

UConn Pre-College Summer

Residential Counselor for Welfare Job Description

(2 positions available)

PROGRAM OVERVIEW:

UConn Pre-College Summer (PCS) is committed to providing a safe and supportive living-learning environment, allowing rising high school sophomores, juniors, and seniors to explore their academic interests, while gaining knowledge of institutional activities and social environments on a college campus. PCS serves as an exploratory experience where participants will gain an understanding of the college classroom with engaging University faculty and explore nuances and areas of college-life at a nationally ranked public University.

POSITION OVERVIEW:

Under the supervision of Pre-College Summer (PCS) administration, the Residential Counselor for Welfare (RC) is responsible for the management and intervention of daily crises occurring with program participants and staff. The position has been created to prevent and respond to incidents including bullying and sensitive concerns, as well as to be able to fully support students with anxiety, depression, and other conditions. This **full-time, live-in, 24/7 appointment** requires **commitment** (including weekends) for the program period of **June 21st, 2026 – August 1st, 2026**. Arrival to campus for training will be scheduled for **June 10th, 2025**.

Residential Counselor duties are demanding and require maturity, genuine concern for program participants and staff, very strong interpersonal and leadership skills, and an understanding of Pre-College Summer goals and policies, as well as mental health, crises management and response practices.

The position will include room and board for training and the 4-week program and a stipend (NEW RC RATE: \$5,460.00 before taxes and RETURNING RC RATE: \$5,760.00 before taxes).

POSITION RESPONSIBILITIES AND DUTIES:

General and Student, Staff, & Community Development

- Participate in a mandatory 3-day training prior to Summer Residential Assistant staff and participant arrivals

- Assist, facilitate, and participate in mandatory 7-day training for Summer Residential Assistant (RA) staff
- Strive to establish a cohesive team with residential staff to help cultivate a positive familial community
- Meet with Summer Residential Assistants (Summer RAs) for weekly 1:1s for the duration of the program
- Actively assist with participant check-in, orientation, team building activities, safety trainings, etc. every Sunday during the program
- Create and present various afternoon workshops and evening activities for participants centered around well-being, mental health care, stress management, and other areas of personal and professional interest
- Create, with the input of Summer RAs, nightly activity programming schedules for all sessions of the Program
- Perform administrative duties as assigned including, but not limited to: distributing information, completing incident and triage reports, and checking and responding to email and phone communications
- Maintain open communication with parents/guardians in-person and via phone to address questions, concerns, emergencies, etc.
- Reside in assigned residence hall room throughout the duration of the summer program
- Assist in the evaluation of residential staff positions at close of the program
- Perform other tasks as assigned and as needed

Risk Management and Policy Enforcement

- Remain available and/or on-call to PCS staff, participants, and parents 24 hours/day, 7 days a week
- Assist with crisis intervention and respond to emergencies utilizing proper procedures, counseling and de-escalation skills, specifically those occurring during the evening and overnight
- Triage situations for mental health and counseling services in person
- Maintain participant safety by collaborating with other staff, and parents/guardians, including follow-up
- Facilitate disciplinary and conduct meetings with student then call their parent/guardian to inform of the situation
- Serve in an on-call rotation over the duration of the program for emergency situations
- Work with Hall Director, Hall Coordinators and Residential Counselor for Welfare to examine and assure participant safety/security including fire safety,

medical/emergency responses and handle all emergencies in accordance with established procedures

- Keep PCS professional staff informed and up-to-date on incidents, including communicating staff and participant concerns in a timely fashion, and reviewing and maintaining appropriate incident reports and records
- Maintain appropriate records and compile reports as needed or requested
- Maintain privacy and/or confidentiality when handling participant, staff, and community incidents and conflicts
- Be knowledgeable of, enforce, and personally abide by all University policies and procedures, as well as federal, state, and local laws
- Respond to other risk management and policy enforcement related tasks as they arise

MINIMUM ACCEPTABLE QUALIFICATIONS:

- Pursuing a degree in social work, psychology, marriage and family therapy, mental health counseling, school counseling, higher education/student affairs or related fields
- Excellent leadership and interpersonal skills, and an ability to communicate clearly and effectively
- Able to become familiar with the UConn Storrs campus and residence halls (including rules, regulations and policies)
- An understanding of the needs of, and interest in working with, high school sophomores/juniors/seniors
- A desire to work collaboratively with Hall Director and Hall Coordinators to help lead a highly functioning team
- Highly developed conflict management skills and ability to address concerns with students as well as fellow staff members
- Ability to adapt easily and think quickly in fast-paced, ever-changing situations and emergencies
- Must be eligible to work in the US (International students on F-1 and J-1 visas may work on campus within the employment rules authorized by their visa [UConn International Student Employment](#))
- Have **no other scheduled commitments** that would conflict with performing the duties/schedule of this role (classes, research, appointments, jobs, practice, GA commitments, etc.)

PREFERRED QUALIFICATIONS:

- Master's degree or pursuing a master's degree in social work, psychology, marriage and family therapy, mental health counseling, school counseling, higher education/student affairs or related fields
- Previous experience as a Resident Assistant (RA) or Hall Director in a campus setting
- Accreditations or licensures pertaining to job qualifications and duties
- Prior experience working in similar setting and/or program with minors on a college campus
- Prior experiences working with students with anxiety, depression, mental health illness, ADHD, etc., particularly through experiences in outpatient clinics or one-on-one counseling sessions
- Familiarity with Americans with Disabilities Act (ADA), HIPAA, Title IX of the Educational Amendments of 1972, and Connecticut General Statutes in regards to minor protection policies

NOTE: Selected candidates will be required to complete an online portion of CPR/First Aid training and an online Minor Protection training before official training begins. A criminal background check of selected candidates is required through the UConn Office of Minor Protection.

ADDITIONAL DETAILS:

Position Description: Please note that changes may be made to this position description.

A resume, cover letter, and letter of recommendation are **REQUIRED** for all applicants.

REQUIRED cover letter prompt: The Residential Counselor for Welfare position focuses on supporting students' well-being for our high school program participants. Many of our students will experience living away from home and being on a college campus for the first time through our Pre-College Summer program. This group often includes students managing anxiety, depression, neurodivergence, and learning disabilities, among other challenges. With this in mind, how would you describe your approach to supporting our high school student population?

Qualified applicants will be invited to participate in a group (in-person) and individual interview (either in-person or via online video) in February 2025. Please take note of the [application timeline](#).

For more information or if you have any questions, please contact Briana Reid-Maloney, PCS Graduate Assistant, at ahy25001work@uconn.edu. **Use Subject Line: PCS Hall Coordinator Position**

TO APPLY FOR THIS POSITION, PLEASE USE THE FOLLOWING LINK:

<https://precollege-summer.uconn.edu/summerjobs/>

Pre-College Summer
University of Connecticut
368 Fairfield Way, Unit 4171
Storrs, Connecticut, 06269-4171
Phone: 860-486-0149 | **Fax:** 860-486-4868
Email: pcs@uconn.edu

Leadership Staff Roles and Responsibilities Comparison

Category	Hall Coordinator (HC)	Residential Counselor for Welfare (RC)
Primary Focus	Supervising residential life, staff, and student conduct; ensuring safety, engagement, and smooth operation of residential programming.	Supporting student well-being and mental health; managing crises and sensitive issues involving student welfare.
Supervision & Oversight	Directly supervises Summer Residential Assistants (RAs) and residence hall operations.	Works closely with RAs and coordinates with HC/HD but focuses more on individual student care than operations.
Programming Responsibilities	Coordinates check-ins, orientations, field trips, and team-building activities. Leads workshops and social events.	Develops wellness-centered programming (e.g., mental health workshops, stress management sessions). Plans nightly activity schedules.
Crisis Response	Responds to emergencies, enforces policy, and leads conduct meetings; part of on-call rotation.	Specializes in crisis intervention for mental health or behavioral concerns. Handles triage and sensitive issues during evening and overnight hours.
Communication with Families	Addresses general questions, emergencies, and conduct	Communicates primarily about welfare and mental health-related issues with families.

	concerns with parents/guardians.	
Administrative Tasks	Incident reports, maintenance requests, program prep, RA evaluations.	Incident and triage reports, wellness programming planning, RA evaluations.
On-Call Requirements	24/7 availability; part of on-call emergency rotation	24/7 availability; focuses on crisis response, including after-hours situations