

2026-27 ResLife Returning Staff Application Information

Complete the application here: [Residential Life Returning Staff Application 2026-27](#)

Application Timeline and Important Dates

December 2 & 9	Head Staff Information Sessions
December 5	Applications available online
January 20	Returning Applicant Submission Deadline
January 20	Returning Applicant Interview Availability Due
January 20	Head Staff Recommendation Due to ResLife
January 26, 27, 28	Returner Applicant interviews (Virtual for OCS)
January 28	New Applicant Submission Deadline
February 4	Invitations for first round interview sent to New Applicants
February 10-13	New Applicant Interviews
February 19	All ResLife offers sent by 6:00 PM ET
February 23 at 12 PM ET	Position Acceptances Due
Head Staff: Monday, August 17	August Training
All Staff: Friday, Aug 21	August Training

Returning Staff Applicants - Currently Employed (in 2025-26)

Currently employed (fall, spring, or entire 2025-26 academic year) returning staff who are not applying to Head Staff but are applying to return to staff, need to complete the application and include the following:

Supplemental Essays

Not Required

Recommendation

Not required

Interview Questions

Please be prepared to discuss the following questions in your interview:

- Please describe your most challenging moment with ResLife this year – how did you adapt? What did you learn?
- What is your favorite thing about working with ResLife? Why do you choose to spend your time this way?
- Describe your leadership trajectory – where have you been, and where are you going? How do you plan to bring leadership to your role in ResLife, beyond simply working with First Year students?

Returning Staff Applicants – Previously Employed (not in 2025-26)

Previously employed staff who are not currently employed (in the fall, spring, or entire 2025-26 academic year), who are not applying to Head Staff, but are applying to return to staff need to complete the application and include the following:

Supplemental Essay (suggested limit of 200 words)

- How has your time away from ResLife enhanced your ability to contribute to staff? Please feel free to talk about time spent on campus, abroad, and/or summer experiences.

Recommendation

Not required

Interview Questions

Please be prepared to discuss the following questions in your interview:

- Our goals in ResLife are to build inclusive communities, provide resident support and resources, and contribute to an effective team. Please provide at least one example from your previous ResLife experience when you accomplished one of these goals.
- Describe a situation during your time away from ResLife when you made a decision and, looking back, you might change your approach if you could do it over again. Why would you change your approach?
- Describe your leadership trajectory – where have you been, and where are you going? How do you plan to bring leadership to your role in ResLife, beyond simply working with First Year students?

Returning Head Staff Applicants

Current Head Staff (employed as Heads during the 2025-26 academic year) re-applying to Head Staff need to complete the application and include the following:

Supplemental Essay (suggested limit of 200 words):

- What did you learn this year about leading and mentoring your peers? How will you use this knowledge to lead and mentor new Head Staff, in addition to your Cluster members and First Year students?

Recommendation

Not required

Interview Questions

Head Staff interviews vary; be prepared to answer some or all of the following questions:

- What did you learn about peer leadership this year as a Head? What do you find challenging about leading your peers? What is your peer leadership superpower?
- Please reflect on your experiences working with Pro Staff and other College administrators. What did you find challenging and what did you find exciting? Please share an example of a time you collaborated with a faculty or staff campus partner.
- Head Staff must balance several priorities and responsibilities. Please describe the way you stay organized, keep track of your commitments, and make decisions about ways to prioritize your time. Is there anything you would plan to do differently next year?

New Head Staff Applicants

For returning, non-Head Staff members (currently or previously employed) who are applying for the Head Staff position, please:

- Read through the Head Staff Job description and additional application information below;
- Attend a Head Staff information session
 - Set up a meeting with Jack for January 6th-16th, 2026 if you were unable to attend these sessions but are still interested in applying

Complete the application and include the following:

Supplemental Essays (suggested limit of 200 words per response):

- Being on Head Staff requires leading your peers, which may include addressing challenging behavior. Please describe a time when you held a peer accountable. What was the outcome, and what did you learn from the experience?
- Head Staff plan and execute weekly Cluster meetings. Please describe your vision of a highly functioning Cluster and how you plan on using weekly meetings to contribute to your Cluster's effectiveness.
- Head Staff are responsible for facilitating difficult conversations, including roommate conflicts, conflicts within Clusters, and conversations about sensitive topics like identity. Please describe a time when you facilitated a difficult conversation. What was the outcome, and how do you think this experience would serve you as a Head Staff member?

Recommendation

Applicants must solicit a peer recommendation from a student leader who can speak to your qualifications be a Head Staff member. You will need to submit the name and contact information of your recommender in your application.

You must provide your reference with this link to fill out your recommendation form:

<https://forms.office.com/r/Qg7guN59qi>

It is each applicant's responsibility to follow up with their recommender and be sure that the recommendation form was completed. Without a recommendation, applications will not be considered complete.

Deadline: To help ensure a smooth hiring process, please ensure that we receive your recommendation by the January 20, 2026 application deadline. Please contact the Office of Residential Life to make alternate arrangements if you cannot meet the deadline.

The recommender will be answering the following questions:

- How do you know the applicant?
- How have you seen this student perform in a leadership role? If possible, please comment specifically on how you have seen them be a role model and hold their peers accountable.

- Head Staff members are expected to juggle multiple priorities including supervising peers, supporting residents and residential life staff members, and planning and running weekly meetings. Please comment on how successfully you believe this person can balance competing priorities. If possible, give specific examples of how and where you have seen this.

Interview Questions

Head Staff interviews vary; be prepared to answer some or all of the following questions:

- In addition to the three ResLife goals, Head Staff have an additional goal: serve effectively as a peer leader. Please talk about what peer leadership means to you. What do you find challenging about leading your peers? What is your peer leadership superpower?
- What lessons have you learned by watching previous Heads succeed or struggle in this position? How would you carry these lessons into a Heads role on staff?
- Head Staff often work with Pro Staff and other College administrators. Please reflect on your interest and ability to work in a professional environment. What would you find challenging, and what you find exciting? Please share an example of a time you collaborated with a faculty or staff campus partner.
- Head Staff must balance several priorities and responsibilities. Please describe the way you stay organized, keep track of your commitments, and make decisions about ways to prioritize your time.

Head Staff 2026-27 Position Description

The Head Staff position is an important leadership role within the Office of Residential Life. Head Staff partner closely with Professional Staff to support individual ResLife members, supervise community clusters, and further develop the Residential Life program as a whole. Candidates should be excellent communicators, passionate about leadership, and able to supervise and support a diverse range of individuals. Please see below for the qualifications, desired skills, and responsibilities.

Qualifications

- Must have served on ResLife staff previously OR have comparable leadership experience on campus
- Must be a rising Junior or Senior
- Strong preference will be given to applicants who will be on campus for the full 2026 – 2027 academic year

Duties and Expectations

- Work an average of 12 hours/week
- In addition to the weekly all-staff ResLife meeting, attend one weekly Heads meeting, one weekly co-Head meeting, and additional meetings with ResLife student and Pro Staff as needed
- Participate in the Head-On-Call rotation at least twice per semester, *in addition* to the Duty Night rotation
- Plan and execute weekly community cluster meetings
- Mentor ResLife student staff, including one-on-one meetings, addressing performance issues, and managing conflict
- Manage crises that occur in your cluster and/or building
- Manage building group budgets

Skills

- Ability to manage multiple projects and crises while staying calm and maintaining a high job performance
- Ability to both authentically engage in and facilitate difficult conversations
- Capacity to evaluate peers' performance, provide feedback, and mentor others
- Ability to design and lead effective meetings
- Effective verbal and written communication
- Commitment to teamwork, professionalism, and collaboration

Required ResLife Training Dates

- August Training

- Head Staff: Monday, August 17 – Friday, August 21, 2026
- All Staff: Friday, August 21 through Orientation and the start of the Academic Year
- January Training
 - Head Staff: Friday, January 22 – Saturday, January 23, 2027*
 - All Staff: Saturday January 23 – Sunday January 24, 2027*

Note: Staff are required to remain on campus until housing closes

- Fall 2026: Tuesday, December 22 at 12 PM ET*
- Spring 2027: Sunday, May 23 at 12 PM ET*

*All Dates are based on the College's projected Academic Calendar and are subject to change

The Office of Residential Life reserves the right to dismiss a Residential Life staff member whose work or conduct is judged to be unsatisfactory. If your employment is terminated, you will not receive the portion of your compensation for the time you do not work, and you may be reassigned to an available space on campus, if necessary. Any staff member who is placed on academic or disciplinary probation during their employment will be required to meet with the Associate Director of Residential Life or a designee. Academic or disciplinary probation may result in dismissal from the Residential Life staff.

If, for any reason, your enrollment status changes or you as an individual are no longer allowed on campus, the terms of this appointment are subject to change.

The Office of Residential Life also reserves the right to change staff assignments. Occasionally, the Associate Director of Residential Life deems an assignment change necessary. At such times, the Office of Residential Life will attempt to be as flexible as possible with the students affected by the change.