



Student Labor Position Description

Single WLS Level Form

Department Name: Ecovillage

Org. #: 3153

Position Title: Community Advisor

WLS Level: 4 Position Code: S15331

Contract Hours: As defined by the status form and/or the grade level descriptions

Current Revision Year: 2009

WORK-LEARNING-SERVICE LEVELS (WLS)

- **WLS 1 – Entry Level** – This level is assigned to the following:
 1. All entering students during the first year of enrollment (or first term if entering mid-year); and
 2. Students of any classification whose work is characterized by highly structured tasks or outcomes, relatively low level or number of skills required, typically repetitive or routine tasks, and requiring direct supervision of worker results
- **WLS 2 – Intermediate Level** – This work typically involves less direct supervision than WLS Level 1, perhaps more work variety, and requires some independent exercise of judgment along with an increasing knowledge of the job.
- **WLS 3 – Skilled Level** – The work is typically skilled, requires little direct supervision, requires independent judgment on procedures, and has variety and depth. The work includes helping in the training of others and the expectation of contributions toward improvement of the way work is carried out.
- **WLS 4 – Advanced Level** – Normally involves the supervision of other students, the ability to apply advanced skills, and the capacity to assume higher levels of responsibilities for departmental operations. As with WLS Level 3, the work is typically skilled, requires little direct supervision, allows for independent judgment on procedures, and has variety and depth. The work includes helping in the training of others and the expectation of contributions toward improvement of the way work is carried out. Labor Departments may require WLS level 4 positions to be more than the minimum 10 hour commitment; if so, the Status Form will reflect this requirement.
- **WLS 5 – Management Level** – **Must be a 15 hour commitment – Allocation of a WLS Level 5 is limited and must be approved by the Dean of Labor / Labor Team.** *Prerequisite: One term at WLS level 3 or 4 and no forms of academic, labor, or social probation.* This level demands an understanding of departmental policies and relationships. Students are expected to develop and model strong interpersonal / communication skills in the workplace. In addition, students must demonstrate autonomy, high level skills, and assume advanced level responsibilities for departmental functions and/or programs. This level is assigned to the following:
 1. Student managers in the department; or
 2. Students responsible for managing highly technical positions within the department; or
 3. Master level student artisans
- **WLS 6 – Director Level** – **Must be a 15 hour commitment – Allocation of a WLS level 6 is limited and must be approved by the Labor Program Council.** *Prerequisite: One term at level 4 or 5 and no forms of academic, labor, or social probation...* Students assigned to this level serve as role models as workers and as students, displaying behaviors and values that are consistent with the Berea College Workplace Expectations -- both on and off the job. These positions require the highest levels of worker autonomy, advanced skills sets, and supervisory responsibilities for individuals, student managers, and departmental operations. Students must be involved in the following:
 1. Supervision of other student managers; or
 2. Supervision of students in highly technical positions
- **WLS UC -- Unclassified** – The positions of Student Government Association President, Campus Activities Board chair, chimes Editor, and pinnacle Editor are unclassified. These positions involve the highest levels of autonomy and responsibility as in the case of WLS level 6 positions.

I. WLS Level: 4

II. Description of Duties for This Position:

- A. Serve as a role model for other students and staff by following policies and establishing and maintaining credibility within the community
- B. Return to campus prior to each semester for Staff Training and New Resident Orientation
- C. Develop, manage and assist in required Ecovillage programs
- D. Assist in campus procedures in the event of crisis or inclement weather
- E. Express a positive attitude towards the College, Residence Life, their responsibilities, and fellow staff members
- F. Spend time building a community and getting to know each resident personally
- G. Make intentional contact with Ecovillage residents (e.g. enforcing policies, holding meetings, maintaining bulletin boards, and being a visible presence in the community)

- H. Attend all staff, labor, and scheduled one on one meetings with Collegium and/or Community Coordinator
- I. Carry out all specified procedures for check-ins and check-outs
- J. Work in conjunction with Facilities Assistants (FA's) and the Community Monitor to verify and follow up on work requests
- K. Serve regularly scheduled duty in the Ecovillage, make regular rounds of the building, submit incident reports when necessary, and utilize additional staff for assistance when dealing with and reporting situations
- L. Understand Emergency Protocol and be able to implement policies in the case of emergency situations
- M. Individual functions as assigned: Prius care; newsletter; collaboration with SENS/CDL, etc.

III. Learning Opportunities for This Position:

- A. Gain knowledge of team dynamics and operation of a well-functioning team
- B. Learn conflict mediation skills and peer counseling tools
- C. Develop leadership skills
- D. Develop goals and habits for a sustainable lifestyle
- E. Train others and contribute to the improvement of the way work is carried out

IV. Qualifications Needed For This Position:

- A. Must be in Good Standing (no probationary status);
- B. Must demonstrate leadership ability
- C. Should be team orientated
- D. Should be committed toward achieving the goals of the Ecovillage
- E. Must be able to work independently as well as in teams
- F. Must be able to assume higher levels of responsibilities