Exceptional communication skills including public speaking; effective in communicating with different constituents and stakeholders;
- Able to make challenging decisions, resolve conflict with compassion;
- Experience managing student conduct cases and responding to students of concern;
- Experience responding to crisis situations and managing cases involving concerning student behavior;
- An understanding of assessment methods, purpose, and how to use data;
- Ability to generate/facilitate multiple paths to solution/resolution.

Strategic Skills
- Translate mission into action
- Ability to learn; resourceful
- Critical thinking
- Tolerate ambiguity
- Political acumen
- Develop key relationships

Supervisory Skills
- Delegation
- Advise; direct
- Provide feedback
- Listening
- Managing and measuring outcomes

Operating Skills
- Decision making
- Planning; forecasting
- Meeting management
- Providing direction, information
- Change management
- Negotiation
- Conflict resolution
- Managerial courage

Personal/Interpersonal Skills
- Humor
- Self-knowledge; awareness
- Motivating
- Relationship building
- Integrity; trusted
- Compassionate
- Humble confidence