



ST. FRANCIS XAVIER
UNIVERSITY

Black Student Advisor

StFX is seeking a Black Student Advisor to join our team. As a top-ranking Canadian university with over 1800 undergraduate students living on campus, the VP Students' Department believes that learning opportunities take place both inside and outside the classroom. We know our impact shapes the campus culture and encourages self-leadership, fosters student wellbeing, and prepares students for their next steps in life. VP Students' Department staff promises to be partners in the student experience, as educators to students and a resource to faculty and staff. With a demonstrated commitment to student development, you will have the opportunity to use your energy and enthusiasm to build a cohesive residential community. The Black Student Advisor manages the successful delivery of inclusive services, helps foster an inclusive campus culture, and serves as the primary contact for Black students. Major areas of responsibility include: case management and referrals, the design, implementation, and evaluation of programming; providing resources and educational opportunities to the campus and wider community; overseeing culturally appropriate educational, recreational, and social programs consistent with the needs of a diverse student population; advocating on behalf of students to committees and the administration; and helping students learn and apply new skills, ideas, strategies, and tools that make sense of their experiences. This position is in salary band C (\$45,727 - \$55,848) for 37.5 hours/week.

The Black Student Advisor will play a critical role in promoting inclusivity and belonging of all students. Highlights of the responsibilities include:

- Manage the drop-in centre for students
- Support the university community in fostering a culturally inclusive environment
- Prepares and produce individual and group sessions that focus on anti-black racism, microaggressions and other issues facing the Black student community.
- Prepares and coordinates initiatives, celebrations, activities, and program to promote, support, and celebrate Black culture.
- Partners with campus teams and departments to support the student experience
- Anticipate and arrange activities and events supporting student growth, engagement, and leadership.
- Finds and prepares opportunities for student skill-development through co-curricular activities.
- Uses recreational, cultural, and social events and activities to engage students and recognize important dates in the Black community.
- Provides guidance to student organizations (e.g. BLACC Society).

The Black student Advisor will work to engage and support a caseload of students to provide proactive outreach and responsive supports to students. Highlights of the responsibilities include:

- Maintains confidential and/or anonymous advising records of all Black students accessing the office.
- Participates in case management meetings with Equity Advising Team.
- Advises on institutional barriers to access for Black students, their sense of belonging, their representation in the institutional practices, and their overall wellbeing in classrooms and beyond.
- Refers students to appropriate resources on and off campus.



ST. FRANCIS XAVIER UNIVERSITY

- Liaises with community partners and services to support referrals
- Works closely with local high schools to develop relationships with principals, and guidance counsellors to identify and support future Xaverians.
- Advises students on equity rights.
- Assist with recruitment, retention and student success initiative aimed at raising the profile of the university in its commitment to the success of Black Students, with emphasis with African Nova Scotian Students.

Qualifications/Skills:

- A Bachelor's degree with some experience advising youth in a post-secondary environment
- The ideal candidate has lived experience (i.e., they are a member of the Black community), understand the intersectionality and diversity of Black students,
- Event planning and delivery with high proficiency in social media campaigns and online engagement
- Proficient using Microsoft Office 365 (especially Outlook, Excel, Word, PowerPoint), video conferencing, and enterprise level information systems
- Excellent communication, interpersonal and problem-solving skills
- Experience training/facilitation preparation, delivery and evaluation including in on-line environments
- Ability to work independently
- Well versed in the current issues impacting Black youth and a passion for engaging students to help them succeed
- Experience working with multiple stakeholders towards a common goal
- Preference may be given to graduates of St. Francis Xavier University.

Closing date for applications has been extended to, **August 19, 2022 at 1 pm AST**. A letter of application, including detailed resume, can be sent electronically in confidence to:

Human Resources
StFX University
Email: careers@stfx.ca

Only those selected for interviews will be contacted

St. Francis Xavier University is located in Mi'kma'ki, the ancestral and unceded territory of the Mi'kmaq People. Our institution is committed to upholding the values of equity, diversity and inclusion. We encourage applications from members of groups that have been historically disadvantaged and marginalized, including Indigenous persons (especially Mi'kmaq), racialized persons (especially African Nova Scotians), persons with disabilities, those who identify as women and/or 2SLGBTQ+ and any others who would contribute to the diversity of our community. Please note that all qualified candidates are encouraged to apply; however, applications from Canadians and permanent residents will be given priority.

We are also committed to the elimination of barriers to participation for persons with disabilities. Should you require an accommodation during the recruitment process, please contact Human Resources at hr@stfx.ca or 902-867-5038.